

BOARD OF GOVERNORS

The material contained in this document is the Agenda for the next meeting of the Board of Governors.

Tuesday, June 23, 2020
4:00 p.m.
Via ZOOM Web Conference

OPEN SESSION

Please email regrets to shelley.foster@umanitoba.ca, no later than 9:00 a.m. on the day of the meeting.

OFFICE OF THE UNIVERSITY SECRETARY



**University
of Manitoba**

BOARD OF GOVERNORS OPEN SESSION

Tuesday, June 23, 2020 at 4:00 p.m.

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AGENDA

Presenter

Page Est. Time

ANNOUNCEMENTS

FOR ACTION

- | | | | | |
|-------|---|-------------------|----|-----------|
| 1. | APPROVAL OF THE AGENDA | Chair | 2 | 4:00 p.m. |
| 2. | MINUTES (OPEN) | | | |
| 2.1 | Approval of the Minutes of the May 19, 2020 OPEN Session as circulated or amended | Chair | 4 | 4:00 p.m. |
| 2.2 | Business Arising | Chair | | |
| 2.2.2 | Revised Residence Meal Plan Rates | L. Zapshala-Kelln | 15 | 4:05 p.m. |
| 3. | UNANIMOUS CONSENT AGENDA | Chair | | 4:10 p.m. |

If any member of the Board wants to ask a question, discuss or oppose an item that is marked for the consent agenda, the member can have an item removed from the consent agenda by contacting the Secretary of the Board prior to the meeting or by asking that it be removed before the Chair calls for a mover and seconder for the motion to approve or receive, by unanimous consent, the items listed.

3.1 Consent Items from Senate (for approval)

- | | | | | |
|-------|--|-----------|----|-----------|
| 3.1.1 | Reports of the Senate Committee on Awards | President | | (consent) |
| a) | Dated February 20, 2020 | | 32 | |
| b) | Dated April 7, 2020 | | 45 | |
| c) | Dated May 14, 2020 | | 57 | |
| 3.1.2 | Proposal to Establish the Manitoba Quantum Institute | President | 68 | (consent) |
| 3.1.3 | Closure of Diploma in Population Health, Department Of Community Health Sciences | President | 92 | (consent) |

3.2 Consent Items from Senate (for Information)

- | | | | | |
|-------|---|-----------|-----|-----------|
| 3.2.1 | Report of the Senate Committee on Academic Review RE: Annual Report on the Status of Academic Program Reviews and Accredited Programs, May 1, 2019 – April 30, 2020 | President | 110 | (consent) |
| 3.2.2 | Increase Admission Target, Bachelor of Commerce (Honours), I.H. Asper School of Business | President | 120 | (consent) |

FOR APPROVAL

4. **FROM AUDIT & RISK MANAGEMENT**

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4.1 Annual Financial Report			
4.1.1 Presentation of the Annual Financial Statements	K. Osiowy	124	4:15 p.m.
4.1.2 Audit Results Memo (for information)	K. Osiowy	180	4:30 p.m.
4.1.3 Approval of the Financial Statements	K. Osiowy	124	4:45 p.m.
5. FROM FINANCE, ADMINISTRATION, and HUMAN RESOURCES			
5.1 Student Giving Referenda	K. Lee	226	5:00 p.m.

FOR INFORMATION

6. **NEW BUSINESS**

6.1 Report from the President	President	243	5:05 p.m.
6.2 Final Report on the Strategic Plan	President	255	5:10 p.m.

FOR DISCUSSION

7. **FROM SENATE**

7.1 Request to Extend Suspension of Admissions to B.Sc.(Hons.) and B.Sc.(Maj.) in Biotechnology, P.B.Dip. in Agrology, and Integrated B.Mus./B.Ed.	President	372	5:15 p.m.
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MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION



**Minutes of the OPEN Session of the
Board of Governors
Held by Web Conference on May 19, 2020 at 4:00 p.m.**

Present: J. Lieberman, Chair
J. Leclerc, Secretary

J. Anderson D. Barnard K. Clarke J. Dela Cruz L. Hyde J. Knysh
K. Lee J. Linden C. Loewen A. Mahon T. Matthews K. Osiowy
S. Prentice L. Reimer S. Sekander K. Smith J. Taylor

Regrets: M. McNicholl

Absent: D. Hunter Officials Sending Regrets: C. Cook

Assessors Present: S. Woloschuk M. Hudson

Officials Present: N. Andrew S. Foster D. Jayas J. Kearsey
J. Ristock L. Zapshala-Kelln

Guests: M. Benarroch G. Martell T. Mondor

Observers: E. Brohman M. Novak

1. ANNOUNCEMENTS

The Chair welcomed and thanked everyone for joining the meeting. He also welcomed Dr. Benarroch to the meeting and congratulated Dr. Taylor on being re-elected to the Board by members of Senate at its recent meeting.

The Chair reminded participants to have their microphone and video muted until invited to speak and noted that the BlueJeans Chat function should be used only to indicate a question or comment.

FOR ACTION

1. APPROVAL OF THE AGENDA

It was moved by Mr. Knysh and seconded by Dr. Reimer:
THAT the agenda for the May 19, 2020 meeting be approved as circulated.

CARRIED

2. **MINUTES (Open) Session**

- 2.1 Approval of the Minutes of the April 21, 2020 Open Session as circulated or amended

It was moved by Dr. Reimer and seconded by Dr. Anderson:

THAT the minutes of the April 21, 2020 Open session be approved as circulated.

CARRIED

- 2.2 Business Arising – none

FOR APPROVAL

3. **FROM FINANCE, ADMINISTRATION, & HUMAN RESOURCES**

- 3.1 2020/21 Proposed Tuition and Course Fees

Ms. Lee stated that the Finance, Administration, and Human Resources Committee considered this proposal at its meeting on May 5 and recommends it to the Board of Governors for approval. She noted that the University's tuition remains low in comparison to other western Canadian universities, which is one of the factors considered in developing this proposal.

Dr. Ristock introduced Dr. Mondor, Deputy Provost, who developed the proposal and would present it to the Board. She stated that this is a formal proposal for a variable rate increase in undergraduate tuition fees by an average of 3.75 percent, a 3.75 percent increase on graduate tuition, and an increase to the graduate continuing fee. She added that the proposal also includes a 3.75 percent increase to university-wide fees and the restructuring of lab fees. She noted that the increases comply with provincial legislation, and will result in approximately \$2.7 million in additional revenue for 2020/2021. She recognized the impact that increases have on students, and said the University is aware of the additional challenges resulting from COVID 19 and the transition to remote learning. She added that the University would continue providing bursaries, scholarships, and emergency funds to students who need financial assistance.

Dr. Ristock explained that there are significant gaps between tuition fees at the University of Manitoba and other comparable universities in western Canada. She noted the importance of reducing these gaps in a measured way, and remaining compliant with provincial legislation requiring that average provincial tuition not exceed the lowest average tuition west of Manitoba. She added that the Minister has the ability to reduce the University's operating grant if it does not meet this requirement.

Dr. Ristock said that, compared to other western Canadian universities, the proposed tuition increase is modest, and the University's tuition will remain among the lowest rates in Canada. She added that expected decreases in enrolment make the additional tuition revenue particularly important in supporting the budget.

Dr. Mondor said that the Financial Planning Office and the Office of Institutional Analysis did a good job comparing tuition across comparable programs in other western provinces. Referring to the chart on page 42 of the meeting materials, Dr. Mondor said larger increases are proposed for those programs in which a significant discrepancy was found, and a smaller increase of only one percent is proposed for those programs where the gap was smaller. He noted that all proposed increases fall within provincial government maximum tuition increases of five percent plus the Consumer Price Index (CPI) of approximately two percent.

Dr. Mondor noted that the impact of the proposed increases on individual students would be dependent on their program of study and their course selections. For example, he said that the increases for a student taking a full course load would range from \$200 for domestic students in engineering, to \$640 for students in medicine. He added that most students in the faculties of arts and science would pay approximately \$250 more per year for a full course load. He explained that this would be equivalent to an average increase of \$6 per credit hour, depending on the program.

Regarding graduate programs, Dr. Mondor said the proposed tuition and fee increase is 3.75 percent, in all programs except the Master of Business Administration and the Master of Finance programs in the I.H. Asper School of Business. He explained that the Dean requested that those fees not increase because both programs are quite competitive and tuition is already comparable to other institutions in western Canada. He added that those two programs operate essentially on a cost recovery basis.

Dr. Mondor explained that tuition in graduate programs is assessed for each year of a program, generally one to three years, after which a continuing fee is assessed until completion of the program. He noted that although the continuing fee was previously assessed only in the fall and winter terms, the addition of a continuing fee for the summer term is part of the proposal, as is an increase to the fee from \$414.52 per term to \$500 per term.

Dr. Mondor said that the proposed increases to graduate tuition and fees would result in an increase of \$193.00 per year for students paying the standard graduate program fee, plus the additional \$500.00 continuing fee assessed in the summer term. He added that students who only pay continuing fees would see an increase from \$829.04 to \$1,500.00 per year. Overall, he said, students would see an increase of approximately \$680 each year over the course of their program.

Dr. Mondor stated that the University of Manitoba's graduate tuition fees are by far the lowest in Canada, except for the rates paid for Quebec students at universities in their province. He added that the University of Winnipeg's graduate tuition fee structure is similar to this university, but the fees are significantly higher. He said after implementation of the proposed tuition and fee increase, the graduate tuition at the University of Winnipeg will be approximately twice as much as it is at this university. He noted that as the cost of program delivery increases continually, the revenue must also rise to cover those increased costs and provide the services that students need. Dr. Mondor noted that graduate tuition and fees would increase by the same

amount for international students, however the international differential fee would be eliminated for Ph.D. programs.

Dr. Mondor explained increases to the lab fees assessed, noting that an intensive study was undertaken to determine how to align those fees with the actual cost of offering labs. He added that the fees are currently tied to credit hours, which is not an accurate way to determine these fees. He noted that lab fees do not cover much of the cost associated with labs.

Regarding unit specific course fees, he said that most would not change, or would change by a limited amount, as outlined in attachment two of the submission. He noted one exception in the Desautels Faculty of Music, where a significant increase to the Major and Minor Practical Study fees from \$50 to \$500 will be phased in over a four-year period to bring these into alignment with significantly higher fees in music programs across the country.

It was moved by Mr. Knysh and seconded by Dr. Anderson:

THAT the Board of Governors approves increases for tuition fees and university-wide fees for 2020/21 Academic Year as follows:

- Undergraduate domestic tuition rates increase using a variable tuition framework, with an average increase of 3.75 percent.
- Graduate domestic tuition rates increase 3.75 percent with the exception of no increase for the MBA and Master of Finance programs.
- International tuition differential rates increase consistent with domestic rates and differential fees for Ph.D. students be eliminated.
- Continuing fees increase to \$500.00 per term and that students be assessed the fee in each term of study where they are not assessed program or tuition fees (including the Summer term beginning in 2021).
- That university-wide fees increase 3.75 percent.
- That a revised lab fees rate structure based on lab delivery costs be approved with four categories set at the following rates for 2020/21: \$35, \$60, \$85, and variable (approved on a course-by-course basis).

Discussion ensued around three main areas of concern expressed by members of the Board:

- The need for, and impact of the proposed increases on students who are already experiencing unprecedented hardships;
- The impact of the pandemic on enrolment; and
- Communication of the need for and value of tuition increases.

The need for, and impact of the proposed increases on students who are already experiencing unprecedented hardships

Members of the Board expressed appreciation for the thorough presentation and for the recognition of the extraordinary financial and psychological challenges faced by students,

particularly international students. It was noted that graduate students do not support the plan to increase the continuing fee. The challenges faced by the University were acknowledged; however, a question arose about the possibility of a delay in implementing the proposed increases.

In response, Dr. Mondor reiterated the University's commitment to supporting students in need by providing scholarships and bursaries, and the student emergency fund. He noted that graduate students as a group are a net recipient of funding from the university. He said funds are needed to provide the academic programs and to continue or enhance the supports and services that students need more now than ever before. He noted that the most significant part of the increase for graduate students is the addition of continuing fees for the summer term, which will not be implemented until the summer of 2021, a year away from now.

It was noted by some that the increase to the continuing fee seems drastic, and delaying the implementation would ease the burden on parents of international students who are facing financial hardship. Dr. Mondor stated that the University is sympathetic to students and their families, yet revenue must increase in order to maintain and enhance programs, supports, and services. Regarding bursaries, Dr. Mondor indicated that bursaries would increase as much as possible within the constraints of the budget.

Dr. Ristock stated that she understands that students are concerned. She noted that the University would make strategic allocations to increase the number of bursaries available, based on need, as well as the student emergency fund. She noted this would be discussed during the presentation of the budget later in the meeting. Dr. Ristock said that she hears the needs of students and recognizes the stress they are currently experiencing; however, the University must go forward with increases to better reflect the cost of program delivery. She noted that it is unknown whether the provincial government would allow increases in future years, which would leave the University with no further opportunities to increase tuition.

In response to a question about the benefit of lower fees to the University, Dr. Mondor noted that the current financial reality stems from historical circumstances and many years when no tuition increases were permitted.

The impact of the pandemic on enrolment

Members of the Board spoke of their general understanding of the financial challenges faced by the University and its students. One member cited a recent article in the Toronto Star that indicated one third of post-secondary students are not expected to return to their programs due to the transition to remote learning. Dr. Ristock said it was too early to tell if that will be the case. She noted that today was the first day of registration for summer remote courses, and fall enrolment is uncertain. She added that Universities Canada has estimated that one-half of students will return. In short, she said, it is premature to make predictions or assumptions about enrolment for summer, fall, or winter.

Dr. Mondor said that offers of admission were sent before the scope of the pandemic was recognized and the resulting graduate student intake remains undetermined. He noted that in the first day of summer session 2020 registration, enrolment appears to be similar to the summer of 2019. He suggested that most students appear to be unconcerned about remote learning. He noted that spring registration was higher this year than last. Dr. Mondor said that enrolment in the International College of Manitoba (ICM) is unknown, although the expectation is that its enrolment of new students will be down by 25 percent from last year.

Dr. Mondor stated that the plan to offer primarily remote classes in the fall was announced early so that students have sufficient time to plan their courses.

Communication of the need for and value of tuition increases

Board members noted the immense challenge faced by the Board and University leadership in the face of fee increases that are necessary but not desirable. A comment was made that there could be no worse time to raise fees, yet the Board understands the necessity of doing so. It was noted that the sustainable future of the University relies on tuition and fee increases and it seems clear that increases alone are not the answer and deeper and strategic discussion with the Board should occur in the near future.

The Board agreed that the necessity and rationale for raising fees must be communicated carefully and with appropriate context to help students understand that there is more to it than the need to catch up to other universities. One member noted that it would be helpful to communicate how the University invests in students, programs, services, and supports so that discouraged students may feel some hope.

Dr. Ristock agreed that communications around the increase should emphasize why the increase is necessary and important for students in challenging times. She added that allocations in the operating budget demonstrate the University's commitment to preserving and enhancing student success; however, this cannot be done without additional tuition revenue. She suggested that presentations to the Board about student success and student engagement might be welcome to enhance the Board's understanding.

Students on the Board indicated their appreciation of the University's commitment and the unprecedented work done for the continuation of classes and services to support students and for the health and safety of the broader University community. They expressed agreement that most students do not have the information to help them to understand the need for the tuition increase. One member commented that some students are uncomfortable with the new dynamic of teaching and are not comfortable voicing that publicly, consequently, some will likely defer their studies.

Dr. Ristock stated that communication would emphasize the University's commitment to student success and to offering high quality programs, both of which require an increase in fees. She agreed that communication is important to help students understand and indicated that she would be happy to work with student leaders to assist in communicating that to students.

The motion was CARRIED.

Ms. Dela Cruz, Ms. Sekander, and Ms. Smith opposed the motion.

3.2 2020/21 Budget

Ms. Lee said the Finance, Administration, and Human Resources Committee considered the budget proposal at its meeting on May 5 and recommends it to the Board of Governors for approval. She noted that the budget looks different from previous years because of the transition to full Public Sector Accounting Standards. She added that the proposed budget does not reflect reductions necessary in response to the COVID pandemic because the University has not yet received details in writing from the Province. She requested ongoing updates to the Board on the cost measures implemented throughout the year. Ms. Zapshala agreed that would be a good idea, stating that she would provide updates on the reduction measures taken, and how the University is doing in relation to the budget.

Ms. Zapshala-Kelln noted that, amidst a year of uncertainty and significant change, the proposed budget would serve as a starting point, based on assumptions made at a particular point in time. She added that uncertainty in the range of probabilities is very wide, notably the unknown impact of the pandemic on tuition revenue. She added that the University still awaits written confirmation of the amount of the provincial operating grant. She said that, based on information received verbally from the Province, a reduction to the grant of four percent for this year only and an ongoing one percent reduction were factored into the proposed budget.

Ms. Zapshala-Kelln said the budget development process began almost a year ago with the following preliminary planning parameters:

- 1) Provincial operating grant would be unchanged from 2019/2020;
- 2) Tuition would increase 3.75 percent; and
- 3) Enrolment would be static, consistent with last year's trends.

She noted that these assumptions reflect direction provided by the Province for development and submission of the 2020/2021 Estimates. She added that the assumptions were revisited when the significant impact of the pandemic was understood, resulting in the following revised assumptions:

- 1) Summer tuition revenue would decrease by 40 percent;
- 2) Fall winter tuition revenue would decrease by 20 percent; and
- 3) Core revenue sources would decrease by one percent.

Ms. Zapshala-Kelln said the fiscal situation would evolve and would be monitored closely. As she stated earlier, the Board will be updated along the way.

Ms. Zapshala-Kelln noted another major change in that this is the first budget developed under the full public sector accounting standards, now required by provincial directive. She noted the

further complication of the balanced budget mandate of the province, which previously required a balanced operating budget, but which now requires a balanced consolidated, all-funds budget. She explained that this is particularly challenging for the University due to the timing of recording research revenue and expenditures. She added that the 2020/2021 operating budget is balanced; however, this accounts for only 75 percent of total budgeted revenues.

Regarding the consolidated budget, Ms. Zapshala-Kelln noted the following:

- It reflects revenues of \$904.6 million, expenses totaling \$922.9 million, and endowment revenues of \$14.7 million.
- The net result of the revenues and expenses as budgeted is a consolidated projection of \$(18.3) million before endowment revenues.
- This projected net result is, in large part, related to the changes in accounting standards, highlighting the gap in timing revenues recognized and expenses incurred.
- This change is occurring at the same time that the University is experiencing decreased one-time revenues for capital projects, increases in amortization from those capital projects, decreases in new sponsored research revenues, and decreased operating grant revenues from government and other sources, in addition to the added challenge of dealing with a pandemic.
- Even so, the general operating budget is balanced; however, the university cannot mitigate the timing pressures in research and capital by further re-directing operating funding to produce a balanced consolidated result.

Ms. Zapshala-Kelln said that the details of the consolidated budget would be found in Attachment 1, on page 28 of the meeting materials. She noted the following:

- 2019/20 figures were not restated so remain as presented in May of 2019.
- Projected revenue is approximately \$14 million higher than last year, but is primarily a reflection of the transition in accounting standards.
- The proposed tuition revenue of \$2.7 million is included in the revenue projections.
- Also reflected are potential increases in grant funding, offset by provincial reductions.
- Consolidated expenses will increase by almost \$40 million over last year. Projected increase of \$12 million in research grant funding.
- Scholarships and bursaries will increase by \$7.5 million over last year.
- Other expenses will be funded by reprioritization.
- The bottom line is a deficit of \$3.6 million in the consolidated budget.

Ms. Zapshala-Kelln reviewed highlights of the general operating budget, shown in Attachment 2 on page 29 of the materials. She noted the following:

- Tuition and grant revenues are allocated to academic units, based on pre-determined drivers, to support their expenses.

- A portion of the allocated revenue is contributed to the university fund to support net expenses of the central support units. This amount is determined by the participation rate (tax), which remains at 17.75 percent for the upcoming fiscal year.
- Unit revenues include tuition and grant revenue allocated within the budget model as well as revenues they budget directly, including salaries, benefits and other operating expenses, as well as net transfers necessary to support both operating and non-operating expenses, such as debt repayment, capital projects, scholarships and bursaries, staff benefits, and research projects.
- General operating revenues are projected to decrease 0.1 percent compared to the 2019/20 budget, but overall, academic units' net operating budgets will see an increase. There will be some unit budgets increasing, while others will be decreasing. This is due in part to the impacts of the budget model and strategic subvention adjustments for 2020/21.
- Most central support cost pool budgets have decreased in order to mitigate the budgetary pressure on academic units.
- Layoffs are not anticipated as a result of measures taken to manage budgetary reductions, which include deferral of hiring for vacant positions; re-prioritization of spending to critical areas; and reduction of the 2020/21 deferred maintenance budget allocation. However, further action that may be taken in response to additional revenue deterioration, direction from government, or other pressures are not included in the proposed budget.
- The University Fund also reflects the impacts of the projected revenue assumptions and budgetary measures taken to manage fiscal constraints by reduced strategic investment in university priority areas.

In closing, Ms. Zapshala-Kelln emphasized that the projections above are soft, and the University will rely heavily on continuing monitoring of funding and tuition revenues.

Dr. Ristock spoke to the proposed strategic allocations, noting that these would be considered alongside other budget reductions that may be needed. She said that with the underlying uncertainty in funding, revenues would be allocated to faculties to allow them flexibility to address their own strategic priorities, noting that faculty priorities generally align with the University's strategic priorities. She added that subventions, targeted investments in specific areas, would be made where needed, as indicated on Attachment 3 on page 30 of the materials.

Dr. Ristock reviewed the funding allocated to strategic priorities, noting that:

- 89 percent, or \$92.8 million, of the total university fund of \$109 million, would be allocated to academic units through subvention;
- Three multi-year commitments will continue, \$1 million for research initiatives (year six of a seven year commitment), \$900,000 to the National Centre for Truth and Reconciliation (last year of a five year commitment), and \$500,000 to the Network Switch Replacement project (year five of a six year commitment);

- Support for Canada Research Chair programs would be paused, as some planned hiring has not occurred;
- \$600,000 for scholarships and bursaries;
- \$350,000 for the second year to support the new Sexual Violence Support Centre;
- \$300,000 for student counselling in support of the University's commitment to mental health and wellness;
- \$1 million to begin funding for the Hydro Power Re-Servicing project to address power insufficiencies on the Fort Garry Campus;
- \$700,000 to support Learning Spaces Renewal and Enhancement, particularly for informal learning spaces;
- \$600,000 for Pandemic Response and Relief to support both students and instructors in adapting to and succeeding in remote learning.
- \$10 million in contingency funds to the Strategic Priorities Reserve. This is an increase of \$3 million over last year and is equivalent to 1.5 percent of operating revenues.

Dr. Ristock explained that the contingency funding is intended to mitigate loss of revenue due to the pandemic and to make mid-year adjustments if necessary as the situation evolves. She added that the relative importance of these strategic investments would be assessed over the year.

It was moved by Ms. Lee and seconded by Ms. Dela Cruz:

That the Board of Governors approves a consolidated budget for the year ending March 31, 2021 that includes:

- **total revenues of \$904,583,000;**
- **total expenses of \$922,851,000; and**
- **a balanced general operating budget of \$674,627,000.**

Members of the Board discussed the proposed budget and asked a number of questions related to the Province's recent request to reduce expenditures by five percent. Ms. Zapshala-Kelln explained that the University has not yet received written confirmation of that request. In addition, she noted that the Province did not provide direction on implementation of the reduction. Dr. Ristock added that the Province has stated verbally that the University will have flexibility in implementing the reduction; however, that too has not been provided in writing.

Board members expressed appreciation for the conversation and collaboration with students, and for the University's clear commitment to strategic investments.

In response to a question, Ms. Zapshala-Kelln explained that what may look like a \$7 million increase in the Provincial Grant is a result of the change in accounting standards. She added that it relates to the gap between recording revenue and making expenditures, in this case, interest on capital loans, offset by a reduction in the grant of \$3.4 million.

Regarding specific expenses recorded in the pandemic line, Dr. Ristock said the strategic allocation of \$600,000 to Pandemic Response and Release is to fund expenditures that are not

yet known. She explained that future expenditures may be needed to support the quality of courses delivered remotely. She noted that additional instructional designers and software may be necessary, and additional training workshops may be offered. Dr. Ristock added that there would be an intense orientation period in August to help students be successful in remote courses.

In response to a question about the role of the President's Budget Advisory Committee when adjustments to expenditures are contemplated throughout the year, Dr. Ristock said that has not been considered. Dr. Barnard added that it seems reasonable to consult the Budget Advisory Committee when substantial changes or reductions are considered. He said that he would give the possibility some thought and would get back to the Board with a decision.

A Board member stated their hope that the Board and Board committees will be part of the discussion of the coming reductions, adding that, in their opinion, the challenging request from the Province seems to have blurred the line between administration and oversight. Dr. Barnard agreed with the suggestion that the Board and its committees can be involved in a robust discussion when the University has received confirmation of the reductions in writing.

The motion was CARRIED.

FOR INFORMATION

4.1. Report from the President

Dr. Barnard commented that the budget process this year has been unusual in the need to achieve difficult results in extreme times, without the ability to extrapolate from existing data. He noted that all who were involved worked more than their usual to get this done. He thanked the vice-presidents and their teams for their excellent work under particularly challenging circumstances.

Dr. Barnard highlighted an item in his written report, on page 38 of the meeting materials, regarding the engagement of a client advocate to advance the Fort Garry Campus Power Re-servicing Project. He noted the significance of making this important step and expressed his appreciation for those who made that happen.

MOTION TO MOVE TO CLOSED AND CONFIDENTIAL

It was moved by Ms. Loewen and seconded by Dr. Reimer:

THAT the meeting move into Closed and Confidential Session.

CARRIED

Chair

University Secretary



AGENDA ITEM:

2020-21 Residence Meal Plan Rate Changes

RECOMMENDED RESOLUTION:

N/A, for information only.

CONTEXT AND BACKGROUND:

Although the Board of Governors approved residence room and meal plan rates at its meeting on March 24, 2020, it is now clear that the operational impacts of COVID-19 require an adjustment to the meal plans offered. With the University’s announcement to offer all possible courses for the Fall term online by remote learning as a result of COVID-19, there will be a number of impacts to the services available to students on campus. Although Student Residences will continue to provide on-campus accommodations and dining to students this year, only single occupancy accommodations with private bathroom facilities, i.e., Pembina Hall (PHR) and Arthur Mauro Residences (AVM) will be offered. Mary Speechly and University College Residence remain closed. The other significant impact to residence students will be that dining locations outside of the Fresh Food Company (Residence Dining Hall) will be limited at best.

Normally, all Mary Speechly and Pembina Hall mandatory residence meal plans include a small portion of FoodBucks (ranging from \$100-250) to be spent at various Dining Services locations throughout campus in addition to meals provided at the Fresh Food Company. Because most of these retail locations will not be operational (at least for the Fall term), we are adjusting the approved residence meal plan rates to reflect the reduction of FoodBucks for the three respective meal plans (see below). In addition, the 7-day unlimited plan will change to a 21 meal per week plan in order to better accommodate the operational change (due to COVID-19) of offering meals in a “to go” format. The cost for the 21 meal per week plan remains the same as the 7-day unlimited plan.

As per the original submission, meal plans for AVM will remain optional; however, we will be introducing a smaller, flexible meal plan – only for students residing in Arthur Mauro – that they may purchase as an option. The purpose of this 100-meal plan (per term) is to incentivize additional students to enroll in a meal plan to help offset the loss of the mandatory meal plan enrolment typically associated with Mary Speechly. The more students participating in the meal plan allows for more flexibility in the options and variety of the dining offerings.

Meal Plan Description	Approved Rate	2020-21 Rate (less FoodBucks)
PHR		
10 meals per week plus \$250 FB	\$2,665	\$2,415
15 meals per week plus \$250 FB	\$2,866	\$2,616
7-day unlimited plus \$100 FB	\$2,955	\$2,855
AVM (optional)		
100 meal flex plan	N/A	\$1,300 (taxable)
All meal plans listed above are also available to AVM residents		

RESOURCE REQUIREMENTS:

N/A

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

Student Residences recognizes that more than ever, students need to stay engaged and require a supportive learning environment. We are committed to continuing to provide safe on-campus accommodations and dining options to our students this year despite the operational and social limitations that may arise from the impacts of COVID 19.

IMPLICATIONS:

The cost for a student to live on campus will be reduced by the difference in cost of the FoodBucks for each respective plan. Meal plan costs are a flow through to Aramark and do not affect University revenues.

ALTERNATIVES:

Without this change, the added FoodBucks cost would be without purpose or value so long as most Dining Service retail locations remain closed.

CONSULTATION:

The following have been consulted on the contents of this submission: Director of Student Residences; Director of Ancillary Services; General Manager, Dining Services; AVP Administration.



AGENDA ITEM: 2020–2021 Residence Room and Meal Plan Rates

RECOMMENDED RESOLUTION:

That the Board of Governors approves:

A) Residence room rates (per term) for 2020-21 of:

- Pembina Hall Residence- \$4,019
- Arthur Mauro Residence- \$4,298
- Mary Speechly Hall Residence- \$3,069 (single); \$1,961 (double)
- University College Residence- \$3,126 (single); \$1,997 (double)

B) Meal plan rates (per term) for 2020-21 of:

- 10 Meals per Week plus \$250 FoodBucks - \$2,665
- 15 Meals per Week plus \$250 FoodBucks - \$2,866
- 7-Day Unlimited plus \$100 FoodBucks - \$2,955
- UC FoodBucks Plan - \$1,730
- UC Flex Plan (\$750 FoodBucks plus 100 meals at Fresh Food Company) - \$2,170

C) Extended stay fee (holiday break) for 2020-21 of: \$120

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

There are four University-operated student residence facilities on campus offering a variety of room and meal plan options with a total of 1177 beds.

Pembina Hall Residence

- Semi-suite style residence with private washroom
- Choice of three **mandatory** meal plan options¹
- 357 beds
- Year built: 2011

Arthur V. Mauro Residence

- Two bedroom suite-style residence with shared kitchen area and washroom
- Upper years only
- Optional meal plans available
- 316 beds
- Year built: 2003

Mary Speechly Hall

- Dormitory-style residence with double or single rooms; communal washrooms
- Choice of three **mandatory** meal plan options ¹
- 246 beds
- Year built: 1964

University College Residence

- Dormitory-style residence with double or single rooms; communal washrooms
- Choice of two **mandatory** declining balance meal plan options ²
- 258 beds
- Year built: 1964

¹ Mandatory Meal Plan Options (2019-20):

- 10 meals per week plus \$250 FoodBucks (declining balance per term)
- 15 meals per week plus \$250 FoodBucks (declining balance per term)
- 7-day all-you-care-to-eat meals plus \$100 FoodBucks (declining balance per term).

² Mandatory Declining Balance Meal Plans (2019-20):

- UC FoodBucks Plan - \$1,650 per term
- UC Flex Plan - \$750 in FoodBucks plus 100 meals per term at Fresh Food Company

FoodBucks can be used at any University Dining Services outlet. Up to \$75 per term may be used at each of: Degrees, the Hub, and Pizza Pizza (2677 Pembina Hwy. location).

The current student demographic in residences is 65% international / 35% domestic, and approximately 65% of all resident students are first year students. Last year the student demographics were largely the same. Average occupancy rates over the last year were 97%.

Other on-campus housing consists of St. John's College Residence (100 beds) and St. Andrew's College Residence (40 beds) with rates ranging from \$1855 to \$1987 per term for a single dorm room. St. Paul's College does not currently have a residence facility, but a Request for Proposal was issued in August 2016 seeking proponents to design, build, finance and operate a 300-bed, gender-split student residence using a P3 model. Negotiations with a selected developer/operator and the University of Manitoba are ongoing.

Proposed 2020-21 Room Rates

Recommendation:

- The **Pembina Hall Residence** room rate would increase from \$3,902 to \$4,019 per term.
- The **Arthur V. Mauro Residence** room rate would increase from \$4,173 to \$4,298 per term.
- The **Mary Speechly Hall** single room rate would increase from \$2,980 to \$3,069; and the double room rate would increase from \$1,904 to \$1,961 per term.
- The **University College** single room rate would increase \$3,035 to \$3,126; and the double room rate would increase from \$1,939 to \$1,997 per term.
- **Extended stay fee** (holiday break) would increase from \$115 to \$120.

Rationale:

From 2015-2019, Student Residences' five-year business plan called for a 5% annual increase to room rates in order to be self-sustaining. We have since substantially achieved our goal and made many necessary facility improvements along the way with an intentional focus on deferred maintenance in our older residence buildings. Over the next two to three years, we plan on continuing to enhance the quality of all of our residence buildings by reinvesting in building infrastructure and refreshing furniture and equipment. Some of these upcoming projects include new windows in Mary Speechly Hall, new in-suite furniture in Arthur Mauro Residence, and new wall coverings and furniture in Pembina Hall Residence.

In order to cover these continued improvements, along with anticipated operating and maintenance cost increases, we are proposing a 3% room rate increase in 2020-21. Table 7 provides our business plan and financial projection. We are also seeking Board approval for a \$120 extended stay fee for students staying over the 2020-21 twelve-day holiday break. Only students who declare their intent to stay (almost exclusively international students) are required to pay this fee. The fee does not include meals and is intended to cover the operating costs associated with this service, including 24-hour residence security, part-time office staff, and caretaking during this period.

As we have raised rates in each of the last five years, one of our continued concerns is that we run the risk of pricing ourselves out of the market, ultimately deterring students from living on campus. However, the demand for quality on-campus accommodations continues to be strong with long waitlists (averaging 350 students over the last 5 years), steady occupancy rates throughout the academic year (averaging 97%) and off-campus housing rates in the surrounding area continue to rise at similar rates. In fact, we are seeing adjusted monthly rental costs (per person) as high as \$1703/month in some of the newer housing developments in the surrounding University area. See Tables 5 & 6 for local off-campus rate comparisons and increases, including anticipated monthly rental costs for the privately owned Arc (Campus Suites, Inc.) student residence building scheduled to open in 2020-21.

While these tables are a helpful tool in understanding the current student housing market, directly comparing on-campus and off-campus rates can be complex for a variety of reasons. Housing styles, leasing terms, and transportation costs are some obvious differences, but more importantly, there is an experiential and developmental component to on-campus living that simply does not exist off-campus. Through a residence life developmental and programming model, Student Residences provides notable advantages to student success in addition to providing a sense of community and connection to the University of Manitoba that cannot be replicated off-campus.

Tables 1, 2 & 3 compare our current room rates with other U15 Canadian university residence offerings and even with the proposed increases, our rates remain below the national average for single dorm rooms and well below the average for double dorm rooms.

Proposed 2020-21 Meal Plan Rates:

Recommendation:

1. Mary Speechly Hall and Pembina Hall Residence Mandatory Meal Plan Options

- 10 Meals per Week plus \$250 FoodBucks increase from \$2,588 to \$2,665 per term
- 15 Meals per Week plus \$250 FoodBucks increase from \$2,783 to 2,866 per term
- 7-Day Unlimited plus \$100 FoodBucks increase from \$2,869 to 2,955 per term

2. University College Residence Declining Balance Meal Plan Options

- UC Foodbucks Plan - \$1,730 Foodbucks per term. The cost of the plan would increase from \$1,650 per term to \$1,730 per term
- UC Flex Plan – \$750 in Foodbucks plus 100 meals at the Fresh Food Company. The plan would increase from \$2,065 per term to \$2,170 per term.

3. Arthur V. Mauro Residence- Optional Meal Plans Available

Rationale:

Student input continues to be an important part of the development of residence dining options, menus, service and meal plan structure. Formal student input comes primarily from the Residence Dining Advisory Committee (RDAC) meetings and a Dining Services satisfaction survey that is sent out to all residents in late fall. This year, some highlights include an overall satisfaction improvement in residence dining over last year (a weighted average score of 3.23/5 compared to last year's 2.97/5) and an expansion of the hours of operation during reading weeks. In the past, meal plan offerings during the reading weeks have not met student expectations and we are pleased to see Dining Services address this with no added cost to students. Students can also look forward to renovations of the servery area of the Fresh Food Company, scheduled to be complete by fall 2020. This is an Ancillary Services/Dining Services joint-funded capital project.

Like in past years, changes to the structure of the meal plans was also discussed at the RDAC level. Eliminating the 10 and 15 meal/week plans in favour of a 5 day unlimited meal plan – a model we have seen other residence dining operations move to – was considered for 2020-21. Feedback from RDAC members was mixed at best and will require further consultation with residents before moving to this model. As a result, no changes to meal plan options are being recommended for 2020-21.

For 2020-21, we are proposing a 3% increase to the MSH/PHR meal plans and a 5% increase to the UCR declining balance meal plans. The 3% increase to the MSH/PHR meal plans reflects a forecasted 2-4% increase in food costs, according to the Canada Food Price Report¹ and a scheduled 1% wage increase for all Dining Services staff. According to the report, Manitoba (along with PEI, Quebec and BC) is forecasted to have higher than average food inflation rates. With this anticipated increase and the desire to maintain all of our residence meal plans as non-taxable, we are proposing the 5% increase to the UCR FoodBucks-based meal plans. Canada Revenue Agency considers a university meal plan non-taxable if the amount paid for the plan is sufficient to provide a student with a minimum of 10 meals per week for the period of the plan (which must not be less than one month). The cost per meal is based on the average cost of a meal at all qualifying locations.

By comparison, the University of Winnipeg (U of W) starts mandatory declining balance plans at a higher cost than comparable plans at the University of Manitoba. For reference purposes, the three non-taxable declining balance meal plans in 2019-20 that are available at the U of W carry per-term prices ranging from \$1,875 per term to \$2,875. It should be noted that meal plan costs are also higher at both St. John's and St. Andrew's College Residences. Their board plans are \$3,214 and \$3,069 per term respectively.

¹ Canada's Food Price Report 10th Edition, co-published by Dalhousie University and the University of Guelph, December 2020

Rate Summary

	Current Rate	Proposed Rate	Change
Room Rates			
PHR	\$3,902	\$4,019	3%
AVM	\$4,173	\$4,298	3%
MSH – Single	\$2,980	\$3,069	3%
MSH – Double	\$1,904	\$1,961	3%
UCR – Single	\$3,035	\$3,126	3%
UCR – Double	\$1,939	\$1,997	3%
Extended Stay Fee (holiday break)	\$115	\$120	3%
Meal Plan Rates			
MSH/PHR			
10 meals per week plus \$250 FB	\$2,588	\$2,665	3%
15 meals per week plus \$250 FB	\$2,783	\$2,866	3%
7-day unlimited plus \$100 FB	\$2,869	\$2,955	3%
UCR			
UC FoodBucks Plan - \$1,575 Foodbucks only	\$1,650	\$1,730	5%
UC Flex Plan - \$750 Foodbucks plus 100 meals at the Fresh Food Company	\$2,065	\$2,170	5%

RESOURCE REQUIREMENTS:

N/A

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

Student Residences continues to work towards building Community and providing our students with improved accommodation facilities, dining services and developmental support programs that will create an outstanding living and learning environment. This includes providing residence students with opportunities for engagement with community both internal and external to the University.

IMPLICATIONS:

Students Residences' mission is to provide quality on-campus accommodations in a safe, supportive, engaging and community-rich environment that promotes the personal, cultural, and social growth of our students, while enhancing the likelihood of their success.

Should these recommendations be approved, the full cost of room and board for a student on campus would start at \$3,727 per term (UC Double with UC FoodBucks Plan).

ALTERNATIVES:

1. Lower proposed increases- this option would not cover operating cost increases in 2020-21 and would not allow for adequate capital investment into the properties.
2. Higher proposed increases may result in vacancies dependent on student reaction.

CONSULTATION:

The following have been consulted on the contents of this submission: Residence Dining Advisory Committee; Director of Student Residences; Director of Ancillary Services; General Manager, Dining Services and Director of Accounting, Ancillary Services.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<i>Andrea Edmunds</i>	Feb. 14/20
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>AS</i>	<i>February 18, 2020</i>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>Deborah</i>	<i>July 23, 2020</i>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	FAHR	Mar. 10/20
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by:

Barry Stone, Director of Student Residences
Andrea Edmunds, Director of Ancillary Services

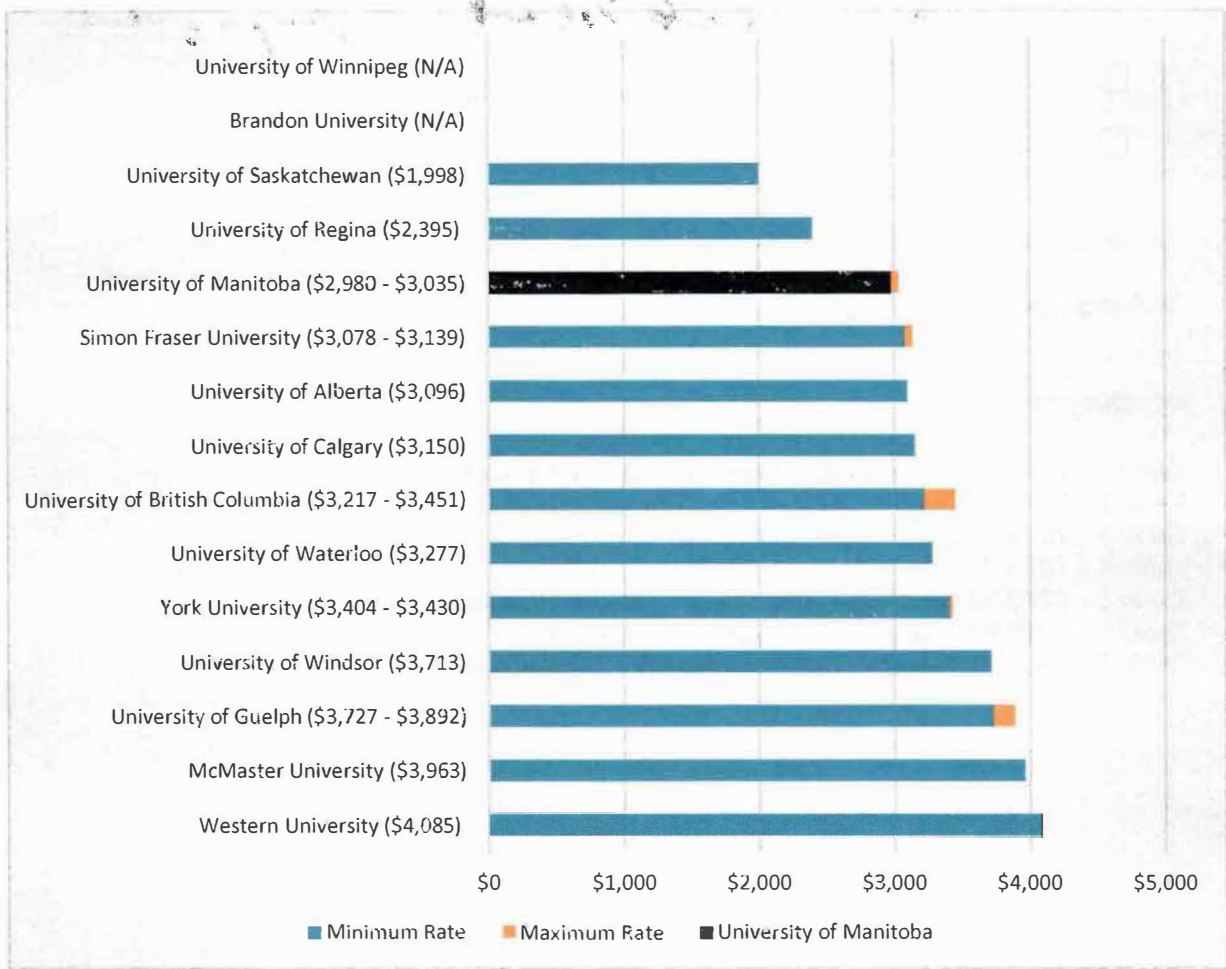
Submission approved by:

Attachments

- Table 1 - 2019/20 Single Dorm Room Comparisons in Canada
- Table 2 - 2019/20 Double Dorm Room Comparisons in Canada
- Table 3 - 2019/20 Semi-Suite/Suite Room Comparisons in Canada
- Table 4 - 2019/20 Off-Campus vs. Student Residences Cost of Living Comparison
- Table 5 - 2019/20 Local Off-Campus Living Rates Increases
- Table 6 - 2019 Winnipeg Rental Market Information
- Table 7 - Ancillary Services Business Plan for Student Residences

Table 1

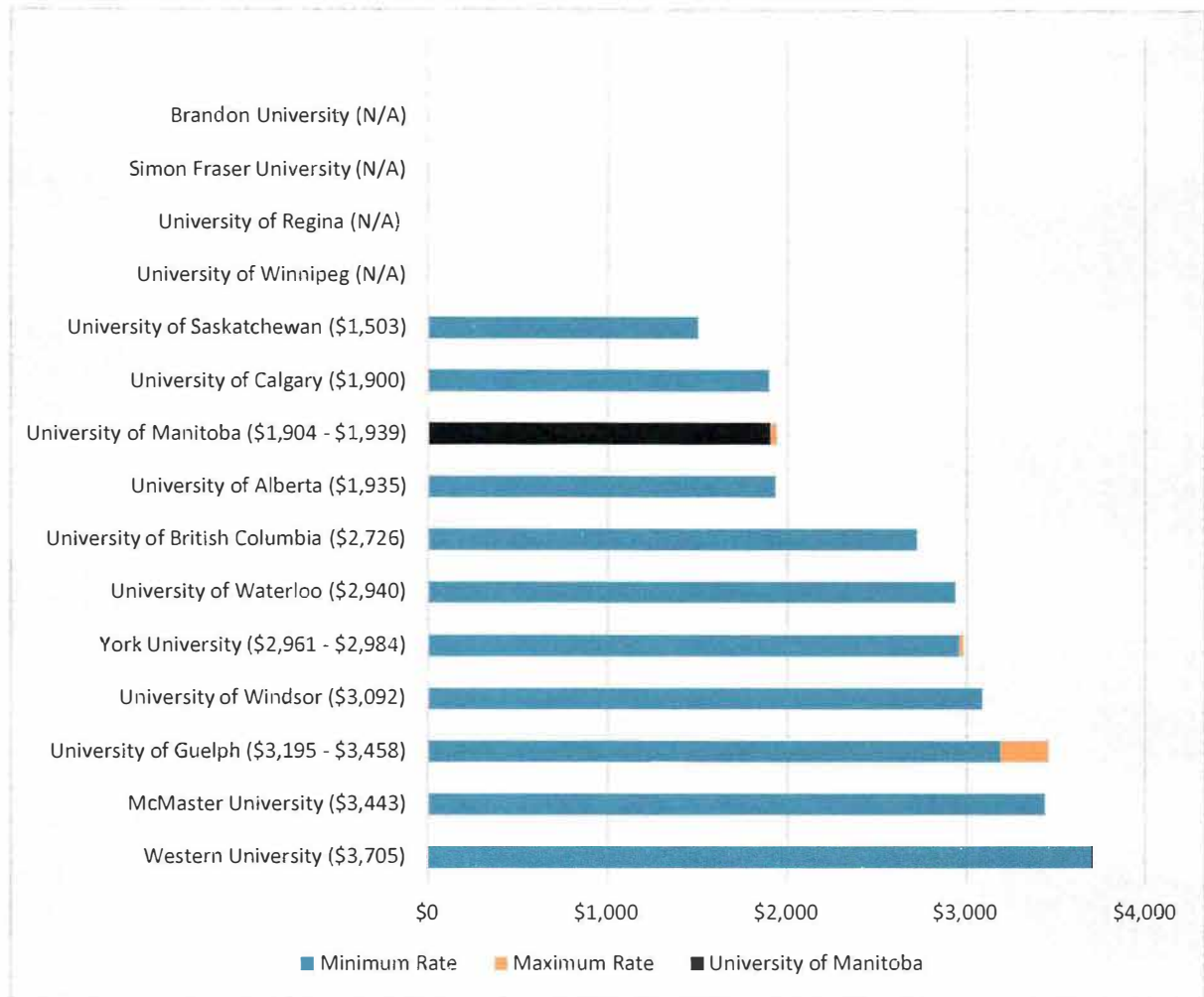
**2019/20 Single Dorm Room* Comparisons in Canada
(University of Manitoba – Mary Speechly / University College)**



*Single dorm room defined as a single room with community bathroom/shower facilities.

Table 2

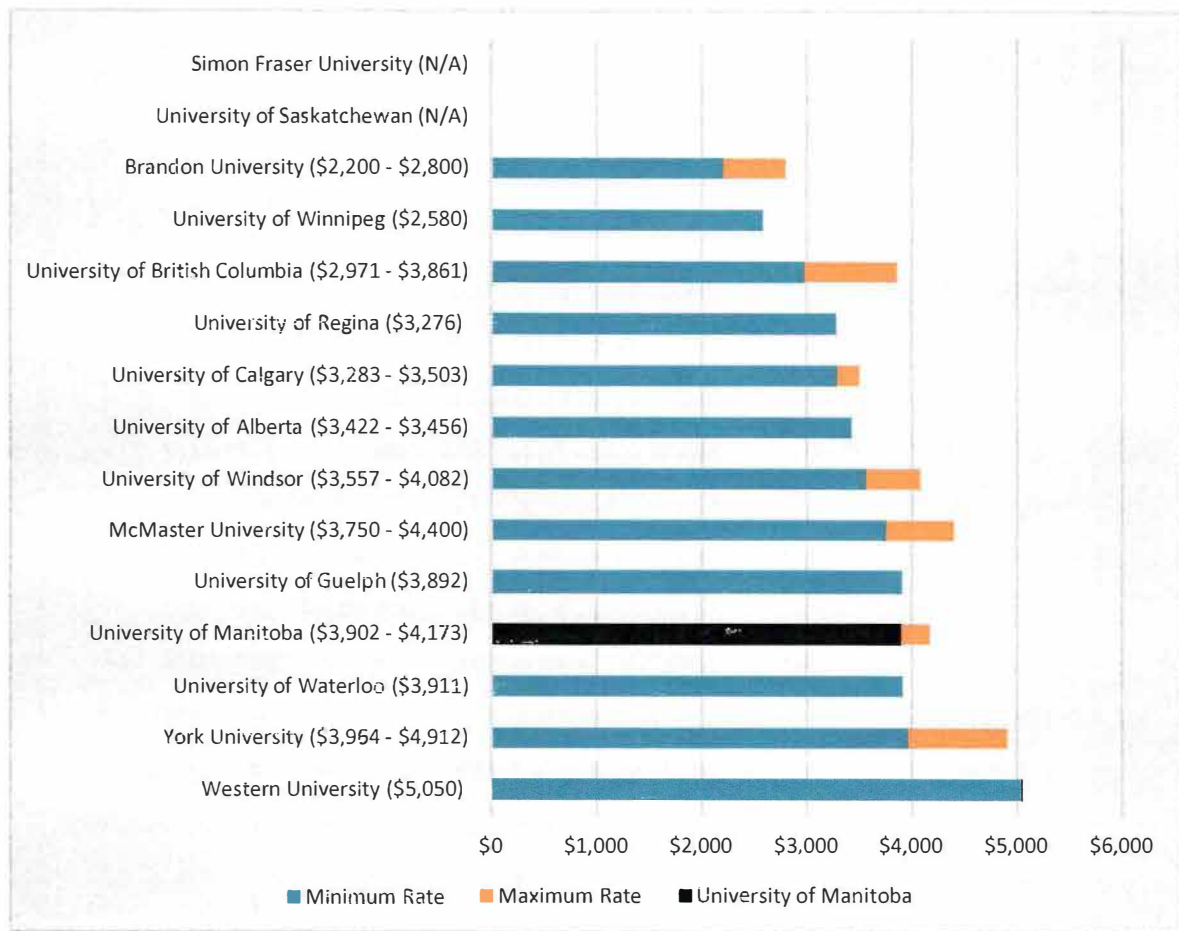
2019/20 Double Dorm Room* Comparisons in Canada (University of Manitoba – Mary Speechly / University College)



*Double dorm room defined as a double occupancy room with community bathroom/shower facilities.

Table 3

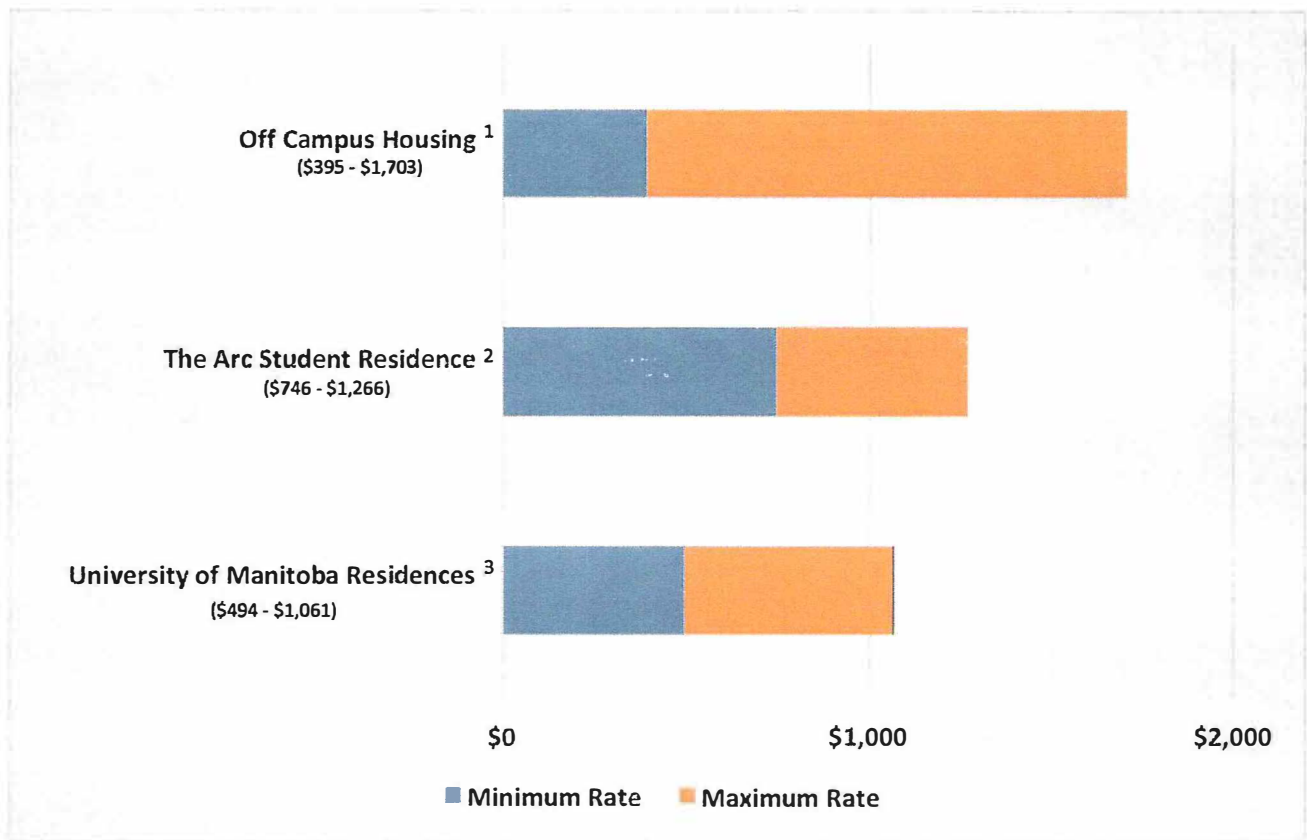
**2019/20 Semi-Suite/Suite*
Room Comparisons in Canada
(University of Manitoba – Pembina Hall / Arthur Mauro)**



*Semi-suites and suites defined as single or double occupancy suites with in-room bathrooms/showers and/or kitchenettes.

Table 4

2019/20 Off-Campus vs. Student Residences Cost of Living Comparison (monthly cost per person)



¹ Rates for off-campus housing are based on a 12-month lease, unfurnished apartments and surveyed properties within an 8 km radius from campus. Rates include all utilities (Internet, cable, hydro) and a furniture allowance.

² Arc student housing rates (2020-21) are based on a 12-month lease, are furnished and include all utilities.

³ Student Residences rates are for a September to April contract only. Rates include furniture, all utilities, residence life support, programming and orientations, and tenant insurance.

Table 5

2019/20 Local Off-Campus Living Rate Increases (per person)

Unit Type	December 2018			December 2019			Average rate % change
	*Min monthly rate per person (\$)	*Max monthly rate per person (\$)	*Average adjusted monthly rate per person (\$)	*Min monthly rate per person (\$)	*Max Monthly rate per person (\$)	*Average adjusted monthly rate per person (\$)	
Bachelor	773	1,049	911	766	1,077	922	1.2
1 bedroom	861	1,682	1,266	872	1,703	1,275	0.7
2 bedroom	520	1,015	768	532	1,060	799	4.5
3 bedroom	389	634	490	395	697	539	-0.4
4+ bedroom	340	368	354	349	378	364	2.7

*Based on a 12-month lease. Includes all utilities (Internet, cable, hydro) and furniture allowance. Off- campus rates are based on surveyed properties within an 8 km radius from campus.

Table 6

2019 Winnipeg Rental Market Information

	2018 vacancy rate Winnipeg (%)	2019 vacancy rate Winnipeg (%)
Bachelor	2.6	3.2
1 bedroom	2.9	3.4
2 bedroom	2.9	2.6
3 bedroom	3.6	5.9

	2018 room rent rate for Winnipeg (\$)	2019 room rent rate for Winnipeg (\$)	% Change
Bachelor	692	733	5.6
1 bedroom	904	957	5.5
2 bedroom	1,134	1,223	7.3
3 bedroom	1,382	1,543	10.4

Note: 2018 Vacancy Report was released in October 2018. 2019 Vacancy Report was released in January 2020.

Table 7

Ancillary Services Business Plan for Student Residences

	Actual	Actual	Projected	Projected	Planned	Planned	Planned	Planned
	2018	2019	2020	2021	2022	2023	2024	2025
Academic year room revenues	7,560,868	7,741,081	8,180,000	8,391,365	8,643,106	8,902,399	9,169,471	9,444,555
Other income	1,360,183	1,680,209	1,650,000	1,676,500	1,693,265	1,710,198	1,727,300	1,744,573
	8,921,051	9,421,290	9,830,000	10,067,865	10,336,371	10,612,597	10,896,771	11,189,128
Salaries and benefits	1,431,839	1,474,877	1,530,635	1,555,200	1,578,095	1,593,876	1,625,754	1,658,269
Repairs and maintenance	306,757	303,537	324,000	340,500	347,310	354,256	361,341	368,568
Utilities	1,121,194	1,132,912	1,143,630	1,180,000	1,203,600	1,227,672	1,252,225	1,277,270
Other operating	1,202,420	1,868,646	2,077,075	2,029,626	2,056,822	2,084,427	2,126,116	2,168,638
Debt servicing	3,388,740	3,385,298	3,388,740	3,387,286	3,395,236	3,395,147	3,395,320	3,395,320
	7,450,950	8,165,270	8,464,080	8,492,612	8,581,063	8,655,379	8,760,757	8,868,065
Contribution (loss)	1,470,102	1,256,021	1,365,920	1,575,253	1,755,308	1,957,218	2,136,014	2,321,063
Capital requirements	1,049,556	2,904,053	3,475,382	950,000	3,160,000	1,750,000	2,250,000	1,500,000
Total	420,545	(1,648,033)	(2,109,461)	625,253	(1,404,692)	207,218	(113,986)	821,063
Annual room rate increase	5.0%	4.0%	5.0%	3.0%	3.0%	3.0%	3.0%	3.0%

Assumptions

Room rate increase 5% annually to 2020 and 3% thereafter.

Other income includes summer and conference room rentals, application fees, residence life activity fees and laundry card vending, property insurance recoveries.

Summer income increase 3% annually until 2021 and 1% thereafter.

Salary increase per collective agreements 20-21 AESES 0%, EMAPS & UNIFOR 1% increase, 1% to 2023 and 2% thereafter.

Benefits estimated at 18.5% and CDI at 1.5%.

All other expenses increase 2% annually.

Utilities increase 2% annually.

Debt servicing - As per debt amortization: AVM to 2028; PH to 2040.

Notes

Other operating expenses in 2018 were unusually low due to funding of \$627,000 in costs incurred for the Canada Summer Games

Capital requirements in 2019 are unusually high because of University College window replacements.

Capital requirements based on building condition assessments and ten year capital plan.



Approval Discussion/Advice Information

AGENDA ITEM:

Report of the Senate Committee on Awards [dated February 20, 2020]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve eleven new offers, six amended offers, and the withdrawal of four offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated February 20, 2020].

CONTEXT AND BACKGROUND:

At its meeting on February 20, 2020, the Senate Committee on Awards approved eleven new offers, six amended offers, and the withdrawal of four offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated February 20, 2020].

RESOURCE REQUIREMENTS:

The awards will be funded from the sources identified in the Report.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

These award decisions are consistent with the policy on *Student Awards*. They were reported to Senate for information on May 13, 2020.

ROUTING TO THE BOARD OF GOVERNORS:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate Committee on Awards</u>	<u>February 20, 2020</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>Senate Executive Committee</u>	<u>March 18, 2020</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>Senate</u>	<u>May 13, 2020</u>
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____

SUBMISSION PREPARED BY: University Secretary on behalf of Senate

ATTACHMENTS:

Report of the Senate Committee on Awards [dated February 20, 2020]
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REPORT OF THE SENATE COMMITTEE ON AWARDS

Preamble

Terms of reference for the Senate Committee on Awards include the following responsibility:

On behalf of Senate, to approve and inform Senate of all new offers and revised offers of awards that comply with the Student Awards Policy.

Observations

At its meeting of February 20, 2020, the Senate Committee on Awards approved 11 new offers, 6 revised offers, and the withdrawal of 4 awards as set out in the *Report of the Senate Committee on Awards (February 20, 2020)*.

Recommendations

On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve 11 new offers, 6 revised offers, and the withdrawal of 4 awards as set out in the *Report of the Senate Committee on Awards (February 20, 2020)*. These award decisions comply with the Student Awards Policy.

Respectfully submitted,

Dr Jared Carlberg

Chair, Senate Committee on Awards

SENATE COMMITTEE ON AWARDS

February 20, 2020

1. NEW OFFERS

Barbara I. McGregor Bursary in Nursing

Mrs. Barbara I. McGregor (R.N./'45, St. Boniface) established an endowment fund at the University of Manitoba with an initial gift of \$25,000 in 2019. The purpose of the bursary is to offer financial support for undergraduate nursing students. Each year, beginning in 2022-2023, the available annual income from the fund will be used to offer one or more bursaries to students who:

- (1) are enrolled full-time (minimum 60% course load) in any year of study in the undergraduate nursing program offered by the College of Nursing at the University of Manitoba;
- (2) have achieved a minimum degree grade point average of 2.5; and
- (3) have demonstrated financial need on the standard University of Manitoba general bursary application form.

The selection committee will have the discretion to determine the number and value of bursaries offered each year as outlined above, based on the available funds.

The selection committee will be the Student Awards Committee of the College of Nursing.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Doctors Manitoba Student Leadership Prize

Doctors Manitoba offers an annually funded award to recognize graduating students in the Undergraduate Medical Education program in the Max Rady College of Medicine at the University of Manitoba. Doctors Manitoba is actively engaged in supporting undergraduate medical students as members of Manitoba's medical profession. With this award, Doctors Manitoba wishes to recognize and celebrate students who demonstrate leadership during their time at medical school. Each year, beginning in the 2019-2020 academic year, one prize valued at \$2,500 will be offered to a graduating student who:

- (1) has completed the requirements for the Doctor of Medicine (M.D.) degree in the Max Rady College of Medicine in the year in which the award is tenable; and
- (2) has demonstrated excellence in the area of student leadership.

In order to demonstrate how they meet criterion (2), candidates must submit a statement (maximum 500 words) describing their accomplishments in the area of student leadership, which may include one or more of the following: (a) how they have nurtured unity of the student body by promoting activities or peer support, (b) how they have promoted initiatives that enhance medical student health and wellness, (c) how they have advocated for improved access to or raising awareness of significant health issues, and/or (d) how they have contributed to the professional and political bodies that have a positive impact on student life (eg. Manitoba Medical Students' Association (MMSA), Canadian Federation of Medical Students (CFMS), or similar). Candidates may be required to participate in a panel interview, if necessary.

The Dean of the Max Rady College of Medicine (or designate) will name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Dr. Heinz Bohnet Bursary

Through a series of donations, Dr. Heinz G. Bohnet has generously established an endowment fund in the Department of Physiology & Pathophysiology at the University of Manitoba to financially support one or more bursaries for students in the Post-baccalaureate Diploma in Medical Physiology and Pathophysiology program. Each year, beginning in 2020-2021, up to 90% of the available annual interest from the fund will be used to offer one or more bursaries, with a minimum value of \$1,500 each, to undergraduate students who:

- (1) are enrolled full-time (minimum 60% course load) in the Post-baccalaureate Diploma in Medical Physiology and Pathophysiology program;
- (2) are in good standing; and
- (3) have demonstrated financial need on the standard University of Manitoba bursary application form.

Any unspent interest will be reinvested into the fund. The selection committee will have the discretion to determine the number and value of bursaries offered each year based on the available annual income, as outlined above.

The Dean of the Max Rady College of Medicine (or designate) will ask the Head of the Department of Physiology & Pathophysiology (or designate) to name the selection committee.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modifications shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Dr. Patricia Martens Memorial Travel Award

The Dr. Patricia Martens Memorial Travel Award has been established through gifts made by friends and family. The purpose of the fund is to provide travel support for graduate students at the University of Manitoba who will be presenting their work at the Canadian Public Health Association (CPHA) annual conference. Each year, beginning in 2020-2021, the available annual income from the fund will be used to offer one or more travel awards to graduate students who:

- (1) are enrolled full-time in the Faculty of Graduate Studies in a Masters or Doctoral program;
- (2) have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and
- (3) are attending the Canadian Public Health Association Annual Conference.

Candidates will be required to submit a short essay (maximum 250 words) outlining why they would like to attend the conference. Preference will be given to those students presenting a paper at the Canadian Public Health Association Annual Conference.

The award recipient must submit receipts for travel, registration, hotel and/or food expenses (based on current University of Manitoba *per diem* rates). Expenses will be reimbursed up to the maximum value of the recipient's award.

The selection committee will have the discretion to determine the number and value of awards offered each year based on the available annual income.

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Director of the Manitoba Centre for Health Policy (or designate) to name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Joshua Chornick Memorial Scholarship

Family and friends have created an annual award through the Winnipeg Foundation in memory of Joshua Chornick, who tragically passed away at the age of 18 after completing his first year in the Faculty of Engineering. His family wishes to reward the academic achievements of second year Engineering students at the University of Manitoba. The Winnipeg Foundation will confirm the value of this scholarship annually. Each year, beginning in 2020-2021, one scholarship valued at \$1,200 will be offered to an undergraduate student who:

- (1) is enrolled full-time (minimum 80% course load) in the second year of study in any degree program in the Faculty of Engineering;
- (2) has achieved a minimum degree grade point average of 3.5;
- (3) is an active member in their community, as demonstrated through volunteering (on-campus or off-campus); and
- (4) is actively involved in outdoor activities.

In order to demonstrate how they meet criteria (3) and (4), candidates must submit a written statement (maximum 250 words).

The selection committee for this award will be the Scholarships, Bursaries and Awards Committee of the Faculty of Engineering.

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Any future modifications that may be necessary due to changed conditions will require complete consultation with the Winnipeg Foundation.

Laurie Price Memorial Scholarship

In memory of Laurie Price, her son, Justin Price, established an annual scholarship for a five-year term at the University of Manitoba. The purpose of this scholarship is to recognize the academic achievement of undergraduate students who have recently lost a parent, sibling, or custodial caregiver, and who are

pursuing their first year of studies at the University of Manitoba. Each year, beginning in 2020-2021 and ending in 2024-2025, one scholarship valued at \$3,000 will be awarded to an undergraduate student who:

- (1) is enrolled full-time (minimum 80% course load) in the first year of study in University 1 or any faculty, college, or school with a Direct Entry option at the University of Manitoba;
- (2) has been offered an entrance scholarship from the University of Manitoba General Entrance Scholarship program;
- (3) has lost a parent, sibling, or custodial caregiver within the last five years; and
- (4) has demonstrated exceptional leadership skills or community service.

Candidates must complete an online form, available on the Financial Aid and Awards website, to confirm that they meet criterion (3). Candidates must also submit a statement (maximum 250 words) describing how they meet criterion (4).

The Director of Financial Aid and Awards (or designate) will name the selection committee for this award, which will include the donor (or designate).

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award, if because of changed conditions, it becomes necessary to do so. Such modifications shall confirm as closely as possible to the expressed intention of the donor in establishing the award.

Malcolm & Catherine Dewar Truth and Reconciliation Fellowship

Malcolm and Catherine Dewar established a fund at the University of Manitoba with a \$25,000 donation in 2018 to reward the academic achievements of graduate students pursuing research in the area of Truth and Reconciliation in the Faculty of Graduate Studies at the University of Manitoba. Each year, beginning in 2020-2021 and continuing until funds are depleted, one scholarship of \$8,000 will be offered to a graduate student who:

- (1) has self-declared as a First Nations, Métis, or Inuit person from Canada;
- (2) is enrolled full-time in the Faculty of Graduate Studies in a Master's or Doctoral program at the University of Manitoba;
- (3) graduated from a Manitoba high school;
- (4) has achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study;
- (5) has a direct family connection (intergenerational or otherwise) to a Residential School*; and
- (6) is undertaking, or plans to undertake research focused on the Truth and Reconciliation Commission of Canada's 94 Calls to Action.

Preference will be given to First Nations students.

*For the purposes of this award, Residential Schools may include schools recognized in the Indian Residential Schools Settlement Agreement (IRSSA) or other settlement agreements related to day schools or non-IRSSA residential schools.

Candidates will be required to submit:

- (i) a current curriculum vitae;

- (ii) an abstract (maximum 250 words) outlining their research goals in the area of the Truth and Reconciliation Commission of Canada's 94 Calls to Action;
- (iii) a letter from their thesis advisor confirming that they are undertaking, or are about to undertake, thesis research in the required area, and
- (iv) a written statement (250 words maximum) of how they meet criterion (5).

The fellowship is not automatically renewable, but previous recipients may re-apply.

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Director of the National Centre for Truth and Reconciliation (or designate) to name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Manitoba Infrastructure Scholarship

The Government of Manitoba established an annually funded scholarship for a three-year term to recognize outstanding academic achievement of undergraduate students pursuing studies in the Faculty of Engineering at the University of Manitoba. Recipients of the scholarship will be offered the opportunity for a summer placement with Manitoba Infrastructure. Each year, beginning in 2020-2021 and ending in 2022-2023, two or more scholarships valued at \$1,250 each will be offered to undergraduate students who:

- (1) are enrolled full-time (minimum 80% course load) in the first year of study in the Faculty of Engineering;
- (2) have participated in Manitoba Infrastructure's Rural and Northern High School Program; and
- (3) have demonstrated an interest in participating in a summer student position with the Manitoba Infrastructure Department.

In order to demonstrate how they meet criterion (2) above, students will be asked to submit a reference letter from a Manitoba Infrastructure Supervisor.

In order to demonstrate how they meet criterion (3) above, students will be asked to submit a reference letter from a teacher, principal or guidance counsellor, or Manitoba Infrastructure Supervisor, as well as a resumé and a written statement (maximum 200 words) which will include the following information:

- (a) why they are interested in pursuing a career in civil engineering and what their future career goals are;
- (b) why they chose to study at the University of Manitoba; and
- (c) why they would want to work at Manitoba Infrastructure.

In the event that there are no students who meet all of the numbered criteria, the scholarship will be offered to a student or students who meet one of the criteria listed below, in priority order:

- (i) have met criteria (1) and (3) above and are currently enrolled in Manitoba Infrastructure's Co-op program run by the Province of Manitoba;

- (ii) are enrolled full-time (minimum 80% course load) in any year of study in the Civil Engineering degree program in the Faculty of Engineering, and meet criterion (3) above, and have worked for Manitoba Infrastructure in the past; or
- (iii) are enrolled full time (minimum 80% course load) in any year of study in the Civil Engineering degree program in the Faculty of Engineering, and meet criterion (4) above, and have graduated from a Northern or Rural Manitoba high school (a high school located outside of Winnipeg).

The selection committee will be the Scholarship, Bursaries and Awards Committee of the Faculty of Engineering and will include the Head of the Civil Engineering Department (or designate) and a donor representative.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Premier's Healthy Living Scholarship for Youth

The Government of Manitoba established an annually funded scholarship for a three-year term to recognize outstanding contributions made by students in their high school or community, who are pursuing their first year of studies at the University of Manitoba. Each year, beginning in 2020-2021 and ending in 2022-2023, ten scholarships valued at \$1,000 each will be offered to undergraduate students who:

- (1) have graduated from a high school in Manitoba;
- (2) are registered full-time (minimum 80% course load) in the first year of study in University 1 or any faculty, college or school at the University of Manitoba;
- (3) have achieved a minimum entering average of 75% on those courses used for admission;
- (4) have been positive role models for children and youth in promoting healthy lifestyles in their high school or community in one or more of the following areas: active living, healthy eating, healthy sexuality, mental health promotion, safety and injury prevention, substance use and addictions and tobacco reduction; and
- (5) have been nominated to receive the award.

Nominations will be received from the high school where the applicants have graduated from.

The Director of Alumni Relations (or designate) will name the selection committee for this award, which will include a donor representative.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

The Winnipeg Foundation Elizabeth Alloway History Scholarship

A scholarship fund was created through The Winnipeg Foundation to encourage and support graduate students at the University of Manitoba who are conducting historical research in the area of women's

roles in Canadian History. The award is named after Elizabeth Alloway, wife of The Winnipeg Foundation founder, William Forbes Alloway. Each year, beginning in 2020-2021, one scholarship valued at \$7,000 will be offered to a graduate student who:

- (1) is enrolled full-time in the Faculty of Graduate Studies in the second year of study in the Joint Master's Program in the Department of History;
- (2) has achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study; and
- (3) has demonstrated outstanding interest in or commitment to research in the history of the role of women in Canadian history.

Applicants will be required to submit: (i) a description of the proposed research and a statement of its relevance to the area of the history of women's roles in Canadian History, (ii) information on their educational background and research experience, and (iii) a copy of their transcript.

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Joint Discipline Committee in the Department of History to name the selection committee for this award.

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Any future modifications that may be necessary due to changed conditions will require complete consultation with the Winnipeg Foundation.

The Winnipeg Foundation Indigenous History Scholarship

A scholarship fund was created through The Winnipeg Foundation to encourage and support graduate students who are conducting historical research on Indigenous history in Canada. This award will support University of Manitoba students who are studying our community's history to reveal our shared past and help shape our future. Each year, beginning in 2020-2021, one scholarship valued at \$7,000 will be offered to a graduate student who:

- (1) is enrolled full-time in the Faculty of Graduate Studies in the second year of study in the Joint Master's Program in the Department of History;
- (2) has achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study; and
- (3) has demonstrated outstanding interest in, or commitment to, research in the history of Indigenous peoples in Canada.

Applicants will be required to submit: (i) a description of the proposed research and a statement of its relevance to historical research on Indigenous history in Canada, (ii) information on their educational background and research experience, and (iii) a copy of their transcript.

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Joint Discipline Committee in the Department of History to name the selection committee for this award.

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Any future modifications that may be necessary due to changed conditions will require complete consultation with the Winnipeg Foundation.

2. AMENDMENTS

Diana Lynn Kelm Gattinger Scholarship

The following amendments were made to the terms of reference for the **Diana Lynn Kelm Gattinger Scholarship**:

- The preamble was revised to:
The Gattinger family established an endowment fund at the University of Manitoba with an initial gift of \$50,000 in 2015 to offer a memorial scholarship in honour of their daughter and sister, Diana Lynn Kelm. The Manitoba Scholarships and Bursaries Initiative made a contribution to the fund. The purpose of the fund is to reward the academic achievement of students who made significant contributions while volunteering their time in a program jointly hosted and facilitated by the Student Counselling Centre and the Health and Wellness Educator at the University of Manitoba. Each year, beginning in 2016-2017, the available annual income from the fund will be used to offer two scholarships of equal value to students who:
- The numbered criteria was revised to:
 - (1) *are enrolled part-time or full-time in the second year of study or higher in any faculty, college, or school at the University of Manitoba;*
 - (2) *have achieved:*
 - (a) *as undergraduate students, a minimum degree grade point average of 3.0; or*
 - (b) *as graduate students, a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and*
 - (3) *are volunteers at the Student Counselling Centre and have made a highly significant contribution to the campus through the volunteer program, either through programming, leadership, mentoring, and/or innovative work.*
- The following paragraph was added:
In the event that there is only one eligible candidate, the available annual income will be awarded to the one student, up to a maximum value of \$2,500.
- The standard Board of Governors statement was added.

Dr. John E. and Mrs. Mary McGoey Scholarship in Medicine

The following amendments were made to the terms of reference for the **Dr. John E. and Mrs. Mary McGoey Scholarship in Medicine**:

- The preamble was revised to:
In honour of their parents, Dr. John E. (M.D./'48) and Mrs. Mary McGoey, Mr. John T. McGoey (B.Sc./'72, LL.B./'75) and Mr. David McGoey (B.Comm.[Hons./'75) established an endowment fund at the University of Manitoba with an initial gift of \$100,055 in 2009. The purpose of the fund is to offer admission scholarships to students in the Max Rady College of Medicine. Each year, the available annual income from the fund will be used to offer two scholarships of equal value to students who:
- The numbered criteria was revised to:
 - (a) *have graduated from a high school in rural Manitoba (excluding the following areas: Headingly, Oak Bluff, St. Norbert, St. Germaine, Vermette, East St. Paul, West St. Paul, and Rosser);*

(b) are enrolled full-time in their first year of study in the Undergraduate Medical Education (UGME) program in the Max Rady College of Medicine; and

(c) have ranked high on the Admission Composite Score.

- The following paragraph was added:

For the purposes of this award, rural Manitoba is defined as outside of the census metropolitan areas of the province (as defined by Statistics Canada).

- The standard Board of Governors statement was added.

Frank Swift Fund

The following amendments were made to the terms of reference for the **Frank Swift Fund**:

- The title of the award was change to the **Frank Swift Bursary**.

- The preamble was revised to:

Mr. Frank Swift of West Hill, Ontario established an endowment fund at the University of Manitoba with a gift of \$50,000 in 1989 to provide bursaries for undergraduate students entering the Faculty of Social Work. Each year, the available annual income from the fund will be used to offer one or more bursaries valued at \$500 each to undergraduate students who:

- The numbered criteria was revised to:

(1) have either:

- *self-declared as a First Nations, Métis or Inuit person from Canada; or*
- *registered with Student Accessibility Services at the University of Manitoba;*

(2) are enrolled full-time (minimum 60% course load) in the first year of study in any undergraduate program offered by the Faculty of Social Work; and

(3) have demonstrated financial need on the standard University of Manitoba bursary application form.

- The following paragraph was added:

The selection committee will have the discretion to determine the number and value of awards offered each year based on the available funds.

- The selection committee paragraph was added:

The selection committee will be named by the Dean of the Faculty of Social Work (or designate).

- The standard Board of Governors statement was added.

Jeffrey S. Train Athletic Therapy Award

The following amendment was made to the terms of reference for the Jeffrey S. Train Athletic Therapy Award:

- The value of the award was increased to 1,000 annually.

- Criterion (1) was changed to read:

(1) was enrolled full-time (minimum 60% course load) in the second year or higher in the Bachelor of Kinesiology – Athletic Therapy program, in the Faculty of Kinesiology and Recreation Management in the year in which the award was tenable;

Jeffrey S. Train Award

The following amendment was made to the terms of reference for the Jeffrey S. Train Award:

- The value of the award was increased to 1,000 annually.
- Criterion (1) was changed to read:
(2) was enrolled full-time (minimum 60% course load) in the second year of study or higher in the Bachelor of Recreation Management and Community Development degree program in the Faculty of Kinesiology and Recreation Management in the year in which the award was tenable;

Jeffrey S. Train Bursary

The following amendment was made to the terms of reference for the **Jeffrey S. Train Bursary**:

- The value of the award was increased to 1,000 annually.

3. WITHDRAWALS

Dr. Keith Meloff Bursary

At the request of the donor

JELD-WEN Foundation Scholarship

At the request of the donor

Manitoba Association of Registered Respiratory Therapists Future Leader Prize

At the request of the donor

Shell Canada ENGAP Scholarship

At the request of the donor



Approval Discussion/Advice Information

AGENDA ITEM:

Report of the Senate Committee on Awards [dated April 7, 2020]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve six new offers, seven amended offers, and the withdrawal of three offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated April 7, 2020].

CONTEXT AND BACKGROUND:

At its meeting on April 7, the Senate Committee on Awards approved six new offers, seven amended offers, and the withdrawal of three offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated April 7, 2020].

RESOURCE REQUIREMENTS:

The awards will be funded from the sources identified in the Report.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

These award decisions are consistent with the policy on *Student Awards*. They were reported to Senate for information on May 13, 2020.

REPORT OF THE SENATE COMMITTEE ON AWARDS

Preamble

Terms of reference for the Senate Committee on Awards include the following responsibility:

On behalf of Senate, to approve and inform Senate of all new offers and revised offers of awards that comply with the Student Awards Policy.

Observations

At its meeting of April 7, 2020, the Senate Committee on Awards approved 6 new offers, 7 revised offers, and the withdrawal of 3 awards as set out in the *Report of the Senate Committee on Awards (April 7, 2020)*.

Recommendations

On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve 6 new offers, 7 revised offers, and the withdrawal of 3 awards as set out in the *Report of the Senate Committee on Awards (April 7, 2020)*. These award decisions comply with the Student Awards Policy.

Respectfully submitted,

Dr Jared Carlberg

Chair, Senate Committee on Awards

SENATE COMMITTEE ON AWARDS

April 7, 2020

1. NEW OFFERS

Desautels Faculty of Music Ensemble Scholarship

The Desautels Faculty of Music will make an annual contribution of \$5,000 for a three-year term to recognize the achievements of students who participate in the University of Manitoba Wind Ensemble, the University of Manitoba Symphony Orchestra, or the University of Manitoba Jazz Orchestra at the Desautels Faculty of Music, and who are not currently enrolled in the Desautels Faculty of Music. Each year, beginning in 2020-2021 and ending in 2022-2023, scholarships valued at \$500 each will be offered to students who:

- (1) are enrolled part-time or full-time in any year of study in University 1 or any faculty, college or school at the University of Manitoba, with the exception of the Desautels Faculty of Music;
- (2) have achieved:
 - a. as entering students, a minimum 80% average on those high school courses used for admission to the University of Manitoba;
 - b. as continuing students, a minimum degree grade point average of 3.0; or
 - c. as graduate students, a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study; and
- (3) have, through ensemble placement auditions, demonstrated a high level of performance in the applied areas of woodwind, brass, percussion, strings, or jazz.

Candidates will be required to fill out a Desautels Faculty of Music Ensemble Scholarship application.

Scholarships will be awarded based on instrumentation needs in the ensembles each year, and will be at the discretion of the ensemble directors.

The Dean of the Desautels Faculty of Music (or designate) will name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Merck Entrance Scholarship for Indigenous Students in Pharmacy

Merck will make an annual contribution to the University of Manitoba to recognize outstanding academic achievement. The purpose of the scholarship is to recruit and retain Indigenous students entering the Pharm.D. program offered by the College of Pharmacy. Each year, beginning in 2019-2020, one scholarship will be offered to an undergraduate student who:

- (1) has self-declared as a First Nations, Métis or Inuit person from Canada.
- (2) is enrolled full-time (minimum 80% course load) in the first year of study in the Pharm.D. program offered by the College of Pharmacy; and
- (3) has achieved a minimum adjusted grade point average of 3.5.

The award is renewable in the next year of study, for one year, if the student maintains full-time status (minimum 80% course load) and achieves a minimum degree grade point average of 3.0. Each year, one new student will be selected to receive the scholarship.

In the event that a recipient does not qualify for a renewal, another second-year student may be selected to receive the funds as a one-time award in their place, provided they:

- (1) have self-declared as an Indigenous person (First Nations, Metis, or Inuit) from Canada;
- (2) are enrolled full-time (minimum 80% course load) in the second year of study in the Pharm.D. program offered by the College of Pharmacy; and
- (3) have achieved a minimum degree grade point average of 3.0.

Each year, a representative from Donor Relations, Rady Faculty of Health Sciences, will report the available funding to Financial Aid and Awards at the University of Manitoba no later than July 1.

The Dean of the College of Pharmacy (or designate) will name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Sid Kroker Scholarship

Mr. Sidney Kroker established an endowment fund with a gift of \$26,000 to the University of Manitoba in 2019. The purpose of the fund is to reward the academic achievements of graduate students pursuing field research in anthropology at the University of Manitoba. Each year, beginning in 2021-2022, the available annual income from the fund will be used to offer one or more scholarships to graduate students who:

- (1) are enrolled part-time or full-time in the Faculty of Graduate Studies in a Master's or Ph.D. program offered by the Department of Anthropology;
- (2) have achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study;
- (3) have successfully completed 12 credit hours of coursework requirements; and
- (4) have demonstrated outstanding commitment to field research in anthropology.

Preference will be given to students who are undertaking field research in archaeology. Their field research should be carried out within, or should be at least relevant to, the prairie or boreal forest regions of Manitoba and surrounding provinces and states.

In order to demonstrate how they meet criterion (4), candidates must submit an application package which consists of (a) a current *curriculum vitae*, (b) two academic letters of reference, and (3) a statement (maximum 1,000 words) which explains how their research will enhance the understanding of cultures and/or ecological relationships of past and/or present peoples of the prairies and/or boreal forests of Manitoba and/or surrounding provinces and states.

The selection committee will have the discretion to determine the number and value of awards offered each year based on the available annual income from the fund.

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Chair of Graduate Programs in the Department of Anthropology to name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Teva Prize In Pharmaceutics

Teva Canada Limited offers an annually funded prize to recognize students in the College of Pharmacy. Each year, one prize valued at \$500 (subject to annual adjustment) will be offered to an undergraduate student who:

- (1) was enrolled full-time (minimum 80% course load) in the third year of the degree program in the College of Pharmacy at the University of Manitoba in the year in which the award was tenable;
- (2) had a minimum degree grade point average of 3.0; and
- (3) had achieved the highest combined standing in the Pharmaceutics (currently numbered PHMD 1016) and Drug Delivery (currently numbered PHMD 2000) courses.

The Donor Relations Office will apply for funding February 1 of each year and confirm the funds are available with the Financial Aid and Awards office before March 31 of each year. If the donor relations office fails to apply for funding by this date, the donor shall have no obligation to provide funding. This prize cannot be held with the Teva Prize in Pharmacokinetics in any given year.

The selection committee will be The College of Pharmacy Professional Program Awards Committee.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Teva Prize in Pharmacokinetics

Teva Canada Limited offers an annually funded prize to recognize students in the College of Pharmacy. Each year, a prize valued at \$500 (subject to annual adjustment) will be offered to an undergraduate student who:

- (1) was enrolled full-time (minimum 80% course load) in the third year of the degree program in the College of Pharmacy at the University of Manitoba in the year in which the award was tenable;
- (2) had a minimum degree grade point average of 3.0; and
- (3) had achieved the highest combined standing in Applied Biopharmaceutics and Pharmacokinetics (currently numbered PHMD 2006) and Clinical Pharmacokinetics – Pharmacodynamics (currently numbered PHMD 2016).

The Donor Relations Office will apply for funding February 1 of each year and confirm the funds are available with the Financial Aid and Awards office before March 31 of each year. If the donor relations office fails to apply for funding by this date, donor shall have no obligation to provide funding. This prize cannot be held with the Teva Prize in Pharmaceutics in any given year.

The selection committee will be The College of Pharmacy Professional Program Awards Committee.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

University of Manitoba Retirees Association (UMRA) Scholarship

The University of Manitoba Retirees Association (UMRA) established an endowment fund at the University of Manitoba to offer the University of Manitoba Retirees Association (UMRA) Scholarship. The purpose of the scholarship is to reward the academic achievements of graduate students pursuing research focused on human aging that has the potential to enhance the lives of the aging population. Beginning when the capital of the fund reaches \$25,000, the available annual income from the fund will be used to offer one or more scholarships to graduate students who:

- (1) are Canadian citizens or Permanent Residents;
- (2) are enrolled full-time in the Faculty of Graduate Studies, in either:
 - (a) the first or second year of a Master's program, or
 - (b) within the first four years of a Doctoral program;
- (3) have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and
- (4) are undertaking thesis research focused on human aging that has the potential to enhance the lives of the aging population.

In order to be considered for the scholarship, students must submit an application to the Faculty of Graduate Studies that includes: (i) a written statement (maximum 500 words) that describes their research and how it will enhance the lives of the aging population; (ii) one letter of reference/support from their current academic advisor/supervisor; and (iii) academic transcript(s). The Faculty of Graduate Studies will advertise the competition every year.

The selection committee will have the discretion to determine the number and value of scholarships available each year as outlined above, based on the available annual income.

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Director of the University of Manitoba's Centre on Aging to name the selection committee for this award, which will include a representative from the UMRA.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

2. AMENDMENTS

Betty Perrow Memorial Scholarship

The following amendments were made to the terms of reference for the **Betty Perrow Memorial Scholarship**:

- The preamble was revised to:
An endowment fund with initial donations totaling \$12,765 was established in 2005 to support a scholarship in memory of Betty Perrow (née Shepherd), a 1952 graduate of the Faculty of Arts at the University of Manitoba. The purpose of the fund is to reward the academic achievement of students enrolled in the Faculty of Arts at the University of Manitoba. Each year, the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:
- The numbered criteria was revised to:
 - (1) *is enrolled full-time (minimum 80% course load) in the second year of study or higher in the Faculty of Arts;*
 - (2) *has completed a minimum of 12 credit hours taught by departments or programs in the Faculty of Arts; and*
 - (3) *of those who have met criterion (1) and (2) above, has achieved the highest degree grade point average.*
- The following paragraphs were revised to:
In the event of a tie, the following tie breaking mechanisms will be employed:
 - (1) *the highest number of credit hours completed in the previous year of study;*
 - (2) *the higher proportion of A+ and A grades in a total program.*
- The selection committee paragraph was revised to:
The Dean of the Faculty of Arts (or designate) will name the selection committee for this award.
- The standard Board of Governors statement was added.

Charles Biesick Memorial Award

The following amendments were made to the terms of reference for the **Charles Biesick Memorial Award**:

- The preamble was revised to:
In memory of Charles Biesick, longtime editor of the Manitoba Commonwealth, his friends and associates established an endowment fund at the University of Manitoba in 1985. The Manitoba Scholarships and Bursaries Initiative made a contribution to this fund. The purpose of this scholarship is to reward the academic achievement of students in the Labour Studies Program in the Faculty of Arts at the University of Manitoba. Each year, the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:
- The numbered criteria was revised to:
 - (1) *is enrolled full-time (minimum 80% course load) in the second year of study or higher in a general major, advanced major, or minor program in Labour Studies;*
 - (2) *has achieved a minimum grade point average of 3.0; and*

(3) *has successfully completed at least six credit hours in the Labour Studies Program with a grade of C+ or higher.*

- The selection committee paragraph was revised to:

The Coordinator of the Labour Studies Program (or designate) will name the selection committee for this award.

- The standard Board of Governors statement was added.

Doctor Elmer S. James Memorial Fund

The following amendments were made to the terms of reference for the **Doctor Elmer S. James Memorial Fund**:

- The preamble was revised to:

The Doctor Elmer S. James Memorial Fund was established through the generosity of Mrs. E.S. James and others to assist persons pursuing further training in the specialty of Orthopaedics. Each year, the available annual income from the fund will be used to offer one or more prizes of equal value to postgraduate resident(s) who:

- The numbered criteria was revised to:

(1) are Canadian Citizens or Permanent Residents;

(2) were enrolled full-time in the Postgraduate Medical Education Program, in the Max Rady College of Medicine, as a resident in the year in which the award was teneable; and

(3) have demonstrated excellence in the area of Orthopaedics.

- The selection committee paragraphs were revised to:

The selection committee will have the discretion to determine the number and value of awards offered each year as outlined above, based on the available income.

The Dean of the Max Rady College of Medicine (or designate) will name the selection committee, which will include the Head of the Orthopaedic Section or designate

- The standard Board of Governors statement was added.

Duff Roblin Political Studies Fellowship

(in Canadian and Manitoba Government and Politics)

The following amendments were made to the terms of reference for the **Duff Roblin Political Studies Fellowship**:

- The preamble was revised to:

In appreciation of the contribution of the Hon. Duff Roblin to the Province and people of Manitoba, friends and colleagues of Mr. Roblin graciously contributed funds to establish a graduate fellowship at the University of Manitoba, primarily in the area of Canadian and Manitoba government and politics. Each year, the annual available income from this fund will be used to offer up to three fellowships, valued at \$15,000 each, to students who:

- The numbered criteria was revised to:

(1) are enrolled full-time in the Faculty of Graduate Studies in the first or second year of a Master of Arts (M.A.) program delivered by the Department of Political Studies;

- (2) *have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and*
- (3) *have a primary research focus on Canadian government and politics (e.g., federalism, parliament, provincial issues, political parties, interest groups, public administration and policy studies, comparative politics with a focus on Canada, Canada on the international stage).*

- The following paragraphs were added:

Candidates will be required to submit a completed application package, available from the Department of Political Studies.

In the event that there are no eligible applicants who meet all of the criteria outlined above, and when sufficient funds remain, the Fellowships may be offered to students who meet criteria (1) and (2).

The Fellowship is renewable for one additional year, provided that the student is: (i) not beyond their second year in the M.A. program, (ii) continuing their thesis program, and (iii) continuing to meet the minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study. This Fellowship may not be renewed more than once for the same recipient. No more than three students may hold this Fellowship in any given year.

The selection committee will have the discretion to determine the number of awards offered each year based on the available funds..

- The selection committee paragraph was revised to:

The Vice-Provost and Dean of the Faculty of Graduate Studies (or designate) will ask the Head of the Department of Political Studies (or designate) to name the selection committee for this award. The Head of the Department of Political Studies will serve as Chair of the committee, and will include the Chair of the Graduate Committee and at least three other professors from the department, one of whom will be the Duff Roblin Professor (or designate).

- The standard Board of Governors statement was added.

Marjorie Blankstein Indigenous Leadership Scholarship

The following amendments were made to the terms of reference for the **Marjorie Blankstein Indigenous Leadership Scholarship**:

- The numbered criterion (1) was revised to:
(1) self-declared as First Nations, Métis or Inuit people from Canada;
- The numbered criterion (4) was revised to:
are participating in an Indigenous leadership and/or mentorship program at the University of Manitoba (including, but not limited to: *The Prairie Indigenous Knowledge Exchange Network (PIKE-Net), University of Manitoba Indigenous Students' Association (UMISA), Indigenous Circle of Empowerment, Neechiwaken Indigenous Peer Mentor Program, Rec and Read Mentorship Program, etc.*).

The Marcus Hyman Memorial Scholarship

The following amendments were made to the terms of reference for the **The Marcus Hyman Memorial Scholarship**:

- The preamble was revised to:
In memory of the late Mr. Marcus Hyman, K.C., M.L.A., his family and friends established an endowment fund at the University of Manitoba in 1947. The purpose of the fund is to reward the academic achievement of students enrolled in the Faculty of Arts. Each year, the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:
- The numbered criteria was revised to:
(1) is enrolled full-time (minimum 80% course load) in the second year of study or higher in the Faculty of Arts;
(2) has completed a minimum 24 credit hours in the Faculty of Arts; and
(3) has achieved a minimum degree grade point average of 3.0.
- The selection committee paragraph was added:
The Dean of the Faculty of Arts (or designate) will name the selection committee for this award.
- The standard Board of Governors statement was added.

William James Osborne Scholarship

The following amendments were made to the terms of reference for the **William James Osborne Scholarship**:

- The preamble was revised to:
Through a bequest by Charlotte C. Osborne, an endowment fund was established at the University of Manitoba in 1946 in memory of her father, William James Osborne. The purpose of the fund is to reward the academic achievement of students enrolled in an Honours program in the Faculty of Arts. Each year, the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:
- The numbered criteria was revised to:
(4) is enrolled full-time (minimum 80% course load) in the second year of study or higher any Honours program offered by the Faculty of Arts;
(5) has completed a minimum 60 credit hours in the Faculty of Arts; and
(6) has achieved a minimum grade point average of 3.5.
- The selection committee paragraph was added:
The Dean of the Faculty of Arts (or designate) will name the selection committee for this award.
- The standard Board of Governors statement was added.

3. WITHDRAWALS

Ron Connors Memorial Bursary

At the request of the donor

University 1 Student Council Indigenous Scholarship

At the request of the donor

University 1 Student Council Scholarship

At the request of the donor



AGENDA ITEM:

Report of the Senate Committee on Awards [dated May 14, 2020]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve four new offers, nine amended offers, and the withdrawal of two offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated May 14, 2020].

CONTEXT AND BACKGROUND:

At its meeting on May 14, 2020, the Senate Committee on Awards approved four new offers, nine amended offers, and the withdrawal of two offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated May 14, 2020].

RESOURCE REQUIREMENTS:

The awards will be funded from the sources identified in the Report.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

These award decisions are consistent with the policy on *Student Awards*. They will be reported to Senate for information on June 24, 2020.

ROUTING TO THE BOARD OF GOVERNORS:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate Committee on Awards</u>	<u>May 14, 2020</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>Senate Executive Committee</u>	<u>June 10, 2020</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Senate</u>	<u>June 24, 2020</u>
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____

SUBMISSION PREPARED BY: University Secretary on behalf of Senate

ATTACHMENTS:

Report of the Senate Committee on Awards [dated May 14, 2020]

REPORT OF THE SENATE COMMITTEE ON AWARDS

Preamble

Terms of reference for the Senate Committee on Awards include the following responsibility:

On behalf of Senate, to approve and inform Senate of all new offers and revised offers of awards that comply with the Student Awards Policy.

Observations

At its meeting of May 14, 2020, the Senate Committee on Awards approved 4 new offers, 9 revised offers, and the withdrawal of 2 awards as set out in the *Report of the Senate Committee on Awards (May 14, 2020)*.

Recommendations

On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve 4 new offers, 9 revised offers, and the withdrawal of 2 awards as set out in the *Report of the Senate Committee on Awards (May 14, 2020)*. These award decisions comply with the Student Awards Policy.

Respectfully submitted,

Dr Jared Carlberg

Chair, Senate Committee on Awards

SENATE COMMITTEE ON AWARDS

May 14, 2020

1. NEW OFFERS

Adam Russell Memorial Scholarship for Jazz Guitar

In memory of Adam Russell, an accomplished jazz guitarist, his family established an endowment fund at the University of Manitoba with an initial gift of \$25,000 in 2020. The purpose of the fund is to reward the achievements of students pursuing Jazz Studies in the Desautels Faculty of Music at the University of Manitoba. Each year, beginning in 2022-2023, the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:

- (1) is a jazz guitarist;
- (2) is enrolled full-time (minimum 80% course load) in the second year of study or higher in the Bachelor of Jazz Studies offered by the Desautels Faculty of Music;
- (3) has achieved a minimum degree grade point average of 3.5; and
- (4) in the opinion of the selection committee, demonstrates a high level of performance in Jazz Studies.

In the event that there is no eligible candidate who meets all of the criteria outlined above, the award will not be offered and the annual available income will be reinvested into the fund.

A student may hold this award more than once.

The Dean of the Desautels Faculty of Music (or designate) will name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

The Barefoot Scholarship in Business

Gordon and Cheryl Barefoot established a scholarship fund at the University of Manitoba with an initial gift of \$55,000 in 2020. The purpose of the fund is to reward the academic achievements of students entering the Asper School of Business and the Faculty of Science (through the Barefoot Scholarship in Science) at the University of Manitoba. Each year, beginning in 2020-2021 and ending in 2024-2025, one entrance scholarship valued at \$5,000 will be offered to an undergraduate student who:

- (1) has graduated from River East Collegiate in Winnipeg;
- (2) has met the Direct Entry requirements for the I.H. Asper School of Business; and
- (3) is enrolled full-time (minimum 80% course load) in the I.H. Asper School of Business.

The selection committee will be named by the Dean of the I.H. Asper School of Business (or designate).

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes

necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

The Barefoot Scholarship in Science

Gordon and Cheryl Barefoot established a scholarship fund at the University of Manitoba with an initial gift of \$55,000 in 2020. The purpose of the fund is to reward the academic achievements of students entering the Faculty of Science and the Asper School of Business (through the Barefoot Scholarship in Business) at the University of Manitoba. Each year, beginning in 2025-2026 and ending in 2029-2030, one entrance scholarship valued at \$6,000 will be offered to an undergraduate student who:

- (1) has graduated from River East Collegiate in Winnipeg;
- (2) has met the Direct Entry requirements for the Faculty of Science; and
- (3) is enrolled full-time (minimum 80% course load) in the Faculty of Science.

The selection committee will be named by the Dean of the Faculty of Science (or designate).

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

The Asper Foundation Entrance Bursary

The Asper Foundation has established an endowment fund with a commitment of \$5,000,000 to the University of Manitoba in 2019. The purpose of the fund is to financially support undergraduate students pursuing studies at the University of Manitoba. When the endowment reaches a minimum of \$750,000, the available annual income from the fund will be used to offer bursaries in August which will be valued at \$1,000 each to undergraduate students who:

- (1) are enrolled full-time (minimum 60% course load) in their first year of study in University 1 or any faculty, college or school at the University of Manitoba;
- (2) have achieved a high school average of at least 70% calculated on those courses considered for admission to the University of Manitoba; and
- (3) have demonstrated high financial need on a Financial Aid and Awards approved bursary application form.

The bursaries are renewable beginning in the following year's regular bursary cycle, at the same value for up to three years provided the student meets the following criteria:

- (1) is enrolled full-time (minimum 60% course load) in the next ensuing year in any faculty, college or school at the University of Manitoba;
- (2) has achieved a minimum degree grade point average of 2.5; and
- (3) continues to demonstrate financial need on the standard University of Manitoba bursary application form.

The selection committee will have the discretion to determine the number of awards each year as outlined above, based on the available annual income from the fund. Priority will be given to any renewals first, then to any new awards after all renewals have been offered. When the annual endowment spending permits, a maximum of 200 students may receive bursaries in one academic year.

The selection committee will be named by the Director of Financial Aid and Awards (or designate).

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

2. AMENDMENTS

Helen Mann Award

The following amendments were made to the terms of reference for the **Helen Mann Award**:

- The preamble was revised to:
This bursary was established as the Helen Mann 50th Anniversary Award to honour Professor Helen Mann, the first staff member hired in the School of Social Work in 1943 and a Director of the School of Social Work from 1953-1968. The purpose of the fund is to support undergraduate students who are enrolled in the Inner City Social Work program or the Northern Social Work program offered by the Faculty of Social Work. The Manitoba Scholarship and Bursary Initiative made a contribution to this fund. Each year, the available annual income from the fund will be used to offer one or more bursaries to undergraduate students who:
- The numbered criteria was revised to:
 - (1) *are enrolled full-time (minimum 60% course load) in the second year of study or higher in the Inner City Social Work program or the Northern Social Work program offered by the Faculty of Social Work;*
 - (2) *have achieved a minimum degree grade point average of 2.5; and*
 - (3) *have demonstrated financial need on the standard University of Manitoba bursary application form.*
- The selection committee paragraph was revised to:
The Dean of the Faculty of Social Work (or designate) will name the selection committee for this award.
- The standard Board of Governors statement was added.

Israel Grosser and Amalie Rath Grosser Bursary

The following amendments were made to the terms of reference for the **Israel Grosser and Amalie Rath Grosser Bursary**:

- The preamble was revised to:
Ms. Renie Grosser (BA/'53, BPed/'54, BEd/'58) established an endowment fund at the University of Manitoba in honour of her parents with an initial gift of \$25,000 in 2013. In 2019, Ms. Grosser left a bequest valued at \$159,330. The purpose of the gift is to provide bursary support to students from Norway House and Norway House Cree Nation in Manitoba who are enrolled in the Faculty of Education at the University of Manitoba. Each year, beginning in 2015-2016, the

available annual income from the fund will be used to offer one or more bursaries to undergraduate students who:

- The numbered criteria was revised to:
 - (1) *have graduated from the Helen Betty Osborne Ininiw Education Resource Centre located in Norway House, Manitoba;*
 - (2) *are enrolled part-time or full-time in the Faculty of Education;*
 - (3) *have achieved a minimum degree grade point average of 2.5; and*
 - (4) *have demonstrated financial need on the standard University of Manitoba bursary application form.*
- The following paragraph was added:

In the event that there are no eligible students who meet criterion (1), the bursaries may be awarded to students who meet criteria (2) through (4) who have self-declared as First Nations, Métis or Inuit people from Canada and have graduated from a high school north of the 53rd parallel. In the further event that there are no eligible candidates, the bursaries may be awarded to students who have self-declared as First Nations, Métis or Inuit people from Canada who meet criteria (2) through (4).
- The standard Board of Governors statement was added.

John (Jack) MacDonald Lederman and John MacDonell Bursary

The following amendments were made to the terms of reference for the **John (Jack) MacDonald Lederman and John MacDonell Bursary**:

- Numbered criteria (2) and (3) were revised to:
 - (3) *is conducting research in health economics or health policy ;*
 - (4) *has achieved a minimum grade point average of 3.0 in the last 60 credit hours (or equivalent) of study; and*
- The selection committee paragraph was revised to:

The Dean of the Max Rady College of Medicine will name the selection committee which will include the Head of the Department of Community Health Sciences (or designate).
- The standard Board of Governors statement was added.

Lewis E. Lloyd Memorial Scholarship

The following amendments were made to the terms of reference for the **Lewis E. Lloyd Memorial Scholarship**:

- The preamble was revised to:

In memory of Lewis Ewan Lloyd, first Dean of the Faculty of Human Ecology at the University of Manitoba, his colleagues, family and friends established a scholarship fund at the University of Manitoba. The Manitoba Scholarship and Bursary Initiative made a contribution to this fund. Each year, the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:
- The numbered criteria were revised to:
 - (1) *is enrolled full-time (minimum 80% course load) in the second year of study in any degree*

program in the Faculty of Agricultural and Food Sciences; and
(2) *has achieved the highest degree grade point average amongst all eligible second-year students in the Faculty of Agricultural and Food Sciences.*

- The following paragraph was added:

Ties are to be broken using the following criteria, in priority order: (i) the Degree Grade Point Average, calculated to the fourth decimal place; (ii) the higher proportion of A+ and A grades in a total program; (iii) the highest number of credit hours completed in the degree program; (iv) the greater proportion of senior- or advanced-level courses in the total program.

- The selection committee statement was revised to:

The selection committee will be the Faculty of Agricultural and Food Sciences Awards Committee.

- The standard Board of Governors statement was added.

Lynn Sissons Memorial Scholarship

The following amendments were made to the terms of reference for the **Lynn Sissons Memorial Scholarship**:

- The preamble was revised to:

Through a bequest to The Winnipeg Foundation, Lillian (Lynn) Sissons established an annual award at the University of Manitoba in 1986. The Winnipeg Foundation will report the available earnings from the fund to Financial Aid and Awards at the University of Manitoba. The purpose of the scholarship is to reward the academic achievements of students in the Bachelor of Fine Arts program with a focus on watercolour painting. Each year, one award with a minimum value of \$350 will be offered to an undergraduate student who:

- The numbered criteria was revised to:

(1) is enrolled full-time (minimum 80% course load) in any year of study in the Bachelor of Fine Arts (Honours) program offered through the School of Art;

(2) has achieved a minimum degree grade point average of 3.5; and

(3) has a focus on watercolour painting.

- The following paragraphs were added:

In order to demonstrate how they meet criterion (3), candidates must submit a portfolio representing their focus in watercolour painting.

In the event that there are no eligible candidates who meet criterion (3), the scholarship may be awarded to students who meet criteria (1) and (2) with a focus on any painting media.

Candidates are required to submit a portfolio demonstrating their focus on painting.

- The selection committee paragraph was revised to:

The selection committee will be named by the Director of the School of Art (or designate).

- The standard Board of Governors statement was added.

Petrasko Award of Excellence for Clinical Pharmacy I

The following amendments were made to the terms of reference for the **Petrasko Award of Excellence for Clinical Pharmacy I**:

- The name of the award was changed to:
Prize of Excellence for Clinical Therapeutics I
- The preamble was revised to:
Mrs. Kristine Petrasko provides an annual contribution to offer the Prize of Excellence for Clinical Therapeutics I to a student in the College of Pharmacy at the University of Manitoba. Each year, one prize, valued at \$500, will be offered to an undergraduate student who:
- The numbered criteria was revised to:
(1) was enrolled full-time (minimum 80% course load) and has completed the first year of the Pharm D program in the year in which the award was tenable;
(2) has achieved a minimum degree grade point average of 3.0; and
(3) has shown outstanding merit in Clinical Therapeutics I (currently numbered PHMD 1014).
- The selection committee paragraph was revised to:
The selection committee will be The College of Pharmacy Professional Program Awards Committee.
- The standard Board of Governors statement was added.

Pharmacy Class of 2004 Memorial Scholarship

The following amendments were made to the terms of reference for the **Pharmacy Class of 2004 Memorial Scholarship**:

- Criterion (1) was revised to:
(1) is enrolled full-time (minimum 80% course load) in the second year of study or higher in any degree program in the College of Pharmacy at the University of Manitoba;
- The paragraph following the numbered criteria was revised to:
Applicants will be required to submit a curriculum vitae and a statement (maximum 500 words) demonstrating their leadership experience, participation in extra-curricular activities, or educational experiences.
- The selection committee paragraph was revised to:
The selection committee will be the College of Pharmacy Professional Program Awards Committee.
- The standard Board of Governors statement was updated.

Philip Shane Memorial Bursary

- The following amendments were made to the terms of reference for the **Philip Shane Memorial Bursary**:
- The preamble was revised to:

In memory of Mr. Philip Shane, his family established a bursary at the University of Manitoba. Each year, beginning in 1985-1986, 85% of the available annual income from the fund will be used to offer one bursary to an undergraduate student who:
- The numbered criteria was revised to:
 - (1) *is enrolled full-time (minimum 60% course load) in the second year of study or higher in any degree program in the College of Pharmacy at the University of Manitoba;*
 - (2) *has achieved a minimum degree grade point average of 2.0; and*
 - (3) *has demonstrated financial need on the standard University of Manitoba bursary application.*
- The following paragraph was removed:

The value of the bursary will be the multiple of \$10 coincident with, or next below, 85% of the annual earnings on the fund supporting this bursary.
- The selection committee paragraph was revised to:

The selection committee for this award will be the College of Pharmacy Professional Program Awards Committee.
- The standard Board of Governors statement was added.

Rose Scholarship

The following amendments were made to the terms of reference for the **Rose Scholarship**:

- The preamble was revised to:

Minna Rose Chung, DMA, and Kenton Fast generously established an endowment fund at the University of Manitoba with an initial gift of \$10,000 in 2016. The Manitoba Scholarship and Bursary Initiative made a contribution to the fund. The purpose of the fund is to reward outstanding musical talent in students pursuing studies in cello (Performance Concentration) in the Desautels Faculty of Music. Each year, beginning in 2018-2019, the available annual interest from the fund will be used to offer one or more scholarships to cello students in the Desautels Faculty of Music who:
- The numbered criteria was revised to:
 - (1) *are enrolled either:*
 - (a) *as undergraduate students, full-time (minimum 80% course load) in the third or fourth year of study in the Performance Concentration,*
 - (b) *as Post-Baccalaureate students, full-time (minimum 80% course load) in the Post-Baccalaureate Diploma in Performance, or*
 - (c) *as graduate students, full-time in the Faculty of Graduate Studies in the Master of Music (Performance Concentration);*
 - (2) *have achieved either:*
 - (a) *as undergraduate students, a minimum degree grade point average of 3.0, or*

(b) as a graduate students, a minimum grade point average of 3.0 (or equivalent) based on the last 60 credit hours of study;

(3) have been ranked as the top cellists based on the performance assessment of the following:

- (i) as 3rd-year undergraduates, the 2nd year-end jury exam for Performance Concentration consideration;
- (ii) as 4th-year undergraduates, the 3rd-year recital mark; or
- (iii) as Post-Baccalaureate and Master's students, the entrance audition.

- The following paragraph was revised to:

In any given year if there are no eligible cello candidates, the scholarship may be awarded to double bass students in the Performance Concentration who meet the criteria outlined above. If there are no eligible double bass candidates, the interest for that year shall be reinvested into the fund.

- The following paragraph was added:

The selection committee will have the discretion to determine the number and value of awards offered each year based on the available funds.

- The selection committee paragraph was revised to:

The Dean of the Desautels Faculty of Music (or designate) will name the selection committee for this award, and will include the donor (or designate) and/or the primary cello professor (or designate). Any graduate student recipients named to receive the scholarship will be reported through the Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies.

3. WITHDRAWALS

Centre for Aboriginal Health Education Student Support Fund

At the request of the donor

G. Sydney Halter, O.C., Q.C. Memorial Bursary

At the request of the donor



AGENDA ITEM:

Proposal to Establish the Manitoba Quantum Institute

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the establishment of the Manitoba Quantum Institute, for a five-year term, from March 4, 2020 through March 3, 2025 [subject to Senate approval, June 24, 2020].

CONTEXT AND BACKGROUND:

- The establishment of research centres and institutes at the University is governed by the policy on *Research Centres, Institutes and Groups*, which states that:

[a] research centre/institute is a formally structured organizational unit of the University. It is established under the authority of the Board of Governors, normally on the recommendation of the Senate of the University. The purpose of a research centre/institute is to focus and sustain research in specific areas and to encourage research collaborations among disciplines and between Departments, Faculties and Schools. Research centres/institutes also provide unique training opportunities for students and serve as a valuable source for the community at large.

Research centres/institutes normally provide for the strengthening, coordination or facilitation of research scholarly activities not readily undertaken within the University's department structure, building upon the expertise, competence and staff interest existing at the University.
- The proposed Manitoba Quantum Institute is an initiative of the University of Manitoba, the University of Brandon, and the University of Winnipeg. Establishment of the Institute would bring together twenty-one (21) quantum researchers, who are currently members of different quantum research groups at these three institutions.
- The Institute's mission would be to serve as the centre for quantum research in Manitoba and to be a nationwide actor in the nascent quantum revolution, in which Canada is well-positioned to be a world leader.
- The Institute would be managed by an Executive, including a Director and two Co-Directors. The Director would report to the Vice-President (Research and International) at the University of Manitoba.

RESOURCE REQUIREMENTS:

- The Institute would have a \$10,000 budget in the initial year, with contributions of \$2,500 from each of the Faculties of Science and Engineering, and \$5,000 from the Office of the Vice-President (Research and International) at the University of Manitoba. The Faculty of Science and the Office of the Vice-President (Research and International) have committed these funds for the first five years. The Faculty of Engineering will explore the possibility of longer-term funding, for an additional four years.
- Resources would be required for:
 - a summer research workshop and summer school (\$3,000);
 - visiting researchers (\$5,000);
 - conference support (\$1,500);
 - other miscellaneous activities (\$500), including printing and advertising.

- Research activities of individual members of the Institute would continue to be funded through external grants, as detailed in the proposal.
- The Institute would not require new physical or space resources at the University of Manitoba. Members of the Institute, at the University of Manitoba, would continue to use existing offices, laboratory spaces and instruments, as well as facilities at the Manitoba Institute for Materials.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

The mission and objectives of the Institute would support research in high performance materials, structures and processes, which is a core thematic research area for enhancement identified in the *University of Manitoba – Strategic Research Plan 2015 – 2020*.

IMPLICATIONS:

- The main objectives of the Institute would be to:
 - increase the visibility of quantum research provincially;
 - provide a framework to attract funding for medium- and large- scale quantum projects involving multiple researchers;
 - provide a point of contact for cooperative initiatives with quantum institutes at other Canadian and international institutions and with industry partners;
 - increase cooperation and collaboration amongst researchers in the province;
 - enhance facilities for training highly qualified research personnel, including graduate students and postdoctoral fellows;
 - discuss ways to include quantum technologies in physics education and outreach activities.

ALTERNATIVES:

N/A

CONSULTATION:

This proposal was reviewed and endorsed by the Senate Committee on University Research, the Senate Planning and Priorities Committee, and the Senate Executive Committee. The proposal will be considered by Senate, for approval, on June 24, 2020.

THE SENATE COMMITTEE ON UNIVERSITY RESEARCH
REPORT ON THE ESTABLISHMENT OF THE
MANITOBA QUANTUM INSTITUTE

Preamble:

1. The Policy for *Research Centres, Institutes and Groups*, stipulates that all new research Centres/Institutes are to be reviewed by the Senate Committee on University Research (SCUR) prior to being transmitted to the Senate Planning and Priorities Committee and to Senate, in order to be established by the Board of Governors.
2. The Senate Committee on University Research established a review sub-committee for each new Centre/Institute proposed. In accordance with the Policy, the task of each sub-committee was to review the proposal to determine if the Centre/Institute should be established. The Committee was further charged with recommending to SCUR the establishment of the Centre/Institute.

Observations:

1. The review process followed that which is outlined in sections 2.3 and 2.4 of the Policy *Research Centres, Institutes and Groups*. The following was noted:
 - a) Name of Research Centre/Institute: Manitoba Quantum Institute. The name is consistent with the emergent definition that “Institute” be used when several faculties and/or institutions are involved.
 - b) Mission and Objectives:

The mission of the Manitoba Quantum Institute (MQI) is to be the Centre for Quantum Research in Manitoba and to be a nationwide actor in the nascent quantum revolution where Canada is well positioned to be a World leader:

 - Increase the visibility of quantum research in Manitoba nationally and internationally
 - Provide a framework to tackle and to attract funding for medium and large-scale quantum projects which go beyond the means of an individual researcher
 - Provide a point of contact for cooperation with other quantum institutes in Canada and internationally as well as with industrial partners
 - Increase cooperation and collaboration amongst researchers in Manitoba
 - Enhance facilities for training of highly qualified research personnel, such as graduate students and postdoctoral fellows
 - Discuss ways to include quantum technologies in Physics Education and outreach activities

Scope of Activities:

 - Contribute to and shape the National Quantum Strategy
 - Actively pursue new funding opportunities in the context of the National Quantum Strategy as well as in existing collaborative funding streams
 - Facilitate long-term scientific visitors
 - Bring in seminar speakers on a variety of hot topics
 - Organize workshops, summer schools, and conferences on topics of interest to members

Description of research benefits and opportunities:

MQI will not start from scratch but will rather build on a number of already existing bonds between quantum researchers in Manitoba. MQI will be well placed to develop collaborations with other quantum research institutes across Canada as well as take advantage of new funding opportunities emanating from a new quantum strategy presented to the Federal Government

c) Constitution:

An Executive consisting of a Director and 2 Co-Directors will be elected from the Permanent Members by a Policy Committee. The Policy Committee will be made up of all Permanent Members of the Institute. The Members of the Institute will fall into four categories:

- Permanent Members (referred to as Members) will include all interested faculty members from the University of Manitoba, Winnipeg University, and Brandon University including Professors Emeriti and Senior Scholars.
- Associate Members will include all postdoctoral fellows, research associates, and long term visitors (12 months or longer) to the Institute.
- Graduate students supervised by Permanent Members as well as summer undergraduate research students are eligible to become Student Members.
- Visitors include all short-term visitors (less than 12 months) for the duration of their stay.

Procedures for Appointments:

- The Policy Committee will elect new permanent members.
- The Executive upon request will appoint all postdoctoral fellows, research associates, and long-term visitors performing quantum research as Associate Members.
- All students supervised by permanent members will be eligible to become student members of the MQI.

d) Management:

The MQI will be managed on a day-to-day basis by an Executive consisting of a Director and 2 Co-Directors elected from the Permanent Members by the Policy Committee. The Director will be responsible for chairing Policy Committee meetings, budget preparation and control, reporting to and interacting with administrators at all three Universities, receiving written applications for funding, approving (in consultation with the Executive) applications of \$1,000 or more and submitting applications for funding on behalf of the Institute to the Universities and external funding agencies, as required. Co-Director 1 will prepare Annual Reports, advise the Director and where necessary assume the responsibilities of the Director. Co-Director 2 will organize seminar series, advise and assist the Director in budget preparation and act as Director if required. The Director will report to the Office of the Vice-President (Research and International).

e) Physical Resources: The proposed research will be conducted using the existing offices, lab spaces, and instruments, as well as existing facilities at the MIM. No additional physical resources will be needed at this time.

f) Financial Resources: Collaborative activities of the MQI will be supported for the first year by \$5,000 from the office of the Vice-President (Research and International) (UM), and by \$2,500 from the Faculty of Science (UM) and \$2,500 from the Faculty of

Engineering (UM) for a total budget of \$10,000. The office of the Vice-President (Research and International) has also committed \$5,000 p.a. for the following 4 years, and the Faculty of Science has committed \$2,500 p.a. for the following 4 years.

2. The membership of the sub-committee was as follows:

- Dr. Norm Halden, Faculty of Environment, Earth, and Resources (Chair)
- Dr. Andrew Halayko, Rady Faculty of Health Sciences
- Dr. Shawn Clark, Faculty of Engineering

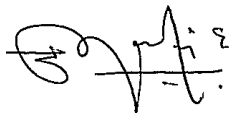
3. The assessment of the sub-committee was as follows:

- The Manitoba Quantum Institute (MQI) seeks to integrate interdisciplinary research in the general area of quantum materials and information in Manitoba. MQI will position itself as the focus of this initiative in Manitoba, building relations with other similar research groups across Canada. MQI will coordinate and link scholarship within the University of Manitoba amongst Physics and Astronomy, Chemistry, Mathematics, Electrical and Computer Engineering as well as Curriculum, Teaching and Learning. The Institute will also include researchers from the Universities of Brandon and Winnipeg. The MQI fits well within the University's strategic framework in that it links quantum level materials research with theoretical research on quantum information. These emergent themes will underpin advances in quantum technology and machine learning.
- Consistent with the quantum domain the MQI will not require space in the traditional sense in that the space already exists in connection with researchers and their groups. The proposal aims to build connections amongst the researchers via seminars, workshops, outreach, and visiting scholars.
- At \$10,000 the financial resources are adequate for the proposed program at this stage of the Institutes development. The funding partners VPRIO, Science and Engineering have made their commitments for 5 years.
- Letters of support were received from The Faculties of Science and Engineering, the Head of the Department of Physics and Astronomy (UM), the Chair of Chemistry at the University of Winnipeg, and the Chair of the Department of Mathematics and Computer Science at Brandon University. From VPRIO, Dr. Jayas has indicated the MQI meets the requirements described in the Policy on Research Centers, Institutes and Groups.

Recommendation:

THAT the *Manitoba Quantum Institute* be established for a term of 5 years, from March 4, 2020 through March 3, 2025.

Respectfully submitted,



Dr. Digvir Jayas, Chair
Senate Committee on University Research

Report of the Senate Planning and Priorities Committee on a Proposal to Establish the Manitoba Quantum Institute

Preamble:

1. The [terms of reference](#) of the Senate Planning and Priorities Committee (SPPC), which are found on the University Governance website, charge SPPC with making recommendations to Senate regarding any such studies, proposals or reports that it may initiate within itself, have referred to it by Senate, other Councils, Committees or Bodies, formal or otherwise.
2. The process for approving research institutes set out in section 2.1 of the procedure for [Research Centres, Institutes, and Groups](#) specifies the authority to establish research institutes resides with the Board of Governors, normally on the recommendation of Senate. Proposals for research institutes are transmitted from SCUR to the Chair of the SPPC to determine if SPPC review is required, and to Senate through its Executive Committee.
3. At its meeting on February 24, 2020, the SPPC considered a proposal from the Faculty of Science, to establish the Manitoba Quantum Institute.

Observations:

1. The Institute's mission would be to serve as the centre for quantum research in Manitoba and to be a nationwide actor in the nascent quantum revolution, in which Canada is well-positioned to be a world leader.
2. The main objectives of the Institute would be to: (i) increase the visibility of quantum research provincially, nationally, and internationally; (ii) provide a framework to attract funding for medium- and large-scale quantum projects involving multiple researchers; (iii) provide a point of contact for cooperative initiatives with quantum institutes at other Canadian and international institutions and with industry partners; (iv) increase cooperation and collaboration amongst researchers in the province; (v) enhance facilities for training highly qualified research personnel, including graduate students and postdoctoral fellows; (vi) discuss ways to include quantum technologies in physics education and outreach activities.
3. Establishment of the Institute would bring together twenty-one (21) quantum researchers, who are currently members of various quantum research groups at postsecondary institutions across the province, including at the University of Manitoba, the University of Winnipeg, and the University of Brandon. These researchers would constitute the initial group of permanent members, in the proposed Manitoba Quantum Institute.
4. The Institute would be managed by an Executive comprising a Director and two Co-Directors. The Director would report to the Vice-President (Research and International) at the University of Manitoba.
5. The Institute would have a budget of \$10,000 in the initial year, based on contributions of \$2,500 from each of the Faculties of Science and Engineering, and \$5,000 from the Office of the Vice-President (Research and International), University of Manitoba. The

Faculty of Science and the Office of the Vice-President (Research and International) have committed these funds for the first five years. The Faculty of Engineering has committed to providing funds for the first year and will explore the possibility of longer-term support for an additional four years.

The revenue would be used to support the Institute's activities, including (i) a summer research workshop and summer school (\$3,000); (ii) visiting researchers (\$5,000); (iii) conference support (\$1,500); and (iv) other miscellaneous activities (\$500), including printing and advertising. Research activities of individual members would continue to be funded through external grants, as detailed in section 1.2 of the proposal.

6. The Institute would not require new physical or space resources at the University of Manitoba. Members of the Institute would continue to use existing offices, laboratory spaces and instruments, as well as facilities at the Manitoba Institute for Materials.

Recommendation

The Senate Planning and Priorities Committee recommends:

THAT Senate recommend that the Board of Governors approve the establishment of the Manitoba Quantum Institute, for a five-year period ending March 3, 2025. The Senate Planning and Priorities Committee recommends that the Vice-President (Research and International) not implement this Institute until satisfied that there would be sufficient existing space and sufficient existing resources.

Respectfully submitted,

Professor David Watt, Chair
Senate Planning and Priorities Committee

Manitoba Quantum Institute

Proposal

Jesko Sirker

November 18, 2019

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1 Description and Justification

1.1 Background

The two research fields which are considered to be most likely to produce new disruptive applications in the near future are quantum technology and machine learning. This has been recognized by countries, research foundations, and companies around the world and has led to large public and private investments into these two fields.

In the US, for example, the National Quantum Initiative Act has recently passed Congress and will provide \$1.2 billion to boost quantum technologies. Similarly in Europe, the Quantum Flagship initiative was recently launched with the goal of expanding fundamental research in this area and to kick-start a competitive European industry by providing more than one billion Euro over a ten year period.

In Canada, two of the Canadian Institute for Advanced Research (CIFAR) longest running programs are on Quantum Materials and Quantum Information. As part of the Canada First Research Excellence Fund the Quantum Institutes at UBC, Waterloo, and Sherbrooke have received a total of 176 million in funding. In recent months, the community has come together to formulate a *National Quantum Strategy* which is directed to policy makers in the Government of Canada. It advocates for a quantum innovation ecosystem which supports Canada's research excellence in this field by providing, in particular, new means to start medium to large-scale projects across the country which are difficult to organize within the existing funding streams.

The University of Manitoba recognizes the importance of novel materials in its strategic research plan. Quantum materials are one of the themes at the Manitoba Institute for Materials (MIM). Theoretical research in Quantum Information and Many-Body Quantum Physics are, furthermore, main areas of research at the Winnipeg Institute for Theoretical Physics (WITP).

While quantum mechanics has emerged as an accurate description of nature at the smallest scales already early in the 20th century, we have only recently started to being able to engineer systems where particles can be fully controlled at the quantum level. We are right now at the beginning of a quantum revolution which promises to disrupt many existing technologies. Among the new technologies whose development has already started are the quantum computer and data transfers using quantum encryption. Fabricating devices from novel quantum materials has, more generally speaking, the potential to revolutionize computing, telecommunication, and consumer electronics. Using novel quantum materials is, furthermore, also a promising path to improve energy harvesting and similar green technologies. From a manufacturing perspective such materials are interesting because they can often be produced in a more environmentally friendly way, e.g. without the use of heavy metals or hazardous chemicals.

1.2 History and Current Status

There are several active research groups in Manitoba whose research falls under the umbrella of 'Quantum Research and Technologies'. Of these, the largest concentration of activities is within the Department of Physics and Astronomy at the University of Manitoba. Historically, the direction of Condensed Matter research in the Department was strongly influenced by the late Allan Morrish. Morrish established an internationally recognised, long standing research effort focussed on multiple aspects of magnetic materials and related systems.

Canadian quantum research into materials, in the context of material spin systems, nucleated from this and has matured across Canada (George Sawatzky, for example, began his research career under Morrish's supervision). From this seed, there are now five research groups in the original University of Manitoba Department, each with different and strong international and national linkages¹, who pursue experimentally and theoretically aspects of quantum materials and respective technologies. Their major areas of focus include frustration and exotic highly correlated phenomena in spin systems; low dimensional magnetism; spin dynamics in the context of spintronic and spin caloric devices; optical and electronic vortex states; ultrafast spin dynamics and optical processes in magnets and spin textures; and cavity magnonics and nonlinear spinwave processes. Each of these areas are part of a dispersed global effort to create new, useful technologies able to address recognised challenges facing big data, energy consumption, medical treatment and diagnostics, sensing and communication. For example, over the past ten years some of these activities have led to six patents (with four pending) on new ways to make 'quantum materials' and to use them. The current funding portfolio is around \$315k per annum from NSERC Discovery, \$1.3M from NSERC SPG and CHRP special project and collaborative health research projects, \$84k p.a. from the German DFG, \$850k pilot CIHR, roughly \$400k industrial research, and over \$2.7M equipment from CFI in the past ten years. Several years ago, this group joined together with groups from elsewhere in the University of Manitoba and the University of Winnipeg to identify themselves as a Quantum Materials theme within the Manitoba Institute of Materials (MIM) (<http://materials.umanitoba.ca>). More recently, and in response to initiatives underway internationally to establish strategic focus areas in quantum science and technologies, the same group has widened to include overlapping interests within Brandon University and the Winnipeg Institute for Theoretical Physics (WITP). In total, there are 21 researchers involved in this endeavour, with each researcher leading a group comprised of research students and early career researchers. At present these groups are comprised of more than 60 graduate students, and 15 postdocs or research associates.

1.3 Mission and Objectives

The mission of the *Manitoba Quantum Institute* (MQI) is to be *the Centre for Quantum Research in Manitoba* and to be a nationwide actor in the nascent quantum revolution where Canada is well positioned to be a World leader. In order to achieve this goal, the Institute will bring together researchers and their highly qualified personnel (HQP) across disciplines and from all three major Manitoba Universities which are working on quantum research and quantum technologies.

The main objectives of the Manitoba Quantum Institute (MQI) are:

1. Increase the visibility of quantum research in Manitoba nationally and internationally
2. Provide a framework to tackle and to attract funding for medium and large-scale quantum projects which go beyond the means of an individual researcher

¹ Examples of international linkages include: The Institute for Functional Matter and Quantum Technologies (Burgess; Stuttgart, Germany), the Quantum Circuits Group (Stamps; Glasgow, UK), Correlations in Integrable Quantum Many-Body Systems (Sirker; DFG Research Unit 2316, Germany). National linkages and cooperations exist with several groups at Dalhousie University, the University of Alberta, Simon Fraser University, the University of British Columbia and others.

3. Provide a point of contact for cooperations with other quantum institutes in Canada and internationally as well as with industrial partners
4. Increase cooperation and collaboration amongst researchers in Manitoba
5. Enhance facilities for training of highly qualified research personnel, such as graduate students and postdoctoral fellows
6. Discuss ways to include quantum technologies in Physics Education and outreach activities

1.4 Scope of Activities

The MQI will

1. Contribute to shape the National Quantum Strategy
2. Actively pursue new funding opportunities in the context of the National Quantum Strategy as well as in existing collaborative funding streams
3. Facilitate long-term scientific visitors
4. Bring in seminar speakers on a variety of hot topics
5. Organize workshops, summer schools, and conferences on topics of interest to members

1.5 Research Benefits and Opportunities

Apart from our group in Manitoba, major quantum research groups in Canada exist at University of Toronto, University of British Columbia, Sherbrooke University, University of Waterloo, Dalhousie University, McGill University, McMaster University, Queen's University, Université Laval, Université de Montréal, University of Alberta, University of Lethbridge, University of Ottawa, and the University of Saskatchewan.

UBC, Sherbrooke, Waterloo, Toronto, and Saskatchewan have already formed Quantum Institutes similar to the one proposed here. The institutes at UBC, Sherbrooke, and Waterloo have received major funding through the Canada First Research Excellence Fund ranging from \$34 to \$76 million. With the recent drafting of a national quantum strategy which will be presented to the government after the fall election, additional funding streams are anticipated to become available.

In order to be part of such future funding opportunities and to collaborate with other Quantum Institutes in Canada, it is now the right time to bring together all researchers in this field in Manitoba. While quantum research is also part of the research conducted at the Manitoba Institute for Materials (MIM) and at the Winnipeg Institute for Theoretical Physics (WITP), the mission of these two institutes is quite different from the proposed Manitoba Quantum Institute. Furthermore, only a subset of quantum researchers are members either of MIM or of the WITP. While the proposed Manitoba Quantum Institute will closely collaborate with MIM and the WITP whenever possible, a new research institute is clearly needed to facilitate research in this emerging field.

It is important to stress that the MQI will not start from scratch but will rather build on a number of already existing bonds between quantum researchers in Manitoba. One

clear indicator of these existing bonds are concrete collaborations which have led to joint publications, for example, between the groups of Hu/Stamps, Hu/Sirker, van Lierop/Wiebe, van Lierop/Hu, Plosker/Kirkland, Carrington/Plosker, Burgess/Bridges/Thomson.

2 Constitution

2.1 Membership

The Members of the Institute will fall into four categories:

- Permanent Members (referred to as Members) will include all interested faculty members from the University of Manitoba, Winnipeg University, and Brandon University. These include Emeriti Professors and Senior Scholars.
- Associate Members include all **interested** postdoctoral fellows, research associates, and long term visitors (12 months or longer) to the Institute.
- All graduate students supervised by Permanent Members as well as summer undergraduate research students are eligible to become Student Members.
- Visitors include all short term visitors (less than 12 months) for the duration of their stay.

2.2 Organization Structure

Executive The Executive consists of a Director and two Co-Directors. The Director and the Co-Directors are elected from the Permanent Members by the Policy Committee for a two-year term. The duties of the executive are as follows:

- Director (two-year term)
 - chair Policy Committee meetings
 - budget preparation and control
 - report to and interact with administrators at all three Universities
 - receive applications in writing for funding
 - approve (in consultation with the Executive) applications of \$1,000 or less
 - submit applications for funding on behalf of the Institute to the Universities and external funding agencies, as required
- Co-Director 1 (two-year term)
 - prepare Annual Report
 - advise Director
 - assume responsibilities of Director if required
- Co-Director 2 (two-year term)
 - organize seminar series
 - advise and assist Director in budget preparation
 - fill in as Director if required

The Executive meets at least semi-annually. Ideally, one of the co-directors will take over as director for the following 2-year term but this might not always be possible.

Policy Committee This committee consists of all Permanent Members. Its duties include:

- election of the Director and Co-Directors
- approve expenditures of more than \$1,000
- elect new Permanent Members as appropriate
- decide on direction and policy of Institute
- plan and approve future programs, workshops, long-term visitors

The Policy Committee meets at least once per year. Members from outside of Winnipeg can participate by video conference.

2.3 Procedures for Appointments

New permanent members will be elected by the Policy Committee. All postdoctoral fellows, research associates, and long-term visitors performing quantum research will be appointed as Associate Members by the Executive upon request. All students supervised by permanent members will be eligible to become student members of the MQI upon request.

3 Management

The Institute will be managed by the Executive. The first Director of the institute will be Jesko Sirker. The Director will report to the office of the Vice-President (Research and International). If the institute is established, the policy committee consisting of the members listed below will convene to elect two Co-Directors for a two-year term.

4 Proposed Membership

The proposed institute will start with 21 permanent members from all three Universities in Manitoba. The members from the University of Manitoba are from the Faculty of Science (Physics, Chemistry, Mathematics), the Faculty of Engineering (Electrical and Computer Engineering), and the Faculty of Education (Curriculum, Teaching, and Learning).

4.1 Permanent Members

- Jacob Burgess (Physics and Astronomy, UM)
- Can-Ming Hu (Physics and Astronomy, UM)
- Jesko Sirker (Physics and Astronomy, UM)
- Robert Stamps (Physics and Astronomy, UM)
- Johan van Lierop (Physics and Astronomy, UM)
- Mario Bieringer (Chemistry, UM)
- David Herbert (Chemistry, UM)
- Victor Nemykin (Chemistry, UM)
- Georg Schreckenbach (Chemistry, UM)

- Stephen Kirkland (Mathematics, UM)
- Derek Krepski (Mathematics, UM)
- Greg Bridges (Electrical and Computer Engineering, UM)
- Arkady Major (Electrical and Computer Engineering, UM)
- Cyrus Shafai (Electrical and Computer Engineering, UM)
- Douglas Thomson (Electrical and Computer Engineering, UM)
- Richard Hechter (Dep. of Curriculum, Teaching, and Learning, Education, UM)
- Andrew Frey (Physics, UW)
- Joshua Hollett (Chemistry, UW)
- Christopher Wiebe (Chemistry, UW)
- Margaret Carrington (Physics, Brandon)
- Sarah Plosker (Mathematics & Computer Science, Brandon)

5 Physical Resources

The proposed research is conducted using the existing offices, lab spaces, and instruments as well as existing facilities at the MIM. No additional physical resources are needed at this time.

6 Financial Resources

The main funding source supporting the research of the members of the Institute are existing individual grants. Collaborative activities of the MQI will be supported by \$5,000 by the office of the Vice-President (Research and International) (UM), \$2,500 by the Faculty of Science (UM), and \$2,500 by the Faculty of Engineering (UM) for a total budget of \$10,000 in Year 1. The office of the Vice-President (Research and International) and the Faculty of Science have also pledged their support of \$5,000 p.a. and \$2,500 p.a. respectively for the following 4 years. The purpose and the activities of the Institute are designed to ensure that virtually all funds go directly towards research, for example, in the form of visitors, seminars, and summer schools. The proposed yearly budget for activities organized or supported by the MQI looks as follows:

- Summer Workshop and Summer School: \$3000

One of the most important tasks of the MQI is to connect with other quantum researchers in Canada and internationally and to provide support in the adequate training of HQP. In order to facilitate these objectives, the MQI will organize a workshop in Manitoba every second year. This workshop will also include a 1-2 day summer school where students are exposed to broader cutting-edge research outside of what is done in the group of their supervisor.

- Visitor Support: \$5000
 - Prominent visiting scientist for public lecture: \$2000 every other year
Outreach to the public, as well as scientific discussion
 - Support for other MQI visitors: \$3000
The MQI visitor program is primarily funded by Members; this funding is to allow visits that individual Members may not otherwise be able to afford or to increase the length of time that visitors can stay in Manitoba. Supported visitors are expected to give a talk in the seminar series organized by the MQI.
 - Conference support: \$1500 (average annual amount)
To advertise quantum research in Manitoba throughout Canada, to support the dissemination of results and to recruit graduate students, the MQI will regularly support national and international conferences.
 - Miscellaneous: \$500
Printing, advertising of study opportunities at Canadian Undergraduate Physics Conference and other venues
- Total:** \$10,000 per annum

7 Long-term vision for growth of the financial budget

Currently, a number of federal programs are being revised and there is uncertainty which programs will offer direct support for Research Institutes in the future. Members of the MQI are planning to apply for any external awards the MQI qualifies for in order to grow the budget over the next 5-10 years.

With the uncertainties above in mind, a list of possible funding sources consists of:

- NFRF transformation stream: Several members of the Institute are currently applying for a grant within the NFRF transformation stream. Since this program has taken over the Network Centres for Excellence program which used to fund Centres and Institutes across Canada, we expect some mechanism within this NFRF grant to provide additional funding for the MQI to come into place at some point in the near future. However, currently the parameters of this program are still in flux.
- Several researchers are planning to apply for a CREATE grant providing training in quantum information technologies. One possibility currently being discussed is applying within the joint NSERC/DFG CREATE stream with researchers from Germany.
- Research Manitoba, innovation proof-of-concept grant: Once established, the MQI is in a good position to apply for funding for ICT (targeted area).
- Another opportunity might be possible future competitions of the Canada First Research Excellence Fund.
- Companies which might be interested in collaborating include Quantum Silicon in Edmonton, d-Wave in Vancouver as well as Google. Contacts of individual researchers to QS and d-wave exist. The Institute needs to be established first before we can further discuss possible collaborations with these companies.

8 Statements of Support and Commitment

Letters of support from the Vice-President Research (UM), the Associate Dean Research Science (UM), the Associate Dean Research Engineering (UM), the Head of Physics and Astronomy (UM), the Chair of Chemistry (UW), and the Chair of Mathematics & Computer Science (Brandon) are attached.



University of Manitoba | Office of the Vice-President
(Research and International)

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November 14, 2019

TO: The Senate Committee on University Research
FROM: Digvir S. Jayas, Vice-President (Research and International)
RE: Proposal to Establish the Manitoba Quantum Institute

The Quantum Community in Canada has made efforts to organize itself over the past year, in order to advance Canada as a world leader in the area of quantum science and technology. The community is developing a National Quantum Strategy which aims to advocate for resources needed for the advancement of fundamental research through commercialization. The creation of the Manitoba Quantum Institute would enhance the University of Manitoba's presence in this growing area of research. The Office of the Vice-President (Research and International) will commit to providing \$5000 per annum for five years to support the collaborative activities of the new Institute.

The policy on Research Centres, Institutes and Groups states that Research Centres are expected to:

- (1) Have clearly identified goals and objectives;
- (2) Have some degree of performance, transcending collaboration on a particular limited project;
- (3) Bring together scholars from different disciplines and/or areas of specialization within a particular discipline;
- (4) maintain high levels of research productivity;
- (5) foster the training of future researchers, especially in regard to research skills;
- (6) attract post-doctoral fellows, visiting professors, and other scholars;
- (7) cooperate with scholars at other universities and/or institutions; and
- (8) seek external funding in order to operate on a cost recovery basis.

The proposal meets the above requirements, and I therefore offer my support for the establishment of the Manitoba Quantum Institute.

I look forward to further discussing this proposal at the next meeting of the Senate Committee on University Research.

umanitoba.ca/research

THE UNIVERSITY OF MANITOBA
Faculty of Science
Office of the Dean
247 Machray Hall
INTER-DEPARTMENTAL CORRESPONDANCE

DATE: November 7, 2019

TO: Digvir Jayas, Vice-President (Research & International)

FROM: Brian Mark, Associate Dean (Research), Faculty of Science

SUBJECT: Support for the Manitoba Quantum Institute (MQI)

Dear Dr. Jayas,

The Faculty of Science is pleased to help established the Manitoba Quantum Institute (MQI).

The institute will initially be comprised of 17 investigators from the 3 Universities in the province (Manitoba, Winnipeg and Brandon). Together, the research groups led by these investigators are staffed by 59 graduate students and 17 postdocs or research associates.

Establishing the MQI will bring together Manitoba quantum research excellence to help advance their research goals and promote their research on the national stage. The institute will provide an excellent opportunity for our quantum researchers to participate with greater effect in national initiatives such as recently launched National Quantum Strategy.

Continued research into quantum technologies, including quantum materials research currently underway at UM, promises to provide revolutionary advances in computing, telecommunications and consumer electronics. We are very excited to see what the future holds for our quantum researchers and to help support their goals.

The faculty of Science is pleased to commit a total of \$12,500 over a 5-year period to help support this valuable new UM institute.

Brian Mark



Faculty of Engineering

E2-290 EITC Building
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Winnipeg, Manitoba
Canada R3T 5V6
Telephone +1-204-474-9835
Cyrus.Shafai@umanitoba.ca

November 18, 2019

Re: Support letter for University of Manitoba Quantum Institute

The Faculty of Engineering is very interested to see this initiative to form a University of Manitoba Quantum Institute move forward. We see it as an important and essential step to give the university visibility in Canada as a centre of Quantum research.

The Faculty of Engineering will commit \$2,500 this year to establish this Quantum Institute and enable it to establish its initial mandate. The faculty is also interested in exploring a longer term support for an additional 4 years.

Sincerely,

Dr. Cyrus Shafai. P. Eng.
Associate Dean (Research & Graduate Programs)
Faculty of Engineering
University of Manitoba
Phone: 204-474-9835
Email: Cyrus.Shafai@umanitoba.ca

THE UNIVERSITY OF MANITOBA

INTER-DEPARTMENTAL CORRESPONDENCE

Department of Physics and Astronomy

Tel: (204) 474 9817

DATE: November 15, 2019

TO: Digvir Jayas, Vice-President (Research & International)

FROM: Robert Stamps, Head (Department of Physics and Astronomy)

RE: Support for the Manitoba Quantum Institute (MQI)

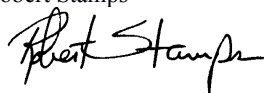
The Department of Physics and Astronomy strongly supports this initiative to establish a Manitoba Quantum Institute (MQI).

Five of the permanent members are from our department, and each lead different groups whose research is aligned with, and in large part defines, the stated mission of the MQI. Each group has active linkages with other members and a history of collaborative work on joint projects. The themes of research pursued in the MQI are in areas that benefit communications, computing, and security technologies and capture the imaginations of the future generations of scientists and engineers.

Establishing the MQI will provide a 'store-front' in which to showcase this research in a form that will help members expand their efforts and profile their achievements on the national and international stages. Their efforts will profile an area of concentration and excellence that can be uniquely identified with Manitoba, and a highlight of the Canadian Prairie Universities significant for its research outputs and training of early career scientists.

The Department of Physics and Astronomy is pleased to help with this endeavor, and to work with the Faculty of Science and University for its support.

Robert Stamps





THE UNIVERSITY OF WINNIPEG

November 16, 2019

Dear Dr. Sirker

The Chemistry Department at the University of Winnipeg is supportive of the Manitoba Quantum Initiative that you are putting together. We recognize the value of this research to Dr. Wiebe's program (being a CRC in Quantum Materials Discovery). We look forward to the establishment of this institute.

Sincerely,

Athar Ata
Chair and Professor of Chemistry
University of Winnipeg

Department of Chemistry

515 Portage Avenue
Winnipeg MB R3B 2E9
Email: ch.wiebe@uwinnipeg.ca

204-786-9487
204-775-2114 fax



**BRANDON
UNIVERSITY**
Founded 1899

**FACULTY OF SCIENCE
Department of
Mathematics and
Computer Science**

18 November 2019

Dr. Digvir Jayas
Vice-President (Research & International)
University of Manitoba
Winnipeg, MB

Dear Dr. Jayas,

Re: Manitoba Quantum Institute

Regarding the establishment of the Manitoba Quantum Institute (MQI), the purpose of this letter is to indicate support on the part of the Department of Mathematics & Computer Science at Brandon University and, given that the Dean of Science at Brandon University, Dr. Bernadette Ardelli, endorses this initiative, to also indicate support on the part of the Faculty of Science at Brandon University.

The Faculty of Science at Brandon University has a history of involvement in quantum research, both experimental research (in solid state physics and NMR work in the Departments of Physics & Astronomy, and Chemistry) and theoretical research (in quantum chromodynamics work in the Department of Physics & Astronomy, supported by computations performed in the Department of Mathematics & Computer Science).

In recent years, quantum chromodynamics research has continued and Brandon University has strengthened its theoretical commitment by the creation of a Canada Research Chair in Quantum Cryptography, currently occupied by Dr. Sarah Plosker of the Department of Mathematics & Computer Science. A dedicated computer laboratory has been established in support of Dr. Plosker's research program.

The creation of the MQI will enhance collaborations not only within the province, but also nationally and internationally, and—given NSERC's recent commitment to a '*Quantum Canada*' strategy—will provide a focus for targeted federal funding.

Sincerely,

J.G. Williams, B.Sc., Ph.D

Chair of the Dept of Mathematics & Computer Science, Brandon University

270-18th Street
Brandon, Manitoba
Canada • R7A 6A9

www.brandonu.ca



AGENDA ITEM:

Closure of Diploma in Population Health, Department of Community Health Sciences

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the closure of the Diploma in Population Health, Department of Community Health Sciences [subject to Senate approval, June 24, 2020].

CONTEXT AND BACKGROUND:

- Section 3(a) of *The University of Manitoba Act* gives the University the authority, “to establish and maintain such colleges, schools, institutes, faculties, departments, chairs, and courses of instruction as to the board of governors may seem meet and give instruction and training in all branches of knowledge and learning, including physical instruction and training.”
- The Faculty Council of the Faculty of Graduate Studies endorsed a proposal from the Department of Community Health Sciences, Max Rady College of Medicine, to close the graduate Diploma in Population Health at its meeting on May 19, 2020.
- The proposal to close the Diploma program responds to a recommendation made in a graduate program review, which was completed in May 2017, to consider if the program should be either repurposed for added value or closed. In May 2019, the Department Council of the Department of Community Health Sciences endorsed a recommendation from a departmental sub-committee established to suspend applications to the program. At its meeting on September 6, 2019, the Department Council endorsed a recommendation to close the program.
- The Diploma program was established in 2000, to deliver advanced research training for health professionals, clinicians, and managers in Winnipeg and the province, in areas of population health sciences, including epidemiology and biostatistics. Subsequently, the Department established a Master of Public Health degree, in 2006, which addresses and exceeds the intended outcomes of the Diploma program.
- The Diploma program experienced small enrolments, which was not unanticipated given the intended applicant pool. Over the past ten years, fourteen (14) students have enrolled in the program; eight (8) graduated from the program, and four (4) transferred to a degree program within the Department.

RESOURCE REQUIREMENTS:

N/A

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

- No students are currently enrolled in the Diploma program, so no students would be adversely affected by the closure.
- Individuals interested in pursuing further studies in the area of population health beyond their undergraduate education have the option to enroll in the Master of Public Health degree, which provides greater value to the target market that was envisioned for the Diploma program.

ALTERNATIVES:

N/A

CONSULTATION:

The proposal is forwarded to the Board of Governors by Senate following consideration by the Faculty Council of the Faculty of Graduate Studies and by the Senate Executive Committee. Senate will consider the proposal, for approval, at its meeting on June 24, 2020.

ROUTING TO THE BOARD OF GOVERNORS:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Faculty Council of Faculty of Graduate Studies</u>	<u>May 19, 2020</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate Executive</u>	<u>June 10, 2020</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Senate</u>	<u>June 24, 2020</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>_____</u>	<u>_____</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>_____</u>	<u>_____</u>

SUBMISSION PREPARED BY: University Secretary, on behalf of Senate

ATTACHMENTS:

- Report of the Faculty Council of Graduate Studies on Course, Curriculum and Regulation Changes RE: Closure of Diploma in Population Health [dated May 19, 2020]
- Correspondence from Head, Department of Community Health Sciences RE: Request to discontinue Diploma in Population Health Program [dated September 23, 2019]
- Correspondence from Dean and Vice-Provost, Rady Faculty of Health Sciences RE: Request to discontinue the Diploma in Population Health Program [dated September 26, 2019]
- Application for Permanent Cessation of the Diploma in Population Health

Report of the Faculty Council of Graduate Studies on Course, Curriculum and Regulation Changes

Preamble

1. The Faculty of Graduate Studies (FGS) has responsibility for all matters relating to the submission of graduate course, curriculum, program and regulation changes. Recommendations for such are submitted by the Faculty Council of Graduate Studies for the approval of Senate.
2. The Faculty Council of Graduate Studies met on the above date to consider a proposal from the Dept. of Community Health Sciences.

Observations

1. The **Dept. of Community Health Sciences** proposes the permanent cessation of its Diploma in Population Health program (DipPH). There are currently no students enrolled in the program. The Master's programs offered by the Dept. serve their needs and students better than the Diploma. The closure stems from a recommendation from the unit's most recent graduate program review. Dr. Brian Postl, Dean and Vice-Provost, Rady Faculty of Health Sciences, supports the closure of the DipPH.

Recommendations

Faculty Council of Graduate Studies recommends THAT the program changes from the unit listed below be approved by Senate:

Dept. of Community Health Sciences

Respectfully submitted,

Dr. Louise Simard, Chair
Faculty Council of Graduate Studies

/ak



DEPARTMENT OF COMMUNITY HEALTH SCIENCES
MAX RADY COLLEGE OF MEDICINE, RADY FACULTY OF HEALTH SCIENCES

S113-750 Bannatyne Avenue
Winnipeg, Manitoba
Tel: (204) 789-3434
Fax: (204) 789-3905
Email: Stephen.Moses@umanitoba.ca

September 23, 2019

To: Dr. Louise Simard, Acting Vice-Provost (Graduate Education) & Dean, Faculty of
Graduate Studies

From: Dr. Stephen Moses, Department Head, Community Health Sciences (CHS)

Re: Request to discontinue the Diploma in Population Health Program

Preamble

On March 14-15, 2017, a Cycle 2 Graduate Program Review was conducted in the Department of Community Health Sciences (CHS), with a site visit by an External Review Team. Their assessment report was received by the Faculty of Graduate Studies (FGS) on May 4, 2017. On June 26, 2017, CHS submitted its unit level response, and Dean Postl provided his comments on August 21, 2017. A subsequent meeting was held between Dr. Hope Anderson, Dr. Driedger and myself on October 17, 2017 to discuss the outcome of the Cycle 2 review. We received a copy of FGS's response to our Cycle 2 review on November 9, 2017. We submitted updates on CHS progress in addressing the Cycle 2 Graduate Program Review on October 15, 2018. We continue to advance changes in our graduate program in light of the Cycle 2 review recommendations.

Purpose

The purpose of this memo is to formally request a suspension to the Diploma in Population Health program. One of the recommendations in the Cycle 2 External Review was that the Department needs to consider if the Diploma in Population Health program should be repurposed for added value or deleted.

To address this recommendation, the Department struck a sub-committee to review the Diploma program with the aim to provide the Graduate Program Committee with some recommendations for review and consideration. This sub-Committee consisted of two full time CHS unit members (Dr. Alyson Mahar, Ms Chelsea Jalloh) and a student representative (Mr. Jaden Brandt, a recent graduate from the Diploma program). In May 2019, a report from this sub-committee was presented to Departmental Council and referred to the Department's Graduate Studies Committee to consider formal recommendations with respect to this program to bring forward to Department Council for final approval. A motion to suspend applications to this program was made, and approved at the May 2019 Departmental Council meeting.

The timing for this request was optimal as we no longer had any students in the program, and no applications for graduate admissions reviewed from the January 2019 intake identified any suitable candidates to recommend for admission. There are no budgetary impacts on this cessation request, as the courses offered in the Diploma program comprise existing content still offered across our other graduate degree programs.

A motion to formally support discontinuation of the Diploma in Population Health Program was therefore passed by CHS Departmental Council at its meeting on September 6, 2019. Additional details regarding this request have been included in the Government of Manitoba Education and Training Permanent Cessation of a Program of Study.

Should you require any additional information, please do not hesitate to contact me.

Yours sincerely,

A handwritten signature in cursive script that reads "Stephen Moses". The signature is written in dark ink and is positioned above the typed name.

Stephen Moses, MD, MPH
Professor and Head, Department of Community Health Sciences



**OFFICE OF THE DEAN
MAX RADY COLLEGE OF MEDICINE, RADY FACULTY OF HEALTH SCIENCES**

A101B Chown Building
753 McDermot Avenue
Winnipeg, Manitoba
Winnipeg MB R3E 0T6
Tel: (204) 789-3485

September 26, 2019

To: Dr. Louise Simard, Acting Vice-Provost (Graduate Education) & Dean, Faculty of
Graduate Studies

From: Dr. Brian Postl, Dean and Vice-Provost Rady Faculty of Health Sciences

Re: Request to discontinue the Diploma in Population Health Program

A handwritten signature in black ink, appearing to read "B. Postl".

The purpose of this memo is to formally support the closure of the Diploma in Population Health program, which is currently offered by the Department of Community Health Sciences. This is in follow-up to one of the recommendations in the 2017 Cycle 2 External Review of the graduate program in the Department of Community Health Sciences.

A motion to formally support the closure of the Diploma in Population Health Program was passed by CHS Departmental Council at its meeting on September 6, 2019. Additional details regarding this request are included in the Government of Manitoba Education and Training Temporary Cessation of a Program of Study.

Should you require any additional information, please do not hesitate to contact me.

Universities and colleges requesting approval for the **permanent cessation** of 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 (Integrated Planning & Academic Programs) and the Office of the University Secretary, along with the following supplemental documentation:
 - a. A cover letter justifying and summarizing the rationale behind the request for permanent cessation.
 - b. Letters of support from external stakeholders that were consulted as part of this proposal, if applicable.
 - c. Course Deletion forms, where applicable. To access the course deletion forms, please visit:
 - Undergraduate Courses: <http://umanitoba.ca/admin/governance/forms/index.html>
 - Graduate courses: http://umanitoba.ca/faculties/graduate_studies/admin/course_delete.htm
2. Please refer to the policy, Submission of Course, Curriculum and Program changes for further information. http://umanitoba.ca/admin/governance/governing_documents/academic/356.html
3. Please direct questions to Cassandra Davidson, Academic Programs Specialist, Office of the Provost and Vice-President (Academic) at Cassandra.Davidson@umanitoba.ca or 204.474.7847.

SECTION A – PROPOSAL DETAILS

Institution: **University of Manitoba**

Applicable faculties/department with responsibility for the program: Department of Community Health Sciences, Max Rady College of Medicine, Rady Faculty of Health Sciences

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

N/A

Program name:

Credential awarded:

Proposed start date for permanent cessation:

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

Office Use Only

One-time funding:
On-going funding:

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

The Diploma in Population Health (DipPH) program is course-based and aims to provide health care professionals, clinicians and managers in provincial and regional health authorities with core knowledge and skills in population health sciences, including epidemiology and biostatistics. Graduates will become more effective in their own institutions, and better-informed consumers of health research data.

B-2 Length of Program: *(Define the length of the proposed program using measures appropriate to the schedule and delivery format. This will include total course credits and weeks/months, and, where relevant, hours and semesters of instruction)*

A full time student would be expected to complete the DipPH in one year. The program is course- based, with 18 credit hours of 7000 level graduate courses required. There is no practicum or thesis component, nor is there any final written or oral examination to meet degree requirements.

B-3 Provide a description of the intended outcomes of the program being permanently ceased:

The Diploma program was created in 2000. The intended outcomes of the program were designed to provide health professionals, clinicians and managers in Winnipeg and in Manitoba with an ability to obtain upgraded training in key areas of population health sciences, including epidemiology and biostatistics to enable them to be better-informed consumers of health research data. The Diploma program was created prior to the development of our Masters of Public Health(MPH) program, which was introduced in 2006. The MPH program meets and exceeds all intended outcomes of the Diploma program and still targets the same intended audience.

B-3.1 - Describe how this program serves and advances the academic, cultural, social and economic needs and interests of students and the province:

The Diploma program was intended to provide working health professionals with the opportunity to gain new or more advanced research training than their previous university level degree may have offered. It was designed for working professionals to take this knowledge back into their paid-working environment in order to better serve the health care needs of Manitobans through the application of evidence-informed research and evaluation, in whatever capacity that application might take for that particular work environment.

B-3.1 - Describe the existing and anticipated post-secondary learning needs of students in Manitoba that this program addresses and responds to.

The Diploma program was intended to provide an opportunity for working professionals to upgrade their knowledge and advance their prior training. Other programs in Community Health Sciences, namely the MPH program, continues to meet this need.

B-4 Describe the mode of delivery for this program:

The mode of delivery for the DipPH is course-based, and there are no online course options. Everything is delivered on-site, with the majority of courses only available in the day-time working hours.

The DipPH program requires completion of eighteen (18) credit-hours from 7000-level courses.

Three (3) core DipPH courses:

- CHSC 7820 Biostatistics for Community Health Sciences**, OR
- CHSC 7810 Biostatistics for Health and Human Sciences
- CHSC 7520 Principles of Epidemiology
- CHSC 7320 Organization and Financing of the Canadian Health Care System

One concepts course (select 1 of 2)

- CHSC 7500 Core Concepts in Public Health, OR
- CHSC 7860 Methods and Concepts for Community Health Sciences

Two (2) elective courses (any other 2 courses offered at the 7000 level)

SECTION C – INFORMATION REGARDING PERMANENT CESSATION DEVELOPMENT PHASE

C-1 Identify and provide a detailed description of the rationale for the permanent cessation of this program of study:

(Such as changes in applications, enrolment, employer demand.)

Purpose: The Diploma in Population Health Program was introduced in the year 2000 to provide locally based health care professionals or managers with core knowledge and skills in population health sciences. The target audience for the Dip PH was someone who is already working “in the field”, but where they might want to have opportunities to upgrade their knowledge and skills. Importantly, the Dip PH was created prior to the development of the Masters of Public Health (MPH) program (which was introduced in 2006).

Enrollment: From the time of its inception, the DipPH was not heavily subscribed, where enrolment was typically one per year or less. This was expected given the nature of the target audience (i.e. people working in the health sector in Winnipeg). Over the past 10 years, there have been 14 students enrolled in the program: 8 graduated with a DipPH, 4 transferred to another degree program within CHS. As of February 2019, there are no students currently enrolled in the program (the last student graduated in February 2019 with a DipPH in CHS and a MSc from Pharmacy). Moreover, in the last 2-3 years, we have seen an increase in applications for the DipPH, but NOT from applicants that meet the intended local target audience. Almost all recent applications are from international students, often with less-competitive GPAs (even though some may meet the FGS minimum of 3.0) and/or meet only minimum requirements for IELTS (International English Language Testing System). Moreover, international student applicants to the DipPH are typically less competitive relative to international student applicants to our other degree programs.

At the same time as we have seen an increase in applications for admissions to the DipPH, we have also experienced an increase in admissions applications for our MPH, our MSc, and PhD programs. Given that we have some core-courses that cross-cut each of these degree programs, it has added enrollment pressures for these courses. In light of these course pressures, and not wanting to sacrifice positive student experiences in the graduate program, we prioritize highly competitive students seeking a thesis (MSc or PhD) or practicum (MPH) based program for admission, particularly given that the DipPH is not attracting applications from the intended audience.

Rationale for closure: In the last external Cycle 2 Graduate Program Review of Community Health Sciences (March 14-15, 2017), external reviewers questioned the value of the DipPH and specifically recommended that the Department needed to consider if the DipPH should be repurposed for added value or discontinued. In the Departmental response to this external review recommendation, and subsequent discussions with FGS (Associate Dean Hope Anderson, and later Louise Simard, and Vice-Dean for the Rady Faculty of Health Sciences Hope Anderson) and our College/Faculty (Brian Postl, Dean, Max Rady College of Medicine and Rady Faculty of Health Sciences Vice-Provost), the Department struck a sub-committee to look into the DipPH program (in May 2018). This sub-committee submitted their report to Departmental Council on May 2, 2019. The Graduate Program Committee was tasked with responding to this report with the intent of providing options for Departmental Council decisions with regards to the fate of the DipPH program. At the September 6, 2019 Departmental Council, a formal motion to permanently close the DipPH program was passed. This motion was developed from deliberations held within the Graduate Program Committee (May 17, 2019), and also endorsed by the Department's Executive Council (June 5, 2019). The reasons provided for the permanent closure of the DipPH were as follows:

- The Dip program was created before the MPH program was in place.
- With the exception of one course, there are no evening course offerings, and there are no online course offerings. This is something that could be of value across all of our programs, but not something that will be changed quickly.
- The MPH program (introduced after the Diploma program was in place) provides a degree option of greater value to the target market that CHS had in mind when it created the Diploma program in the first place – people working in the health sector in Winnipeg.

C-2 If applicable, describe any program reviews, evaluations, or other program review processes that occurred during the temporary cessation of this program:

Following receipt of the Cycle 2 Graduate Program Review report on May 4, 2017 (which questioned the value of the DipPH, recommending that it either be discontinued or greatly modified), and subsequent responses from different levels within the University of Manitoba, a sub-committee was struck in May 2019 with the purpose to better understand the following questions:

- What was the original purpose of the Dip PH program? What is the current purpose?
- Who is the target audience of the program?
- Who applies for the program?
- How much does the program cost?

The sub-committee consisted of two full-time members of CHS (Dr. Alyson Mahar, Ms Chelsea Jalloh) and a student representative and recent graduate of the DipPH program (Mr. Jaden Brandt). The sub-committee met four times throughout 2018.

Several modes of review were carried out.

1. The sub-committee gleaned answers to these initial questions from the Graduate Program Director (Dr. Michelle Driedger) and the Graduate Program Assistant (Ms Theresa Kennedy), as well as what was contained on our website.
2. To supplement this initial information gathering process, an environmental scan of other Canadian Universities was conducted, examining those who listed similar diploma programs on their websites. Ultimately, of those

institutions still offering a Diploma/certificate style program, either were not accepting applications at this time or offered a program that was geared more towards providing the necessary skills and certification for public health inspectors (which the DipPH was never intended to do).

3. An electronic survey was distributed through CHS student council. The survey was sent out 2 times via the CHS student council group to roughly 80 graduate students across all CHS graduate programs. Of the 14 responses received, 12 students were aware of the program, 10 thought the DipPH was “somewhat valuable to future employers” and 2 identified the DipPH as “very valuable to employers”. Respondents expressed that the DipPH program was most applicable to part-time students, and that the DipPH credential might be less desirable in academia than in the workforce.
4. Faculty members within CHS were invited to participate in an interview, of which 8 faculty members participated. The topics covered in the interview were: a faculty member’s involvement in the program/relationship with the program; what they see as the purpose of the program (both historically and currently); what they see as the audience for the program (both historically and currently); and last, the strengths, limitations and recommendations for the program. Key findings from these interviews are summarized below:
 - a. Two faculty did not know the Dip PH program existed; others characterized it as “no value added” to the department, but a few indicated that it did not require a lot of resources to keep going because it relied on the use of existing courses available across the other 3 graduate programs in the Department (MPH, MSc and PhD).
 - b. If the Dip PH program were to continue, most faculty who participated in the interviews recommended a needs assessment to determine the target audience, the perspectives of potential employers, and the content the diploma would address.
 - c. A number of faculty suggested that, if the Dip PH program continues, perhaps it should be more specific to one or more of the Department’s existing strengths. Potential areas of focus included:
 - i. Indigenous health (most frequent suggestion)
 - ii. Government sector
 - iii. Rural health
 - iv. Global health
 - v. Large database analysis/management
 - vi. Pharmacoepidemiology
 - d. Multiple faculty suggested that, should the program continue, improvements in program visibility and marketing would be essential.
 - e. Flexibility in the programming (notably online options) would be beneficial. However, a number of faculty identified that online diploma programs already exist. How would the UM Dip PH program be different/better?
 - f. A number of faculty also voiced that new applications to the Dip PH program should not be accepted until decisions about the future of the Dip PH program have been made.

Sub-committee summary observations included the following:

- In its current form, as advertised, delivered, and structured, the Dip PH program has reached the end of its usefulness.
- While the DipPH program can be a good fit for niche students, it does not have significant value outside of these unique scenarios.
- There is lack of clarity around the purpose of the Dip PH, how it is similar/different from MPH and MSc programs, and how it will benefit students/employers.

The sub-committee’s concluding recommendations were for the Graduate Program Committee to decide if the DipPH program be formally discontinued, or replaced by a significantly modified program to be offered in the future that would involve more on-line or independent study offerings.

C-3 Describe how the permanent cessation of this program aligns with the strategic plans of your institution:

Given the strengths and existence of the three other graduate programs in CHS, the permanent closure of the DipPH program has no impact on the strategic plan for the Institution. Our remaining and competitive MPH, MSc, and PhD programs are firmly aligned with the UM strategic plans in the broad area of Integrative Research in Health and Well-Being, and in the signature areas of established areas of excellence in Population and Global Health.

C-4 Outline the internal approval process (i.e. committees, governing bodies) for approving the permanent cessation of this program of study within your institution and indicate any dates of decision: *(Governing Council, Board of Governors, Board of Regents, Senate, other)*

UM INTERNAL REQUIREMENTS: Please note date(s) of Faculty/College/School Approval. Approval dates through the governing bodies will be inserted by the Provost’s Office prior to submission to government.

<u>Decision-Making Body</u>	<u>Date of Approval</u>
Faculty/College/School	_____
SCCCC <i>(undergrad only)</i>	_____
SPPC <i>(if applicable)</i>	_____
Senate Executive	_____
Senate	_____
Board of Governors	_____

C-5 Responsibility to consult

C-3.1. Is this program subject to mandatory review or approval by organizations external to the institution (such as regulatory bodies, Apprenticeship Manitoba, etc.)? *(If yes, please describe consultation process and provide copies of reports or letter from these organizations.)*

This program is not subject to mandatory review or approval by organizations external to the University of Manitoba.

C-3.2 What agencies, groups, or institutions have been consulted regarding the permanent cessation of this program?

Aside from internal consultations outlined fully in section C2 above, or the environmental scan of existing similar programs offered at other Canadian institutions, no additional external consultations have occurred.

C-3.3 How have students and faculty been informed of the intent to permanently cease this program?

Students and Faculty present at the May 2, 2019 meeting were informed of the intent to temporarily cease the program so that the Graduate Program Committee could review and consider the full sets of options presented by the DipPH sub-committee. This was reflected in Council meeting minutes that will be circulated to all CHS faculty members not in attendance. Further, the Graduate Program Committee deliberated the sub-committee report options May 17, 2019 and proposed to bring forward to the CHS Executive Council meeting (June 2, 2019) its recommendation to permanently close the program. Following deliberations at the Executive Council, the Executive Council endorsed the Graduate Program Committee's recommendation that the DipPH program be permanently ceased.

All Faculty members present at the September 6, 2019 Council meeting, including student representatives, unanimously supported the Graduate Program Committee motion to formally discontinue the Diploma in Population Health program.

In full transparency, the Director of the Graduate program has also met with the CHS Graduate Student council in the intervening months to ensure awareness of the intent to permanently cease this program.

C-6 Describe the impact that the permanent cessation of this program may have on developing a skilled workforce and on labour market need in Manitoba:

There is no foreseeable impact that the temporary cessation of this program may have on the labour market in Manitoba. Any skills provided by the Diploma in Population Health program can be fully met through our MPH, MSc or PhD programs.

D-1 Describe how the permanent cessation of this program will affect any specific laddering, articulation and/or credit transfer options for students in Manitoba and Canada:

There will be no impact caused by this temporary cessation of the program for students in Manitoba and Canada. All of the courses that were part of the DipPH program are still offered as regular course offerings by CHS. These courses all form core requirements or electives available to our three other degree programs (MPH, MSc, PhD).

D-2 Describe how the permanent cessation of this program may affect the academic, cultural, social and economic needs and interests of students and the province:

There will be no impact on the academic, cultural, social and economic needs and interests of students and the province by the temporary cessation of this program.

D-3 UM INTERNAL REQUIREMENTS: Describe how the permanent cessation of this program will impact course offerings in the unit. Provide a list of courses that are to be deleted (indicate subject code, course number, course title, number of credit hours) as a result of the permanent cessation and append the appropriate deletion forms.

There will be no impact on course offerings in the unit. No courses are being deleted as a consequence of this program closure, as it relied on existing courses that supports our MPH, MSc and PhD programs.

D-4 UM INTERNAL REQUIREMENTS: Describe how the permanent cessation of this program and the deletion of any related courses may affect other academic programs at the institution. For undergraduate programs, include Request for Statement of Support forms, or for graduate programs, append letters of acknowledgement from those units/programs that may be impacted.

As the permanent cessation of this program will not be deleting any course offerings, there is no impact on the offering of other academic programs at the University of Manitoba.

SECTION E– STUDENT IMPACTS

E-1 Provide a program completion plan for students currently enrolled in the program that is being permanently ceased:

This is not applicable as there are no students currently enrolled in the DipPH program that is being permanently closed.

Year 1 0

Year 2 0

Year 3 0

Year 4 0

UM Internal Requirements: Is there a potential for students who are currently not registered and who may not have been registered for one or more years to return to the program? If so, outline any plans on how these students will be accommodated.

There are no outstanding students who may not have been registered for one or more years to return to the program. Any students who were admitted to the DipPH program have either already completed the DipPH program requirements and graduated, or who successfully applied to transfer to another CHS graduate degree program.

E-2 Will previous graduates of this program be negatively affected by its cessation?

No previous graduates of this permanently ceased program will be negatively affected. The training they received, as reflected in their graduation with a DipPH Certificate, remains unchanged. The courses that they took in that program remain in place today, recognizing expected changes that take place in any given course to reflect currency issues with new trends, content and/or techniques.

E-3 What was the maximum seat capacity of the program that is being permanently ceased?

There was no maximum seat capacity, but rather accommodations made within the existing graduate student intake based on the competitiveness of applicants.

E-4 What was the enrolment and graduation rate for this program over the past 5 years?

Since Fall 2014, there have only been 2 students enrolled in the DipPH program. Both have graduated.

To put this five-year number in proper context, over the last 10 years (academic year 2008/2009 – 2018/2019), only 14 students have been enrolled in the program, where 8 graduated with a DipPH and 4 transferred to another degree

program within CHS. Target audience interest in this program in the last five years is a reflection of the perceived value of this program given its current structure and format.

SECTION F – FINANCIAL REALLOCATION

F-1 What portion of ongoing funding is allocated to this program?

No specific portion of ongoing funding is allocated to this program, as the DipPH program is made up of courses taught across all CHS graduate degree programs. All of these courses will continue to run as they serve the needs of graduate students both inside CHS, as well as a number of graduate students or medical residents from other Departments, Colleges or Faculties that take graduate courses from CHS.

F-2 Please provide a detailed description of how these funds will be reallocated:

Not applicable per response to F-1 above.

SECTION G – SIGNATURES

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

SUBMITTED BY:

President:

Name:

Signature:

Date:

Vice-President/Academic:

Name:

Signature:

Date:

For use by joint programs only:

President:

Name:

Signature:

Date:

Vice-President/Academic:

Name:

Signature:

Date:

SUBMIT COMPLETED FORM

PROVOST'S OFFICE ONLY Once completed and signed, please submit this application form to Post-Secondary Education and Labour Market Outcomes at PSE-LMO@gov.mb.ca with the following attachments *(double-click to engage check box)*:

Cover letter

Any supporting documentation *(reviews, letters of support, etc.)*

If you have any questions or require further information, please contact:

Post-Secondary Education and Labour Market Outcomes

Manitoba Education and Training

400-800 Portage Avenue Winnipeg MB R3C 0C4

(204) 945-1833

PSE-LMO@gov.mb.ca



AGENDA ITEM:

Report of the Senate Committee on Academic Review RE: Annual Report on the Status of Academic Program Reviews and Accredited Programs, May 1, 2019 – April 30, 2020

RECOMMENDED RESOLUTION:

For information only.

CONTEXT AND BACKGROUND:

- The review of academic programs at the University is governed by the policy and procedure on *Academic Program Reviews*. The reason for the policy is to maintain the academic integrity of academic programs at the University through a process of periodic formal reviews of all academic programs.
- Section 2.1 of the policy stipulates that all academic programs shall undergo both periodic and formal reviews, on a schedule set by the Provost and Vice-President (Academic). Section 2.1.1 specifies further that such reviews shall take place at least once in each ten years.
- The objective of the periodic review of academic programs is to assess the quality of undergraduate and graduate programs and to stimulate strategic planning and actions for future enhancements.
- The purpose of the *Annual Report on the Status of Academic Program Reviews and Accredited Programs, May 1, 2019 – April 30, 2020*, is to summarize the current status of program reviews at the University.
- The *Annual Report* was prepared in response to a request from the Board of Governors, to receive information on the outcomes of the academic program review process.

RESOURCE REQUIREMENTS:

- N/A

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

The *Annual Report on the Status of Academic Program Reviews and Accredited Programs, May 1, 2019 – April 30, 2020* was provided to the Senate Committee on Academic Review (May 12, 2020), and Senate Executive (June 10, 2020), for information. The *Annual Report* will be provided to Senate, for information, on June 24, 2020.

May 12, 2020

Report of the Senate Committee on Academic Review RE: Annual Report on the Status of Academic Program Reviews and Accredited Programs, May 1, 2019 – April 30, 2020 (for information)

Preamble:

1. The [terms of reference](#) for the Senate Committee on Academic Review (SCAR) are found on the University Governance website.
2. At its meeting on May 12, 2020, the Committee received the *Annual Report on the Status of Academic Program Reviews and Accredited Programs, May 1, 2019 – April 30, 2020*, for information.

Observations:

1. The Committee received the *Annual Report on the Status of Academic Program Reviews and Accredited Programs, May 1, 2019 – April 30, 2020*, for information. The *Annual Report* (attached) will also be provided to Senate and to the Board of Governors, in June 2020, for information.
2. Production of the *Annual Report* responds to a request from the Board, which had asked to receive information on the outcomes of the academic program review process.

Respectfully submitted,

Dr. Todd Mondor, Chair
Senate Committee on Academic Review



Office of Provost and Vice-President (Academic)

208 Administration Building
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 480-1408
Fax (204) 275-1160

**University
of Manitoba**

Date: April 28, 2020

To: Dr. Todd Mondor, Chair, Senate Committee on Academic Review (SCAR)

From: Cassandra Davidson, Academic Program Specialist

Re: **Annual Report on the Status of Academic Program Reviews and Accredited Programs:
May 1, 2019 – April 30, 2020**

In May 2000, the Senate of the University of Manitoba endorsed a process for the periodic review of academic programs to assess the quality of undergraduate and graduate programming presently provided at the University, and to stimulate strategic planning and actions for future enhancements. This report summarizes the current status of program reviews at the university. Details around individual reviews can be found in the reports to Senate by the Senate Committee on Academic Reviews (SCAR).

1. REVIEW OF POLICY AND PROCEDURE

Since approval of the current policy and procedure in 2005, undergraduate programs have completed nearly one full cycle of academic program reviews, and graduate programs, two full cycle of reviews. Throughout the course of these reviews a number of issues have been raised, including:

- programmatic issues that span across undergraduate and graduate programs within a unit cannot be addressed under the current review structure;
- inconsistent presentation of data makes it challenging for review teams to properly assess the program(s);
- the time and resources required to complete the review process has delayed the completion of a number of reviews; and,
- an identified need to be able to address broader issues impacting on units and the delivery of their programs.

In response to these issues, the Office of the Provost and Vice-President (Academic) has conducted three pilot reviews combining undergraduate and graduate programs into a single review process and has consulted with key stakeholders on proposed revisions to the Academic Program Review Policy and Procedure¹.

¹ Academic Program Review Policy and Procedures,
https://umanitoba.ca/admin/governance/governing_documents/academic/364.html

The resulting proposed revisions to the policy and procedure put in place a more robust and comprehensive review process with the objective of creating a more meaningful exercise that can be better utilized for continual improvement of academic programs at the institution. Key highlights of the proposed changes include an option to combine undergraduate and graduate reviews where appropriate, and to provide increased support to units undergoing review. The additional support will be provided by the Office of the Provost in assisting with development of self-study documents and in administering the overall review process. As well, units will be provided with standardized program data produced through the Office of Institutional Analysis. With this change, administration of all reviews – undergraduate and graduate – will be moved into the Office of the Provost, under the portfolio of the Deputy Provost (Academic Planning and Programs).

The revised policy and procedure was endorsed by SCAR in April 2020 and is to be considered by Senate at the May 2020 meeting. If approved by Senate, the revised policy and procedures will come into effect for September 2020. Given the current operational changes resulting from the COVID-19 pandemic, it is expected that a select and limited number of reviews will be initiated for the first year.

2. CURRENT STATUS OF ACADEMIC PROGRAM REVIEWS

Commencement of the next cycle of reviews, originally scheduled to begin in the 2017-2018 academic year, has been delayed to accommodate the completion of any outstanding undergraduate and graduate reviews, as well as to facilitate the review and approval of revisions to the current policy and procedures.

There are currently a total of 21 reviews in progress, at various stages in the review process - seventeen undergraduate reviews, two graduate reviews, and two piloted combined reviews. It is expected that the majority of these reviews will be completed for the end of 2020-21 academic year. Since May 2019, two site visits have taken place and two full reviews have been presented to SCAR. Eight reviews, including those presented to SCAR, are currently in the follow-up stage, during which any changes resulting from the review begin moving through the approval and implementation processes. Additionally, eleven reviews have submitted final follow-up reports to SCAR, completing the formal review process.

Please refer to Attachment A for the list of programs currently under review.

3. ACCREDITED PROGRAMS

The current Senate policy on academic program review, allows for academic programs that are required to undergo external accreditation to use the process in lieu of a formal program review, unless otherwise determined by the Provost. In considering whether an accreditation review will be considered equivalent to an academic program review, the Provost considers all elements of the accreditation process, including the mandatory nature of the accreditation, and the appropriateness of the information provided to, and commented on, by an external review team.

Currently, there are 35 external bodies accrediting and/or certifying over 45 academic programs at the university. In 2019-2020, nine programs underwent a review process, of which five were renewed and four are in progress. Twelve programs are scheduled for review over the 2020-2021 year.

Please refer to Attachment B for the list of accredited programs.

Cc: Jeff Leclerc, University Secretary

ATTACHMENT A: List of Current Academic Program Reviews

The following is a detailed list of programs currently undergoing an academic program review; the list has been sorted by review stage as of April 30, 2020.

SELF-EVALUATION

Program	Level	Round	Self-Evaluation Report Due
1. Agriculture (Diploma)	Undergrad.	1	Postponed to next cycle.
2. Asian Studies	Undergrad.	1	SER due Fall 2018 (overdue)
3. Canadian Studies	Undergrad.	1	SER due Winter 2018 (overdue)
4. Design and Planning	Graduate	2	Postponed to next cycle.
5. Icelandic	Undergrad.	1	SER due Winter 2017 (overdue)
6. Ind. Interdisciplinary Studies (IIS)	Graduate	1	Postponed to next cycle.

EXTERNAL REVIEW

Program	Level	Round	Date of Site Visit
There are currently no programs undergoing external review.			

PROGRAM AND DEAN/DIRECTOR RESPONSES

Program	Level	Round	Program Category ²
1. Genetics	Undergrad.	1	Minor revisions (2)

PROVOST AND/OR FGS RESPONSE

Program	Level	Round	Program Category
1. Agribusiness & Agric. Economics	Undergrad.	1	Not provided.
2. Agriculture	Undergrad.	1	Minor revisions (2)
3. Agroecology	Undergrad.	1	Minor revisions (2)
4. Food Science	Undergrad.	1	Minor revisions (2)
5. General Science (B.Sc.)	Undergrad.	1	Minor revisions (2)
6. Philosophy	Undergrad.	1	Minor revisions (2)
7. Public Administration (MPA)	Graduate	2	Not provided.
8. Statistics	Combined	2/3	Minor revisions (2)
9. Ukrainian Canadian Heritage St.	Undergrad.	1	Major revisions (3)

REVIEW BY SCAR (MEETING OF JANUARY 14, 2020)

Program	Level	Round	Program Category
1. Global Political Economy	Undergrad.	1	Minor revisions (2)
2. Interdisciplinary Health Programs	Undergrad.	1	Minor revisions (2)

² As per the Senate-approved procedures on Academic Program Reviews, review teams are asked to categorize programs into the following:

- (a) "Adequate" and should continue as is (1);
- (b) "Adequate" but requiring minor revision or restructuring (2); or
- (c) "Inadequate" and requiring major revision or restructuring (3).

FOLLOW-UP

Program	Level	Round	Category	Follow-up
1. Environment and Geography	Graduate	2	Minor revisions (2)	Due Summer 2020
2. Environment and Geography	Undergrad.	1	Not provided	Due Summer 2018
3. History (inc. Medieval and Early Modern Studies)	Combined	1/2	Minor revisions (2)	Due Summer 2020
4. Integrated Studies (B.A.I.S.)	Undergrad.	1	Not provided	Due Summer 2020
5. Law	Undergrad.	1	Continue as is (1)	Due Summer 2017
6. Linguistics	Undergrad	1	Minor revisions (2)	Due Summer 2020

COMPLETED (FOLLOW-UP PRESENTED TO SCAR, JAN. 14, 2020 and APRIL 13, 2020)

Program	Level	Round	Program Category
1. Anthropology	Undergrad	1	Minor revisions (2)
2. Applied Health Sciences	Graduate	1	Major revisions (3)
3. Art (M.F.A.)	Graduate	2	Minor revisions (2)
4. Biological Studies	Combined	1	Minor revisions (2)
5. Canadian Studies (U.S.B.)	Graduate	2	Minor revisions (2)
6. Linguistics	Graduate	2	Minor revisions (2)
7. Music	Undergrad.	1	Not provided
8. Native Studies	Graduate	2	Minor revisions (2)
9. Native Studies	Undergrad	1	Major revisions (3)
10. Natural Resources Management	Graduate	2	Not provided
11. Political Studies	Graduate	2	Minor revisions (2)

ATTACHMENT B: Accredited Programs by Faculty

Programs where an accreditation review has been used in lieu of an academic program review are marked with an asterisk (*).

Faculty of Agricultural and Food Sciences	Status
B.Sc., Food Science (Science Option) Institute for Food Technologists (IFT)	2020-2025
B.Sc. (Human Nutritional Sciences) (Nutrition Option); and Human Nutritional Sciences (Second Degree Option – Dietetics Prep.) * Partnership for Dietetic Education and Practice (PDEP)	2018-2020
Faculty of Architecture	
Master of Architecture (M.Arch.) Canadian Architectural Certification Board (CACB)	2018-2024
Master of City Planning (M.C.P.)* Canadian Institute of Planners (CIP)	2020-2026
Master of Interior Design (M.I.D.) Council for Interior Design Accreditation (CIDA)	2018-2024
Master of Landscape Architecture (M.L.A.)* Canadian Society of Landscape Architects (CSLA)	2015-2021
Faculty of Arts	
Ph.D., Psychology (Clinical Stream) Canadian Psychological Association (CPA)	2018-2023
I.H. Asper School of Business, Faculty of Management	
B. Comm. (Hons.)* Association to Advance Collegiate Schools of Business (AACSB)	2019-2024
Co-operative Education and Work-Integrated Learning Canada (CEWIL)	2018-2024
Chartered Professional in Human Resources (CPHR) (<i>Human Resources major</i>)	<i>In progress</i>
M.B.A. Association to Advance Collegiate Schools of Business (AACSB)	2019-2024
M.Sc., Ph.D., Management Association to Advance Collegiate Schools of Business (AACSB)	2019-2024
B.Sc. (Hons.), Actuarial Mathematics (joint program with Faculty of Science) Canadian Institute of Actuaries (CIA)	<i>In progress</i>
Centre of Excellence (CEA), Society of Actuaries (SOA)	2019-2024
Price Faculty of Engineering	
B.Sc. (Biosystems Engineering)* Canadian Engineering Accreditation Board (CEAB)	2019-2025
B.Sc. (Civil Engineering)* Canadian Engineering Accreditation Board (CEAB)	2019-2025
B.Sc. (Computer Engineering)* Canadian Engineering Accreditation Board (CEAB)	2019-2025

B.Sc. (Electrical Engineering)*	
Canadian Engineering Accreditation Board (CEAB)	2019-2025
B.Sc. (Manufacturing Engineering)*	
Canadian Engineering Accreditation Board (CEAB)	2019-2025
Clayton H. Riddell Faculty of Environment, Earth, and Resources	
Bachelor of Environmental Science (B.Env.Sc.)	
Canadian Environmental Accreditation Commission and ECO Canada	<i>In progress</i>
Rady Faculty of Health Sciences	
<i>DR. GERALD NIZNICK COLLEGE OF DENTISTRY</i>	
Doctor of Dental Medicine (D.M.D.)*	
Commission on Dental Accreditation of Canada (CDAC)	2015-2022
M.Dent., Dental Diagnostic & Surgical Sciences (Oral & Maxillofacial Surgery)	
Commission on Dental Accreditation of Canada (CDAC)	2015-2022
M.Dent., Dental Diagnostic & Surgical Sciences (Periodontics)	
Commission on Dental Accreditation of Canada (CDAC)	2015-2022
M.Dent., Preventive Dental Science (Pediatric Dentistry)	
Commission on Dental Accreditation of Canada (CDAC)	2017-2024
M.Sc., Preventive Dental Science (Orthodontics)	
Commission on Dental Accreditation of Canada (CDAC)	2015-2022
M.Sc., Prosthodontics	
Commission on Dental Accreditation of Canada (CDAC)	2020-2022
Dental Internship, Dental Diagnostic & Surgical Sciences	
Commission on Dental Accreditation of Canada (CDAC)	2015-2020
Diploma, Dental Hygiene*	
Commission on Dental Accreditation of Canada (CDAC)	2015-2022
B.Sc., Dental Hygiene*	
Commission on Dental Accreditation of Canada (CDAC)	2015-2022
<i>MAX RADY COLLEGE OF MEDICINE</i>	
Undergraduate Medical Education – UGME (M.D.)*	
Committee on Accreditation of Canadian Medical Schools (CACMS)	2019-2027
Post-graduate Medical Education - PGME*	
Royal College of Physicians and Surgeons of Canada (RCPSC)	2014-2021
Canadian Residency Accreditation Consortium (CanRAC)	2014-2021
Canadian Academy of Clinical Biochemistry (<i>Clinical Biochemistry Training</i>)	2016-2021
Canadian College of Medical Geneticists (<i>Molecular Genetics. & Cytogenetics</i>)	2019-2024
Canadian Psychological Association (CPA) (<i>Clinical Psychology Training Program</i>)	2018-2023
College of Family Physicians of Canada (CFPC) (<i>Family Medicine</i>)	2014-2021
Physician Assistant Studies (M.P.A.S.)*	
Canadian Medical Association (CMA)	2016-2022
M.Sc., Genetic Counselling	
Accreditation Council for Genetic Counseling (ACGC)	2017-2020
Continuing Professional Development (C.P.D.)*	
Committee on Accreditation of Continuing Medical Education (CACME)	2016-2024

COLLEGE OF NURSING

Bachelor of Nursing (B.N.)*

College of Registered Nurses of Manitoba (CRNM) 2019-2024

Master of Nursing (M.N.) – Nurse Practitioner Stream*

College of Registered Nurses of Manitoba (CRNM) 2019-2024

COLLEGE OF PHARMACY

B.Sc., Pharmacy*

Canadian Council for Accreditation of Pharmacy Programs (CCAPP) 2019-2023

Pharm.D., Pharmacy*

Canadian Council for Accreditation of Pharmacy Programs (CCAPP) 2019-2023

COLLEGE OF REHABILITATION SCIENCES

Bachelor of Respiratory Therapy (B.R.T.)*

EQUAL (Educational Quality) program, Health Standards Organization (HSO) and Accreditation Canada (*replaces CoARTE*) 2013-2021

Master of Occupational Therapy (M.O.T.)*

Canadian Association of Occupational Therapists (CAOT) 2019-2026

Master of Physical Therapy (M.P.T.)*

Physiotherapy Education Accreditation Canada (PEAC) *In progress*

Faculty of Kinesiology and Recreation Management

Bachelor of Kinesiology (B.Kin.)

Canadian Council of Physical Education & Kinesiology Administrators (CCUPEKA) 2019-2026

Bachelor of Kinesiology (B.Kin.), Athletic Therapy

Canadian Athletic Therapists Association (CATA) 2016-2020

Faculty of Law

Juris Doctor (J.D.), Common Law

Federation of Canadian Law Societies (*programs reviewed annually*) 2020-2021

Faculty of Science

B.Sc. (Hons.), Actuarial Mathematics (*joint program with Faculty of Management*)

Canadian Institute of Actuaries (CIA) *In progress*

Centre of Excellence (CEA), Society of Actuaries (SOA) 2019-2024

B.Sc. (Maj.), B.Sc. (Hons.), Biochemistry

Canadian Society for Chemistry (CSC) 2015-2020

B.Sc. (Maj.), B.Sc. (Hons.), Chemistry*

Canadian Society for Chemistry (CSC) 2015-2020

M.Sc., Ph.D. – Physics (Medical Physics)

Commission on Accreditation of Medical Physics Education Programs, Inc. (CAMPEP) 2018-2022

Faculty of Social Work

Bachelor of Social Work (B.S.W.)*

Canadian Association for Social Work Education (CASWE) 2014-2022

Master of Social Work (M.S.W.)

Canadian Association for Social Work Education (CASWE) 2014-2022



AGENDA ITEM:

Increase to Admission Target, Bachelor of Commerce (Honours), I.H. Asper School of Business

RECOMMENDED RESOLUTION:

For information.

CONTEXT AND BACKGROUND:

- The Board policy on *Admission Targets* specifies that it is the President who has authority to approve changes to, or the introduction of, admission targets following consultation and discussion with the dean or director, with Senate and with the Board of Governors, subject to the provisions of the provincial Programs of Study Regulation.
- The President has approved a request from the I.H. Asper School of Business to increase the admission target for the Bachelor of Commerce (Honours) program to 584 students, from 420 students, effective for the Fall 2020 intake.
- The Province has communicated to the University that it has concluded that the proposal to increase the admission target involves the reallocation of previously unfilled seats and does not trigger the provincial Program of Study Regulations.
- The President previously consulted with the Senate Executive Committee (March 18, 2020) and with the Board of Governors (March 24, 2020) regarding the request to increase admissions to the program.

RESOURCE REQUIREMENTS:

The Asper School of Business would use tuition revenue generated by the increased enrolment to cover any associated incremental costs.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

- The request to increase the admission target for the Bachelor of Commerce (Honours) program will allow the Asper School of Business to address a portion of the significant unmet demand for spaces in the program. In recent years, the Faculty has received approximately 1,200 applications for 420 spaces.

ALTERNATIVES:

N/A

CONSULTATION:

The President's decision to increase the admission target for the Bachelor of Commerce (Honours) program will be communicated to Senate when it meets on June 24, 2020.

ROUTING TO THE BOARD OF GOVERNORS:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Senate Executive Committee _____	June 10, 2020 _____
<input type="checkbox"/>	<input type="checkbox"/>	Senate _____	June 24, 2020 _____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____

SUBMISSION PREPARED BY: University Secretary on behalf of Senate

ATTACHMENTS:

- Correspondence from President and Vice-Chancellor Re: Increase to Admission Targets, Bachelor of Commerce (Honours), I.H. Asper School of Business, Faculty of Management [dated May 25, 2020]
- Correspondence from Provost and Vice-President (Academic) Re: Increase to Admission Target, Bachelor of Commerce (Honours), I.H. Asper School of Business, Faculty of Management [dated June 5, 2020]



**University
of Manitoba** | Office of the President

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T: 204-474-9345
F: 204-261-1318
president@umanitoba.ca

Date: May 25, 2020

To: Jeff Leclerc
University Secretary

From: David T. Barnard, O.M., Ph.D., FRSC
President and Vice-Chancellor

Re: Increase to Admission Targets, Bachelor of Commerce (Honours), I.H. Asper School of Business, Faculty of Management

The I.H. Asper School of Business, Faculty of Management has requested an increase to the undergraduate admission target for the Bachelor of Commerce (Honours) program due to evidence of increasing and sustained demand. The recommendation to allow this increase was forwarded for consultation to Senate on May 13, 2020 and the Board of Governors on March 24, 2020. No significant concerns were raised by either body.

Under the Admission Targets Policy, the President approves changes to, and the introduction of, enrolment limits following consultation and discussion with the relevant Dean or Director, Senate, and the Board of Governors; and subject to the provisions of the provincial Program of Study Regulations.

In accordance with this policy, I approve an increase to the undergraduate admission target to the Bachelor of Commerce (Honours) program from 420 to 584 students, effective for the Fall 2021 intake and pending approval by the Province. I note that the majority of this increase reflects a reallocation of unused seats from other program initiatives. As indicated in the proposal, any incremental costs associated with the proposed increase will be recovered through tuition revenue and through the Faculty.

Given the impact that the proposed change may have on the university community, I would encourage the Faculty to continue their consultation efforts so that implementation plans are in place should the proposal be considered favorably by the Province.

Please proceed accordingly.

Cc: Dr. Janice Ristock, Provost and Vice-President (Academic)
Dr. Todd Mondor, Deputy Provost (Academic Planning and Programs)
Ms. Laurie Schnarr, Vice-Provost (Students)
Dr. Gady Jacoby, Dean, I.H. Asper School of Business, Faculty of Management
Mr. Jeff Adams, Director, Enrolment Services
Ms. Cassandra Davidson, Academic Programs Specialist



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of Manitoba**

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208 Administration Building
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 480-1408
Fax (204) 275-1160

Date: June 5, 2020

To: Dr. Gady Jacoby, Dean, I.H. Asper School of Business, Faculty of Management

From: Dr. Janice Ristock, Provost and Vice-President (Academic)

Re: Increase to Admission Target, Bachelor of Commerce (Honours), I.H. Asper School of Business, Faculty of Management

At the request of the I.H. Asper School of Business, Faculty of Management, and following consultation with Senate and the Board of Governors, the President has approved an increase to the undergraduate admission target to the Bachelor of Commerce (Honours) program from 420 to 584 students, pending provincial review and approval. Following review of the proposal, the Province has concluded that the proposed increase involves the reallocation of previously unfilled seats, and does not trigger the provincial Program of Study Regulations.

Accordingly, and following further consultation with the President, Enrolment Services, and the Registrar's Office, please accept this letter as notice to proceed with the approved increase for the 2020-2021 intake. I understand that the seats will be allocated as detailed in the proposal document and that the Faculty will continue their efforts to consult with impacted units across campus as the program expands.

As indicated throughout the approval process, any resources required to accommodate this expansion will come from additional tuition revenue and from within the Faculty; as such, no additional financial support will be allocated in support of this implementation.

Thank you to everyone involved in the process.

Cc.: Dr. David Barnard, President and Vice-Chancellor
Dr. Todd Mondor, Deputy Provost (Academic Planning and Programs)
Mr. Jeff Leclerc, University Secretary
Mr. Jeff Adams, Director, Enrolment Services
Mr. Neil Marnoch, Registrar
Mr. Randy Roller, Executive Director, OIA
Ms. Cassandra Davidson, Academic Programs Specialist

AGENDA ITEM:

Annual Financial Report 2020

RECOMMENDED RESOLUTION:

The Board of Governors approve the Consolidated Financial Statements of The University of Manitoba for the year ended March 31, 2020.

CONTEXT AND BACKGROUND:

The Advanced Education and Administration Act requires that the Board of Governors provide the Minister of Economic Development and Training an annual report of the operations of the University including the audited financial statements within six months of each fiscal year end. The Act also requires that the Office of Auditor General of Manitoba (OAG) audit the accounts of the University.

The OAG will be presenting to the Audit and Risk Management Committee (ARMC) an Audit Results Memo including draft auditors' reports for the Financial Statements and Public Sector Compensation Disclosure report, draft transmittal letter, draft management letters and draft management representation letters.

The OAG has indicated that it is prepared to issue an unqualified opinion on the Consolidated Financial Statements once the following items have been completed:

- Subsequent events audit procedures.
- Management's representations.
- Legal letter replies.
- Board of Governors approval of financial statements.

The Management Discussion and Analysis (MD&A) is included in the Annual Financial Report and includes explanation of the financial position and financial results for the year. The report has been prepared to provide users of the financial statements with additional context to better understand the significant components of the assets, liabilities, revenue and expenses and annual surplus.

This is the first year the financial statements have been prepared in accordance with Public Sector Accounting Standards, without the standard for government not-for-profit standards. The adoption of these standards affect revenue recognition as well as other items and as a result, these statements are not comparable to previously published financial statements.

These changes are detailed in Note 22 of the Financial Statements and can be summarized as follows:

- Recognition of debt which was previously recorded as Provincial grant revenue
- Elimination of intangible capital assets (electronic journals) and other library holdings
- Increase in deferred revenue as any externally restricted funding (excluding government grants) can only be recognized as revenue when spent
- Consolidation of controlled entities (excluding government business enterprises) is now mandatory
- Presentation of expenses by function, similar to what was previously note disclosed

- Inclusion of the budget in the Statement of Operations

The use of fund accounting has been eliminated resulting in a single column for revenue and expenses despite their different purposes.

A summary of the operating results are as follows:

	Budget	Actual	Over (under) Budget	Note
Revenue:				
Provincial Grants	\$413,726	\$423,333	\$9,607	1
Tuition and Related Fees	192,493	195,743	3,250	2
Federal and Other Government Grants	85,878	107,597	21,719	3
Non-Government Grants	58,540	65,741	7,201	4
Investment Income	37,702	44,974	7,272	5
Ancillary Services	39,206	38,852	(354)	
Sales of Goods and Services	32,686	36,474	3,788	
Non Endowed Donations	16,398	19,479	3,081	
Other Income	13,092	17,472	4,380	
Net Gain on Debt		3,772	3,772	
Total Revenue	\$889,721	\$953,437	\$63,716	
Total Expenses	883,183	871,235	(11,948)	6
	6,538	82,202	75,664	
Endowed Donations	13,700	15,874	2,174	
Annual Surplus	\$20,238	\$98,076	\$77,838	7
Remeasurement Gains (Losses)	\$25,450	\$(58,532)	\$(83,982)	8

1. The University received funding for principal and interest payments for the repayment of provincial debt, which was the result of the PSAS conversion.
2. Increase is mainly due to an increase in the anticipated levels of international enrolment.
3. Federal and other grant revenues are above budget primarily due to consolidated entities (\$4.9M), increased research awards (\$7.3M), increased Research Support funding (\$1.1M) and increased funding for the Northern Medical Unit (\$1M).
4. This is mainly research and is a result of recognizing previously deferred revenue as a result of the PSAS conversion.
5. Higher than anticipated interest rates on operating investments as well as matching investment income to expenses as a result of the PSAS conversion.

6. Expenses are under budget by \$12M.
This is mainly a result of research expenses exceeding budget by \$14M and overall expenses related to instruction being below budget by \$26M. As noted above, research revenues exceeded budget by \$24M which is only partially offset by an increase in related expenditures. This gives rise to a surplus which is then spent in later years as research projects follow different time lines. Instruction is under budget due to savings from temporary vacancies as well as an overall net decrease in the University's pension obligation and non pension benefits which are determined by the actuary.
7. The annual surplus is not an indication of funds available for spending. Revenue includes funding for items such as principal debt repayments or the purchase of capital assets which are not reflected as expenses. Further, despite the change in accounting standards, the university is unable to defer all unspent revenues. This results in a mismatch of revenues and expenses in a single year despite these matching over the life of a project.
Page 11 & 12 of the MD&A further breaks down the current year surplus as well as accumulated surplus.
8. COVID-19 had a negative impact of the market value of the University's investments which declined by \$58.5M which has been recorded in the Statement of Remeasurement Gains and Losses.

RESOURCE REQUIREMENTS:

Approval of the Financial Statements does not impact resource requirements.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

Issuing Financial Statements including appropriate notes supports the University's value of Accountability. Having audited statements that are expressed to be free of material misstatement also supports the University's value of Integrity.

Reporting of financial results and the inclusion of the Management Discussion and Analysis demonstrates the University as good stewards of public money and promotes the case for continued government support for post-secondary education.

IMPLICATIONS:


The Advanced Education and Administration Act requires that we issue a report to the Province by September.

ALTERNATIVES:

N/A

CONSULTATION:

ROUTING TO THE BOARD OF GOVERNORS:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Title</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		Vice-President (Admin)	June 2, 2020
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	David J. Sarvas	President & Vice-Chancellor	June 2, 2020
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	ARMC		June 16/20
<input type="checkbox"/>	<input type="checkbox"/>			
<input type="checkbox"/>	<input type="checkbox"/>			

SUBMISSION PREPARED BY: Gord Pasioka, Acting Comptroller

ATTACHMENTS:

- Draft Annual Financial Report including:
 - Report of the Board of Governors
 - Management Discussion and Analysis
 - Consolidated Financial Statements

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(Additional information is available at www.umanitoba.ca/admin/financial_services/)

MISSION:

To create, preserve, communicate and apply knowledge, contributing to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.

VISION:

To take our place among leading universities through a commitment to transformative research and scholarship, and to innovative teaching and learning – uniquely strengthened by Indigenous knowledge and perspectives.

VALUES:

To achieve our vision, we require a commitment to a common set of ideals. The University of Manitoba values: Academic Freedom, Accountability, Collegiality, Equity and Inclusion, Excellence, Innovation, Integrity, Respect, and Sustainability.

REPORT OF THE BOARD OF GOVERNORS

To the Minister of Economic Development and Training, Manitoba

In compliance with Section 9.4(1) of *The Advanced Education Administration Act*, the Annual Report on the financial affairs of the University for the year ended March 31, 2020 is herewith submitted to the Minister of Economic Development and Training.

The following are included with this report:

- Management Discussion and Analysis
- Statement of Management Responsibility for Financial Reporting
- Independent Auditor's Report
- Financial Statements

REPORT OF THE BOARD OF GOVERNORS

MEMBERS OF THE BOARD OF GOVERNORS:

At March 31, 2020 the members of the Board of Governors were as follows:

Chair

Jeff Lieberman, B.A., B. Comm. (Hons.)

Vice-Chair

Laurel Hyde, B.S.A.

Chancellor

Anne Mahon, B.H. Ecol.

President and Vice-Chancellor

David T. Barnard, OM, Ph.D., FRSC

Appointed by the Lieutenant-Governor-in-Council:

Kaitlyn Clarke

Darius Hunter

Laurel Hyde, B.S.A.

Kathryn Lee, B. Comm. (Hons.), CPA

Judi Linden, B.N.

Tracey Matthews, B.A., B.Ed., M.Ed.

Mardi McNicholl

Kimber Osiowy, B.Sc. (C.E.), M.Sc.

Laura Reimer, B.A., MPA, Ph.D.

Elected by Senate

John Anderson, B.Sc., M.Sc., Ph.D.

Susan Prentice, B.A., M.E.S., Ph.D.

Jeffery Taylor, B.A., M.A., Ph.D.

Elected by Graduates

Carla Loewen, B.Ed., B.A., M.Ed.

Jeff Lieberman, B.A., B.Comm. (Hons.)

Jerome Knysh, B.Sc. (I.E.), M.B.A.

Appointed by the University of Manitoba Students Union

Sarah Bonner-Proulx

Jakob Sanderson

Carl Neumann, B.A., B.Ed.

University Secretary

Jeff M. Leclerc, B.Ed., M.Ed., C.Dir.

Respectfully submitted,
The Board of Governors,
The University of Manitoba.

Jeff Lieberman, Chair.

THE UNIVERSITY OF MANITOBA: PERSEVERANCE THROUGH UNCERTAINTY

The University of Manitoba is taking its place among leading Canadian universities through a commitment to transformative research and scholarship, and to innovative teaching and learning – uniquely strengthened by Indigenous knowledge and perspectives. In 2019-20, the University celebrated its 143rd year as the largest and only research-intensive post-secondary educational institution in Manitoba. Established in 1877 and located on the original lands of the Anishinaabeg, Cree, Oji-Cree, Dakota and Dene peoples, the University is recognized as the oldest university in western Canada. Throughout the years, the University has continued its long history of inspiring and engaging our students, our community, and our country.

The fall term saw the enrolment of 30,290 students who represented over 100 countries. International student enrolment increased as a proportion of the total student population, with this component now representing 19.8% of all students enrolled in 2019-20. The 2019-20 academic year also saw the highest enrolment of Indigenous¹ students in our history, who represented 8.6% of the total student population.

The University is pleased to have retained its status as one of Manitoba's Top 25 Employers for 2020. People drive the success of the University of Manitoba, as faculty and staff are dedicated to providing students with the exceptional education that they expect and deserve.

Thanks to our generous benefactors, the University's endowment is one of the largest Canadian university endowments. In 2019-20, the market value of the University Investment Trust was \$695.5 million.

While the University was fortunate to experience these achievements, the 2019-20 fiscal year was not without its challenges. In response to uncertainty surrounding our future financial support from the Province of Manitoba, the University continued to take measures to control its costs and conserve resources in order to support future operations, initiatives and infrastructure. Further, the onset of a global pandemic at the end of the 2019-20 fiscal year also impacted operations in an unprecedented manner, and the impacts to the University's future financial condition are yet unknown.

In February 2018, the Province of Manitoba imposed a requirement for all Manitoba educational institutions to adopt Canadian Public Sector Accounting Standards, without the standards for government not-for-profit organizations ("PSAS"), to become effective April 1, 2019. As a result of this, the University revised its accounting policies to align with this requirement. Adjustments resulting from the adoption have been applied retroactively. The most significant change is that now some externally restricted revenue received is deferred and cannot be recognized as revenue until spent. However, this does not necessarily apply to government funding, and as a result, timing differences continue to exist between when revenue is recognized and when expenses are incurred. Further details on the impact of the adoption to the University's financial statements are found later in this report and in Note 22.

Another noteworthy change is the inclusion of the budget as a comparative element of the financial statements. The 2019/20 budget presented in these financial statements has not been restated to the PSAS basis of accounting, without the standards for government not-for profit organizations, and is reflective of the budget approved by the Board of Governor's on May 28, 2019.

In fiscal 2019-20, the University's Annual Surplus was \$98.1 million, which reflected contributions made by our benefactors to our endowment, funding earmarked for future capital projects and research endeavors, and funding that has been set aside to support our ongoing operations and future initiatives. The University also recorded net remeasurement losses of \$58.5 million, which represented a decrease in the valuation of certain University investments held at March 31, 2020. The net financial impact of the Annual Surplus and Net Remeasurement Losses resulted in a net increase to Accumulated Surplus of \$39.6 million. The following table summarizes the operating results of the University for the year ended March 31, 2020.

¹ Indigenous identity is a voluntary self-declaration made on admission forms.

MANAGEMENT DISCUSSION AND ANALYSIS

SUMMARY OF OPERATING RESULTS

(in thousands)

	2020	2019
Revenue	\$ 953,437	\$ 1,019,767
Expenses	871,235	924,358
	82,202	95,409
Endowed Donations	15,874	17,534
Annual Surplus	98,076	112,943
Net Remeasurement Gains (Losses) for the Year	(58,532)	20,804
Net Increase to Accumulated Surplus	\$ 39,544	\$ 133,747

The University continues to strive toward achieving its mission and strategic priorities, to engage its community in its decisions regarding resource allocation, and to work towards enhancing financial transparency as a means to enhance financial stewardship and prepare for future uncertainties.

TAKING OUR PLACE

In 2019-20, our strategic approach to investment decisions was guided by *Taking Our Place: The University of Manitoba Strategic Plan 2015-2020*. Approved by the University's Senate and Board of Governors in 2014, *Taking Our Place* was developed on the strength of extensive consultation across a wide spectrum of the University community, reflecting the planning priorities shared amongst faculty, staff, students and alumni.

Consistent with past practice since the approval of *Taking Our Place*, the University's 2019-20 operating budget included the allocation of funding to support and advance strategic goals. For 2019-20, these strategic allocations also responded to external factors impeding the financial condition of the University and contributed to achieving a balanced operating budget. The Province of Manitoba, through its 2019-20 Provincial Budget, reduced provincial operating grant funding to the University by \$3.5 million. In response to these pressures, the 2019-20 operating budget included allocations of funding to ensure that faculties and units were supported in continuing and advancing the University's mission of learning, discovery and engagement, and further supported through limited specific allocations crossing the various pillars of the strategic plan.

Strategic allocations in 2019-20 provided \$4.4 million to support the *Inspiring Minds through innovative and quality teaching priority*. This included an allocation of \$3.5 million to learning space renewal and enhancement, and allocations totalling \$0.9 million for undergraduate and graduate student support.

Strategic allocations in 2019-20 provided \$4.3 million to support the *Driving Discovery and Insight through excellence in research, scholarly work and other creative activities* priority, including continuation of a number of multi-year commitments. This included support for research initiatives, the National Centre for Truth and Reconciliation, a Canada 150 Research Chair, bridge funding to researchers, graduate enhancement of Tri-Council Stipends (GETS), as well as funding for other research-related endeavors.

The budget included continued investment of \$0.5 million in network switch replacement as part of a multi-year commitment that supports the goal to provide information technology systems that support the needs of students, staff and faculty within the *Building Community that creates an outstanding working environment* priority. Also supporting this priority was an allocation of \$0.8 million to support international students in the transition from provincial health insurance, and an allocation of \$0.3 million for anti-racism initiatives and sexual violence support.

Taking Our Place allowed the University to sharpen its focus on teaching and research and more deliberately articulate the University's future role in the broader community. *Taking Our Place* continued to drive the University's approach to strategic resource management, reflecting the University's commitment to support our talented faculty, staff and students, and to promote engagement within the communities we serve. The University is committed to working within this context, to invest available funds in a strategic manner, and manage toward a sustainable future.

FINANCIAL OVERVIEW

A university is a complex organization that undertakes several activities. These activities include teaching, conducting research, community service, and providing ancillary services such as student residences, parking services and bookstore operations. In addition, a university must maintain its own infrastructure including buildings, IT infrastructure, research equipment, office furnishings, roadways, and parking lots.

Because of the diverse nature of activities and the restrictions imposed by funders, in the past the University segregated its revenue and expenses into separate categories, otherwise known as Funds. Because of the adoption of PSAS as required by the Province of Manitoba, the University can no longer segregate its revenue and expenses into Funds and must report on all financial resources within a single category. However, for the purposes of financial transparency, this report will comment on the University's financial resources as it relates to its ongoing activities. These activities have been categorized as follows:

Operating Activities

Operating activities include, but are not exclusive to: the instruction and ongoing support of our students; the operation and maintenance of our facilities; the support of our academic and research endeavors; the operation of our libraries; the operation of our bookstores, student residences, parking facilities and dining services; and our activities that support the relationship between the University and the community. These activities are supported by funding sources such as tuition fees, the operating grant from the Province of Manitoba, and revenue generated from ancillary services (e.g. student residences, parking services and bookstore operations). Costs associated with the University's operating activities include the salaries and benefits of faculty and staff, materials and supplies, utilities, plant maintenance, libraries, student services and other support services.

Research Activities

Research activities include research projects undertaken by the University in order to produce specific research outcomes. Funding received in support of research activities is restricted for this purpose by external sponsors of research, and must be used in accordance with the associated contracts and agreements between the University and these sponsors. This funding cannot be used to support operating activities.

Capital Activities

Capital activities include, but are not exclusive to: the purchase or building of new facilities or infrastructure; the renovation or replacement of existing facilities and infrastructure; and the purchase of major equipment, including scientific equipment, vehicles and information technology infrastructure. These items are acquired or built with the expectation that they will be used for a number of years to help deliver the University's mandate. These activities are supported by funding sources such as grants from the Province of Manitoba and the Government of Canada, and donations from our benefactors. Funding received for capital activities is restricted for this purpose by external funders. At times, the University may also borrow funds to finance large capital projects. As such, costs associated with capital activities include debt repayment and interest costs associated with holding debt, as well as amortization costs.

Special Purpose and Trust Activities

Special purpose and trust activities include, but are not exclusive to: the undertaking of externally-assigned mandates, such as the provision of health care services in northern communities; the administration of employee staff benefit plans; and the administration of our trust activities, which include the support of faculties and schools, students, professorships, chairs, research, libraries and athletic programs, to name a few. Funding for these activities comes from a variety of sources, including grants from the Province of Manitoba, Government of Canada, and other Canadian provinces; foreign governments; employee contributions to our benefit plans; and donations from our benefactors and investment income earned on those donations. Funding received for these activities is restricted by collective bargaining agreements, external funders and donors.

MANAGEMENT DISCUSSION AND ANALYSIS

Endowment Activities

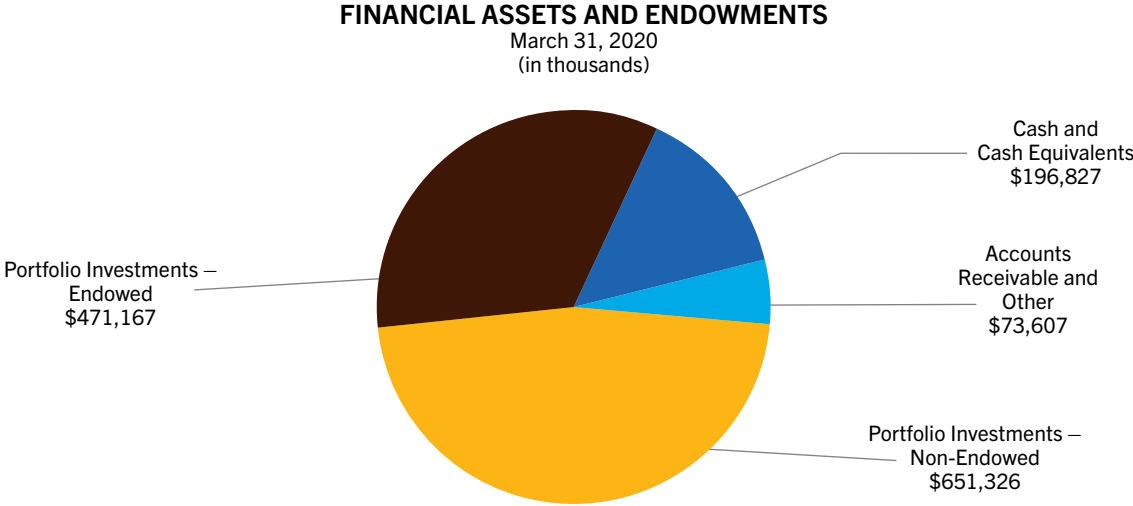
Endowment activities involve the receipt of resources that have been gifted or bequeathed to the University under the condition that they be held in perpetuity to support the future of the University. However, the income earned from investing these gifts and the spending of such is considered to be a trust activity, as it can be used only for specific purposes as previously outlined.

Net Financial Assets

Net financial assets are comprised of the University’s financial assets, liabilities and endowments. The University’s net financial assets at March 31, 2020 were \$550.9 million, composed of financial assets of \$921.8 million and endowments of \$471.1 million, offset by \$842.0 million of liabilities. Portfolio investments associated with endowed donations received over the years accounted for \$471.1 million or 85.5% of net financial assets. The University’s financial assets and liabilities are detailed below.

Financial Assets

Excluding portfolio investments associated with endowed donations, the University’s financial assets at March 31, 2020 were \$921.8 million. Including portfolio investments associated with endowed donations, financial assets totaled \$1.4 billion. Details of the University’s financial assets, including endowed donations, are depicted below.



Portfolio investments, both endowed and non-endowed, are discussed later in this report and are further detailed in Note 7 of the financial statements.

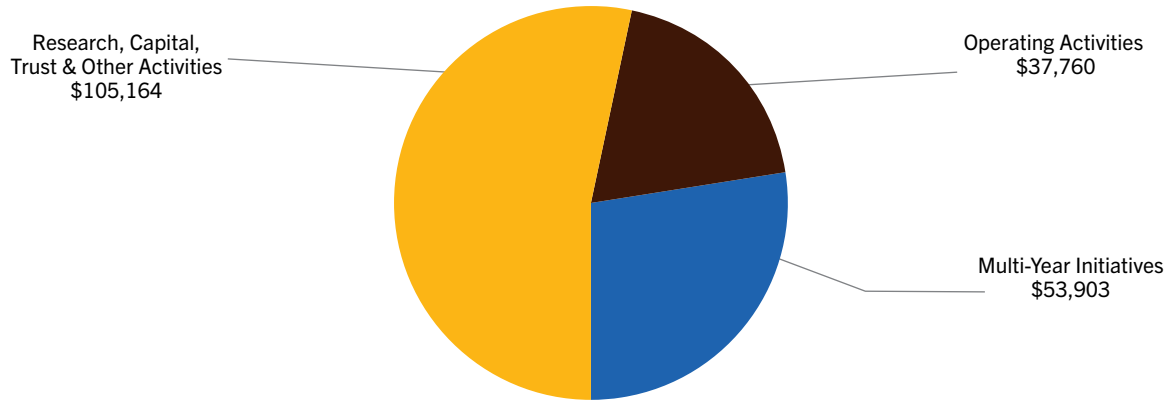
Cash and Cash Equivalents held by the University at any time is a result of timing differences between when revenue is received and expenditures are incurred. This is particularly true of research and capital activities, where often revenue is received in one year and the research or capital activities continue over multiple fiscal years. As the University constantly has multiple initiatives underway, it must manage its working capital appropriately to ensure that resources are available when they are needed. To enhance operational efficiency and reduce costs, cash is managed on a pooled basis, and depending on cash flow requirements may at times be invested in short-term investments in order to earn interest income.

At March 31, 2020, the University had a Cash and Cash Equivalents balance of \$196.8 million, comprised solely of cash in bank. Cash and Cash Equivalents, similar to other net financial assets and non-financial assets of the University, have been designated or entrusted to the University for certain activities, whether by management decision or because it is required by external funders and donors. The following illustrates the restrictions on the University’s Cash and Cash Equivalents balance at March 31, 2020.

MANAGEMENT DISCUSSION AND ANALYSIS

CASH AND CASH EQUIVALENTS

March 31, 2020
(in thousands)



At March 31, 2020, the majority of Cash and Cash Equivalents held was entrusted to the University specifically for the purposes of executing research, capital and trust-related activities. Resources for these activities have been earmarked by donors, funders and the university for major capital projects, debt repayment, equipment purchases, to conduct research, and to support our students, faculty, staff, libraries and various other initiatives. Often funding is received at project onset then spent over the life of a project, which might span multiple fiscal years. Included in the \$105.2 million of this cash balance is \$70.7 million for research projects, \$10.2 million for Provincial debt repayment, \$1.9 million for classroom and lab renewal, and \$1.2 million for dental clinic training space upgrades. Details on the University's research, capital and trust activities are found later in this report.

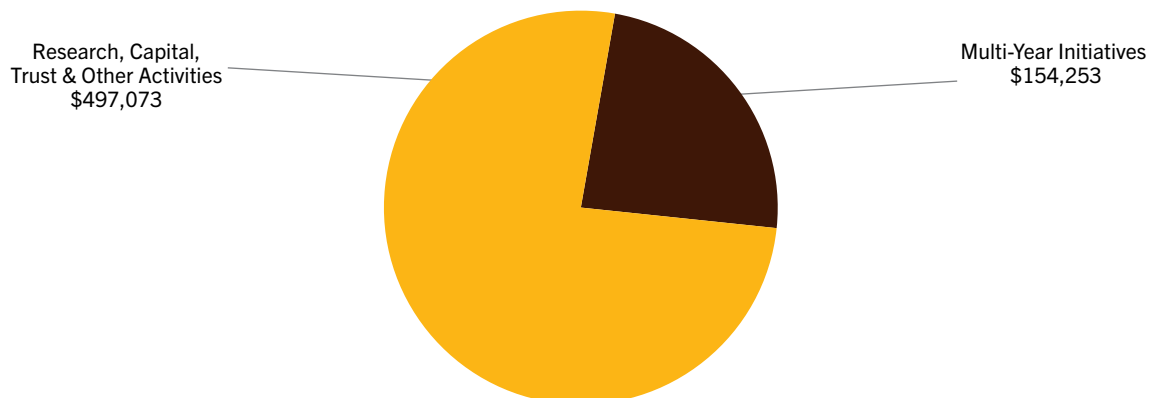
A portion of the Cash and Cash Equivalents balance at March 31, 2020 was designated for future projects, operations, initiatives and other specific requirements in the next fiscal year and beyond. At times, funding has to be set aside over multiple years in anticipation of these future projects or for significant initiatives. During times of financial uncertainty, the University takes measures to control its costs and conserve resources in order to support future operations.

Cash and Cash Equivalents at March 31, 2020 related to operating activities represented working capital needed to meet the University's short-term obligations and to fund day-to-day operations.

Non-endowed portfolio investments held by the University on March 31, 2020 totaled \$651.3 million. Similar to Cash and Cash Equivalents, non-endowed portfolio investments consisted of resources that were designated or held specifically for certain activities, whether by management decision or because it was required by external funders and donors. The following illustrates the restrictions on the University's non-endowed portfolio investments held at March 31, 2020.

NON-ENDOWED PORTFOLIO INVESTMENTS

March 31, 2020
(in thousands)



MANAGEMENT DISCUSSION AND ANALYSIS

Similar to cash balances, the majority of non-endowed portfolio investments held were related to resources entrusted to the University for specific activities and initiatives as detailed above. Of these investments, \$292.8 million pertained to trust-related donations and investment income earned from both trust and endowed donations; \$133.5 million related to investments associated with certain capital projects, research projects, and special purpose funding; and \$70.8 million pertained to resources held to support the University’s various staff benefit programs governed by collective bargaining agreements.

The balance of the non-endowed portfolio investments held were designated for multi-year initiatives, to support future operations, and to support future projects and other specific requirements. This funding was maintained in both Cash and Cash Equivalents and Non-Endowed Portfolio Investments. Maintaining a balance of cash ensures that the faculties and units have ready access to the resources they need to fund their operations, initiatives and capital projects within the next fiscal year. The Cash and Cash Equivalents balance is replenished as required by the proceeds of long-term investments when realized, as they mature.

The following is a summary of the funding that was designated for multi-year requirements, future operations, future projects and other specific requirements, maintained in Cash and Cash Equivalents and Non-Endowed Portfolio Investments.

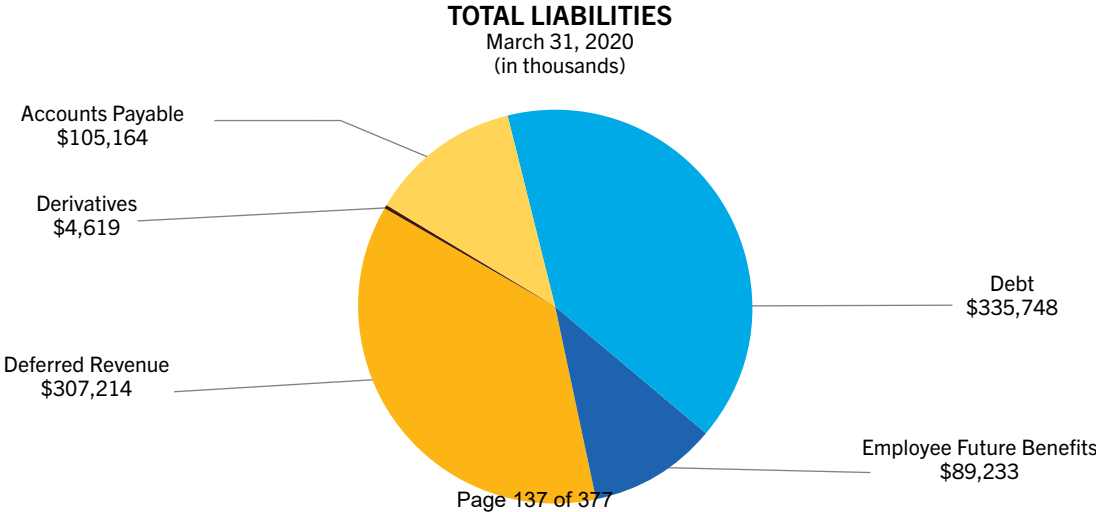
SUMMARY OF FUNDING FOR MULTI-YEAR INITIATIVES AND OTHER SPECIFIC REQUIREMENTS	
(in thousands)	
	2020
Carryover	\$ 97,631
Special Projects – Faculty Funded	47,030
Special Projects – Centrally Funded	46,883
Pension	12,292
Other	4,320
Funding for Multi-Year Initiatives and Other Specific Requirements	\$ 208,156

Carryover is support for future operations. It represents the result of continuous efforts by the faculties and units to limit their spending and allocate resources to support future operations, in order to ensure fiscal stability in future years.

Funding designated by faculties, units and central administration for specific projects represents support for both faculty- and unit-specific, and University-wide projects and initiatives, most of which require annual funding to be set aside over multiple years.

Liabilities

The University’s total liabilities at March 31, 2020 were \$842.0 million. Details of the University’s liabilities at March 31, 2020 are depicted below.



Debt includes loans made to the University for such initiatives as the construction of student residences and other buildings. Of the \$335.7 million of debt outstanding, \$162.7 million consists of funding received from the Province of Manitoba for the construction and acquisition of tangible capital assets, for which the monthly principal and interest repayments of this debt are funded by grants provided by the Province of Manitoba.

Deferred revenue includes unearned revenue received through operating activities (\$18.3 million), as well as funding received and entrusted to the University specifically for research, capital, special purpose and trust activities (\$288.9 million) that had not been spent as at March 31, 2020. Often projects and initiatives span multiple fiscal years, which results in funding received that cannot be recognized as revenue until it has been spent.

Further details on the University's liabilities at March 31, 2020 are found in Notes 8, 9, 10, 11 and 12.

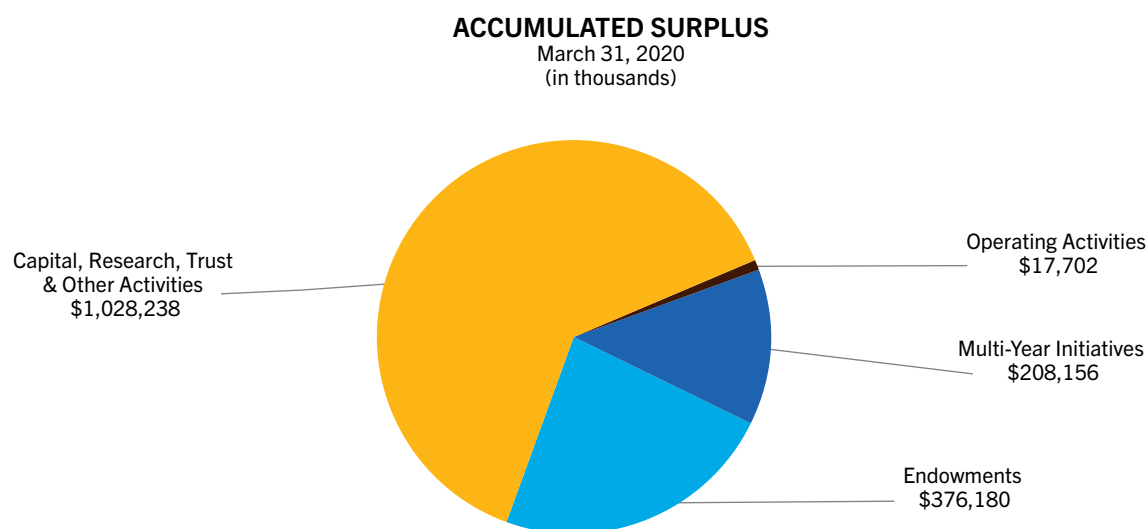
Non-Financial Assets

Non-financial assets are comprised of assets that are not readily convertible to cash to meet the University's obligations. The University's non-financial assets at March 31, 2020 were \$1.2 billion and consisted primarily of tangible capital assets. Tangible capital assets are acquired or built with the expectation that they will be used for a number of years to help deliver the University's mandate.

Tangible capital assets are discussed later in this report and are further detailed in Note 13 of the financial statements.

Accumulated Surplus

Accumulated surplus is composed of net financial assets and non-financial assets. It does not necessarily represent expendable resources as a large part of the balance is comprised of tangible capital assets and endowed donations that cannot be readily converted to cash. The University's accumulated surplus at March 31, 2020, excluding accumulated remeasurement gains, was \$1.6 billion. The composition of the accumulated surplus balance at March 31, 2020 is depicted below.



The most significant portion of the accumulated surplus at March 31, 2020 pertained to capital, research, and trust activities. Among other things, it was comprised of tangible capital assets, debt, and funding entrusted to the University for specific purposes that was received that had not been spent as at March 31, 2020.

Accumulated surplus was further composed of endowments of \$376.2 million at March 31, 2020. As the endowed resources consist of donations that have been directed by benefactors to be held in perpetuity for the benefit of future generations, this surplus cannot be used to support general operations.

MANAGEMENT DISCUSSION AND ANALYSIS

The portion of the accumulated surplus at March 31, 2020 pertaining to funding designated for multi-year initiatives was \$208.2 million. As discussed previously, this funding is composed of accumulated surplus that has been set aside to support multi-year initiatives, future projects and operations, and other specific requirements.

Accumulated surplus also included \$17.7 million funding associated with operating activities. This amount is comprised primarily of prepaid expenses. As a not-for-profit organization, the University’s accumulated surplus/deficit associated with its operating activities is monitored closely and controlled to prevent overspending.

The following table is a summary of the changes to the University’s accumulated surplus that occurred in 2019-20.

SUMMARY OF CHANGES TO ACCUMULATED SURPLUS	
(in thousands)	
	2020
Accumulated Surplus Beginning of Year	\$ 1,532,200
Operating Activities	312
Multi-Year Initiatives and Other Specific Requirements	19,218
Research, Capital, Trust and Other Activities	57,340
Endowments	21,206
Annual Surplus	98,076
Accumulated Surplus End of Year	\$ 1,630,276

The change to accumulated surplus from operating activities is the result of operating revenue less operating expenses, net of allocations to support other University activities. Details on the University’s revenue and expenses in 2019-20 are found later in this report.

At March 31, 2020, \$19.2 million of funding remained that the faculties, units and central administration had designated to support multi-year initiatives, future projects and operations, and other specific requirements throughout the fiscal year. This included support for future student awards (\$3.0 million), staff benefits programs including the Retirement Allowance Program (\$2.8 million), IT upgrades and renewal (\$2.2 million), and funding for future equipment purchases (\$1.7 million).

Research, capital, trust and other activities contributed a further \$57.3 million to the accumulated surplus balance at March 31, 2020. This increase pertained primarily to funding recognized as revenue that was unspent at March 31, 2020.

Thanks to our generous benefactors, endowed donations received in 2019-20 totaled \$15.9 million, which was a decrease of \$1.7 million from the prior year. Each year, through a referendum, students choose to designate a portion of their tuition fees as a contribution to the University’s endowments. This amount totaled \$5.3 million in 2019-20, for a total increase of \$21.2 million in endowments

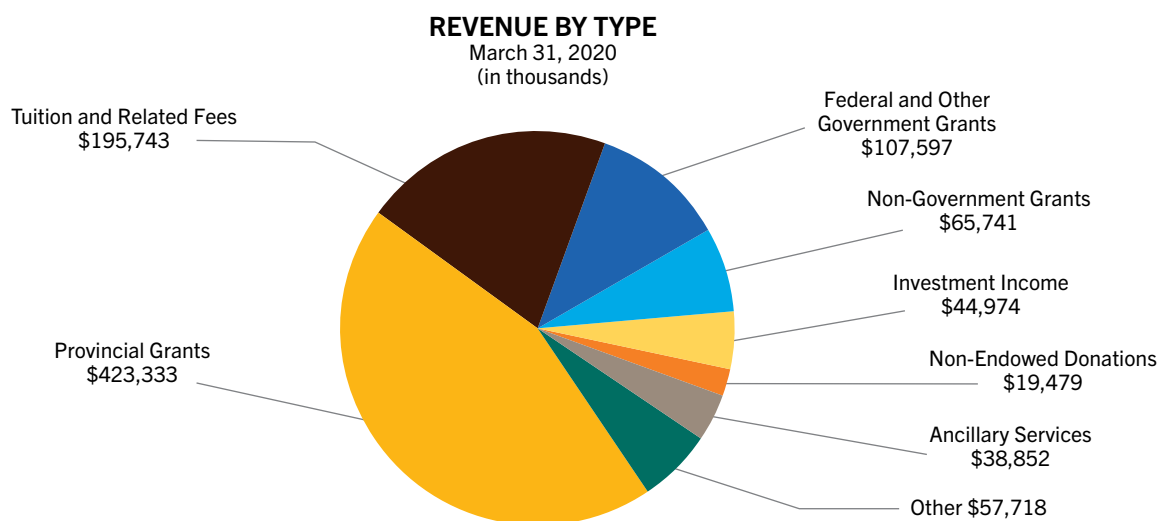
Accumulated Remeasurement Gains

Accumulated remeasurement gains represent the accumulation of net unrealized gains and losses primarily on the investments held in the University Investment Trust, which is composed of endowed assets and some trust-related assets. During the year, the University recorded \$58.5 million in net remeasurement losses, comprised primarily of net unrealized losses experienced as equity valuations decreased in the University Investment Trust (\$54.7 million) and the investments associated with the University’s staff benefits plans (\$1.6 million). The equity valuation decreases were primarily attributed to the impact of the COVID-19 pandemic, which affected global capital markets. Further details on the University Investment Trust are found later in this report.

Revenue

The University of Manitoba earns revenue from a variety of sources. In 2019-20, the University recognized \$953.4 million of revenue, which was a decrease of \$66.3 million from the previous year. The most significant cause of this decrease was the recognition of a Gain on Long-Term Debt (\$79.8 million) in the prior year, equal to the Phase Two loan payable to the Province of Manitoba, related to the construction of the Investors Group Field (Note 6). An equal and offsetting loss on the corresponding loan receivable was recognized as an expense, resulting in no impact to net revenue.

The types of revenue recognized in 2019-20 were as follows:



Donations recognized as revenue in 2019-20 exclude endowed donations received. Under PSAS, endowed donations are not reported as revenue. Endowed donations received in 2019-20 totaled \$15.9 million.

The University's most significant funder was the Province of Manitoba. In 2019-20, grants from provincial departments and reporting entities totaled \$423.3 million or 44.4% of total revenues. Of the grants from the Province of Manitoba, \$349.4 million was provided as funding in support of operating activities; \$19.8 million was provided for infrastructure renewal and funding for specific capital projects; \$19.2 million was provided specifically for special projects, including the provision of health care services in northern Manitoba; and \$12.2 million was provided specifically for research activities. Provincial grants decreased by \$7.4 million from the prior year due to a number of offsetting factors. An increase in research-related funding from Research Manitoba (\$1.3 million) was offset by a reduction in the operating grant (\$3.5 million), a reduction in research-related support from Manitoba Health (\$2.0 million), a reduction in support received from Manitoba Health for the Post Graduate Medical Education program (\$1.1 million), and the elimination of grant support for graduate scholarships (\$2.1 million).

The University's second largest source of revenue was Tuition and Related Fees, which in 2019-20 totaled \$195.7 million and was 20.5% of the University's total revenue. This was an increase of \$10.7 million from the prior year. The increase in Tuition and Related Fee revenue was primarily attributed to a tuition and course-related fee increase of 3.75% as allowed by the Province of Manitoba, and to incremental international differential fees associated with a 7.2% increase in the enrolment of international students over the prior year fall term.

In 2019-20, support from the Government of Canada and other government bodies resulted in the University receiving \$107.6 million in federal and other government grant funding, which was 11.3% of the University's total revenue. Of this amount, \$98.3 million was received from the Government of Canada, \$6.7 million was received from other Canadian provinces, and \$2.6 million was received from foreign and municipal governments. This was only a slight decrease in funding from the prior year (\$0.7 million), which was due primarily to an increase in research-related funding (\$9.0 million) offset by receiving funding for capital projects in the prior year that was not repeated in 2019-20 (\$9.3 million).

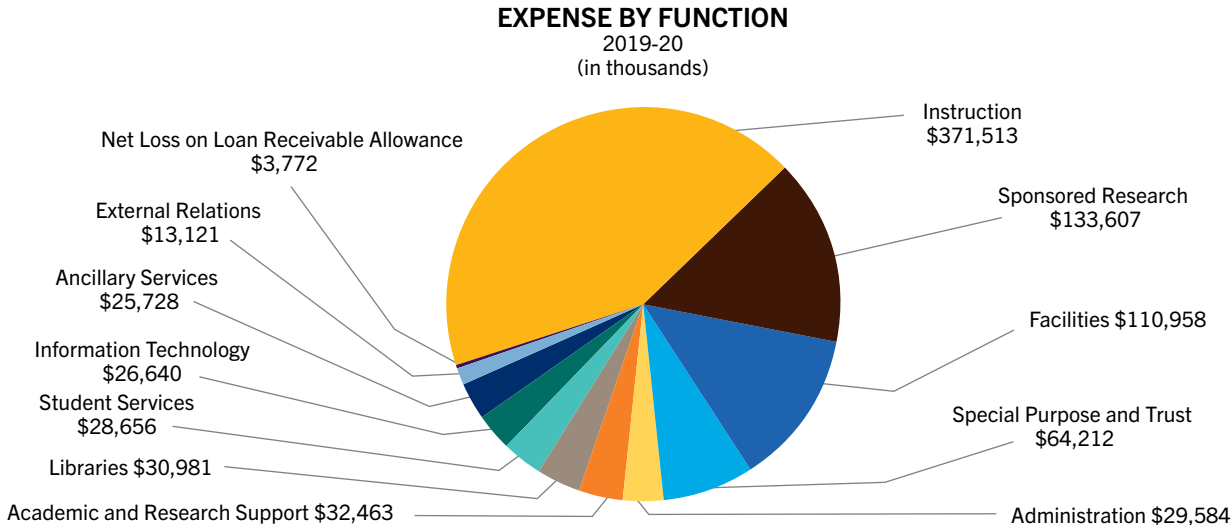
MANAGEMENT DISCUSSION AND ANALYSIS

Expenses

For the purposes of the financial statements, expenses are classified based on the functional lines of service provided by the University.

In 2019-20, the University incurred \$871.2 million of expenses for all activities and across all functional lines of service. This was a decrease of \$53.1 million from the previous year. The most significant cause of this decrease was the recognition of a Loss on Loan Receivable Allowance (\$79.8 million) in the prior year, equal to the Phase Two loan receivable from Triple B Stadium Inc., related to the construction of the IG Field (Note 6). An equal and offsetting gain on the corresponding loan payable was recognized as revenue, resulting in no impact to net revenue.

Expenses incurred by function in 2019-20 were as follows:



Instruction

Instruction included the costs of all activities associated with direct educational delivery and academic functions within the University. Instruction expenses accounted for 42.6% of total expenses incurred in 2019-20. Instruction expense increased by \$15.4 million from the prior year. This increase was attributed primarily to an increase in salaries and benefits paid to faculty and support staff in the faculties, as governed by collective bargaining agreements (\$9.2 million), and an increase in materials and supplies required for instructional purposes (\$5.5 million).

Sponsored Research

Sponsored research included the costs associated with all activities funded by grants and contracts received from external organizations and undertaken within the University to produce specific research outcomes. Sponsored research expenses accounted for 15.3% of total expenses incurred in 2019-20. Sponsored research expenses increased by \$3.3 million from the prior year, which corresponded to an increase in research-related revenue received. The correlation between research-related revenue and expenses is explained further later in this report.

Facilities

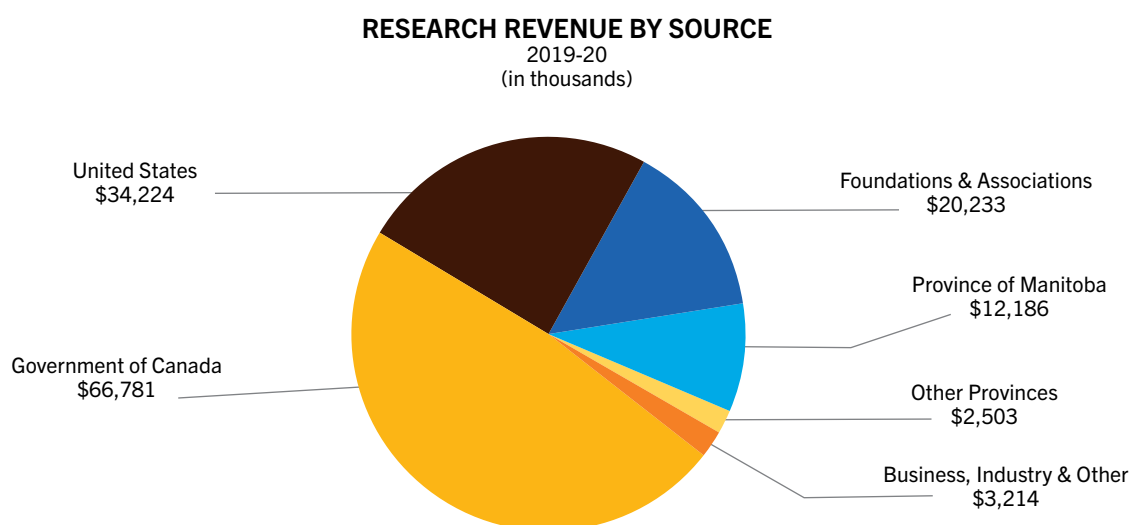
Facilities included the costs associated with all activities pertaining to the ongoing operation and maintenance of the grounds, buildings and facilities of the University. It also included amortization expense and debt servicing costs. Facilities expenses accounted for 12.7% of total expenses incurred in 2019-20. Facilities expenses increased by \$2.6 million from the prior year, primarily due to an increase in the purchase of various materials, supplies and services (\$1.4 million), and an increase in amortization expense associated with the investment in capital assets such as building renewal in the past year (\$1.2 million).

Details on the categorization of expenses in each of the functional lines of service can be found in Note 3.

RESEARCH

In 2019-20, research at the University of Manitoba continued to be strong, with investment in a number of key areas. The University received \$117.7 million in sponsored research support, which was \$1.6 million higher than what was received in the prior year. The University recognized an additional net \$21.4 million of deferred revenue, which was received in prior years but not utilized until fiscal 2019-20. In total, research-related revenue in 2019-20 was \$139.1 million, which was an increase of \$12.3 million from the prior year. This increase is explained below.

Funding of the University's research activities comes from a variety of sources. The following diagram illustrates the sources of the research-related revenue recognized during 2019-20.



The University's largest funder of research was the Government of Canada, which in 2019-20 provided 48.0% of research-related revenue through the issuance of grants and contracts. The majority of these grants and contracts were provided by the Tri-Agency, which is comprised of the Natural Sciences and Engineering Research Council of Canada (\$22.3 million), the Canadian Institutes of Health Research (\$22.2 million), and the Social Sciences and Humanities Research Council of Canada (\$8.1 million). Funding was also received from a variety of other federal government departments. Funding from the federal government increased \$6.2 million or 10.3% from the previous year, primarily due to increased awards from the Tri-Agency (\$4.1 million), as well as new awards through the NSERC Discovery program (\$1.6 million) and New Frontiers in Research Fund program (\$0.5 million).

The second largest source of research-related revenue in 2019-20 was from sources in the United States, which provided \$34.2 million or 24.6% of research-related revenues. The largest funder of research from the United States was the Bill and Melinda Gates Foundation, which provided \$29.6 million of revenue recognized in 2019-20. These funds were directed to the University's Centre for Global Public Health for ongoing projects primarily related to reproductive, maternal, neonatal and child health in India, Kenya and elsewhere. While funding received from the Bill and Melinda Gates Foundation decreased by \$4.3 million from the prior year, the foundation provides funding for projects upon project onset and as a result, the University recognized \$18.6 million of funding previously deferred as spending on these projects continued through 2019-20.

The third largest source of research-related funding in 2019-20 was foundations and associations, and from 200 individual entities, the University recognized a total of \$20.2 million or 14.5% of its research-related revenue. This was an increase in \$3.3 million from the prior year. The most notable contributions were from MITACS (\$2.7 million), The Children's Hospital Foundation of Manitoba (\$2.1 million), the Western Grains Research Foundation (\$1.6 million), and the Manitoba Pulse and Soybean Growers (\$1.1 million).

MANAGEMENT DISCUSSION AND ANALYSIS

The Province of Manitoba provided the University with \$12.2 million in funding in 2019-20, or 8.8% of its research-related revenues, which was a slight increase from the prior year (\$0.8 million). Departments and other reporting entities that contributed to the University's research included Research Manitoba (\$6.2 million), Manitoba Agriculture and Resource Development (\$1.8 million) and Manitoba Hydro (\$1.1 million).

In 2019-20, research-related expenses were \$133.7 million, which was an increase of \$3.4 million from the prior year. Typically, there is a correlation between research-related revenue and expenses, as the University does not undertake research activities without the support of external funders. However, at times research funding is received at the commencement of a research project and may not all be spent during a particular fiscal year, as research projects often span multiple fiscal years. This often results in a differential between research revenues and research expenses, which can vary from year to year.

Expenses incurred to conduct research included direct compensation costs and all other costs required in order to produce research outcomes. In 2019-20 research funding also provided \$25.0 million in support of students who participated in University research activities, which amounted to 36.1% of all assistance provided to students by the University in 2019-20. This support enabled students to work with experienced researchers while they continued their studies and developed their own research activities. Research-related funding agreements and contracts provided the University with \$4.2 million in indirect cost funding which was used to support research and defray some of the indirect costs associated with research activities. Research-related funding also enabled the investment of \$3.7 million in tangible capital assets, which included \$2.9 million for scientific and research equipment.

Research investment was highest in the Rady Faculty of Health Sciences, amounting to \$76.4 million in 2019-20. It was followed by the Faculty of Agricultural and Food Sciences (\$16.5 million), the Clayton H. Riddell Faculty of Environment, Earth and Resources (\$13.8 million), the Faculty of Science (\$11.2 million), and the Faculty of Engineering (\$9.7 million). In 2019-20, these five faculties accounted for 91.7% of the University's investment in research.

CAPITAL

The University carefully plans its capital activities, and identifies and prioritizes deferred maintenance, infrastructure renewal requirements and major capital projects. The University's Visionary (re)Generation master plan will guide the design and development of the University of Manitoba campuses over the next 30 years, and it is a resource for the entire campus community.

Investment in Capital, Infrastructure and Technology

During 2019-20, the University invested \$65.8 million in capital assets, a decrease of \$53.1 million from the previous year. This included \$48.4 million for the construction of buildings, infrastructure renewal, parking lot upgrades and land improvements; \$14.1 million for the acquisition of furniture, equipment and vehicles; and \$3.3 million for IT infrastructure and other technological improvements.

In 2019-20, the University completed the construction of the Stanley Pauley Engineering Innovation Centre and the Smartpark Innovation Hub and officially opened the facilities. The Stanley Pauley Engineering Innovation Centre created new spaces for research, teaching, industry collaboration and prototype development. The Smartpark Innovation Hub is an information exchange centre to support commercialization and facilitate university-industry research collaboration and innovation. Funding from the Government of Canada's Post-Secondary Institutions Strategic Investment Fund, the Province of Manitoba and generous donors made these state-of-the-art facilities possible. The costs incurred in 2019-20 for each of these projects was \$1.5 million and \$2.5 million respectively, with final project costs totaling \$27.8 million and \$43.7 million respectively.

The project to build the Churchill Marine Observatory (CMO) commenced in fiscal 2015-16, and the University has incurred costs of \$26.2 million to date with the completion of the conceptual design of the facility, construction of Phase I, and purchase of specialized equipment. The CMO will be a globally unique, highly innovative, multi-disciplinary research facility located in the Canadian Arctic on the shores of Hudson Bay. This unique facility will bring together researchers from the Universities of Manitoba, Calgary, Victoria, Laval, Dalhousie and Washington, and from Government of Canada departments. The project is funded by the Canada Foundation for Innovation and the Provinces of Manitoba and Alberta. Because of the challenges associated with building such a facility in a remote location, the project has experienced significant

MANAGEMENT DISCUSSION AND ANALYSIS

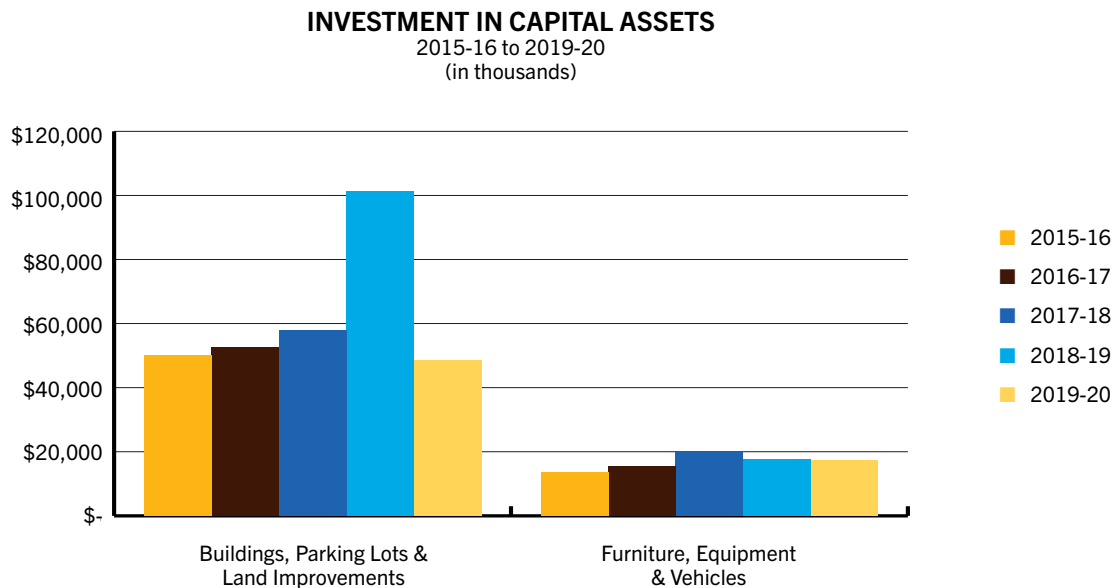
delays in its progress. Phase II, which involves the construction of pipeline infrastructure, is expected to start in spring 2020 but will likely be delayed due to the impact of the COVID-19 pandemic.

Over the last seven years, the University has allocated \$28.7 million toward renewing its classrooms and labs. Upgrades are ongoing, and in 2019-20 \$1.2 million was spent on these projects. Allocations made by the University in 2019-20 and in prior years to fund learning space renewal, along with generous donations, will continue to support these projects over the coming years.

In 2019-20, the design phase of the Desautels Concert Hall commenced. The concert hall is Phase 3 of the Tache Art Project. This 21,000 square foot venue will accommodate 408 seats, be custom-designed for acoustic excellence, and will be fully equipped to provide the best possible experience for both performers and audiences. The concert hall will provide greater experimental learning in a professional caliber venue for students and faculty, and provide an important performance venue for rental to community arts groups. As at March 31, 2020, the University had incurred \$0.5 million of costs.

The University invested \$20.5 million in infrastructure renewal projects in 2019-20. Investments in infrastructure included fire and safety upgrades (\$5.8 million), road and sidewalk repair (\$2.9 million), building envelope repair (\$2.8 million), sewer and water line upgrades (\$2.5 million), asbestos remediation (\$1.5 million), environmental projects (\$1.0 million) and various other infrastructure renewal projects (\$4.0 million). Infrastructure renewal projects were funded by the Province of Manitoba and other sources.

The University's investment in capital, infrastructure and technology over the last five years is depicted below.



The University's investment in capital assets is highly dependent on the funding it receives from the federal and provincial governments and its donors. As such, the University's investment in capital assets will fluctuate from year to year.

TRUST AND ENDOWMENT

The University's trust and endowment are an integral source of funding for students, faculties, professorships and chairs, research activities, capital projects, library acquisitions, athletic programs, and many other undertakings. The net investment income earned on trust and endowment assets, as well as donations received that can be used in their entirety, support the University's activities as directed by donors. Gifts and bequests received for endowment must be held in perpetuity; however, each year a portion of the net investment income earned from investing these gifts is used to support current year endeavors, and the rest is reinvested to provide financial security for beneficiaries in the future.

MANAGEMENT DISCUSSION AND ANALYSIS

The Front and Centre Capital Campaign came to a successful conclusion in 2019-20, and included \$15.9 million of endowed donations and \$14.7 million of trust-related donations thanks to the continued generosity of our donors. This was consistent with what had been received in 2018-19.

Because of the new accounting standards, endowed donations are not considered to be revenue of the University, and trust-related donations of \$9.0 million were recognized as revenue in 2019-20. Trust-related donations received are recognized as revenue when they are spent. Unspent donations received will be recognized as revenue in future years as they are spent.

University Investment Trust

Although accounting standards require differing treatment of the trust and endowment, the resources of the two are combined and invested together. All endowed assets and most trust-related assets are together known as the University Investment Trust (UIT).

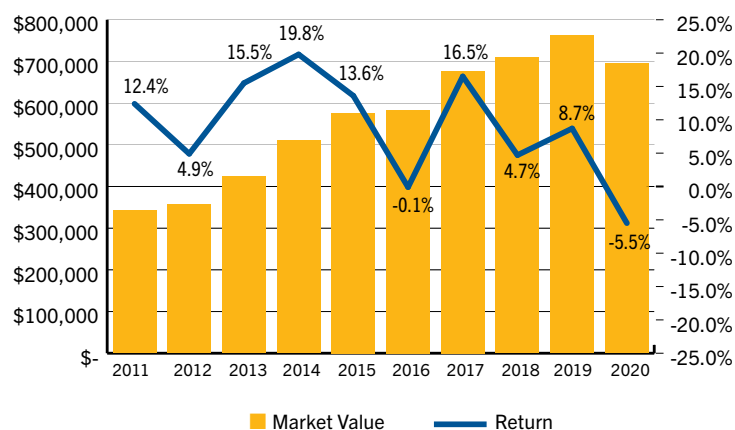
The UIT ended fiscal year 2019-20 with a market value of \$695.5 million. During the last quarter of 2019-20, the COVID-19 pandemic had a rapid, detrimental effect on the world's equity markets. The UIT lost 7.5% of its value in March 2020 alone, and 10.7% of its value over the last quarter of 2019-20. All of these losses pertained to equities, and despite the pandemic, the UIT's investment holdings in bonds, real estate and infrastructure added value to the UIT in the month and in the quarter. At the end of the fiscal year, these three investment portfolios made up 41.9% of the UIT, and provided much-needed diversification and capital protection against the equity market downturn.

The one-year investment loss of the UIT as at March 31, 2020 was (5.6)%, compared to the UIT's benchmark of (4.4)%. The return was a combination of interest, dividends, net capital losses on the sale of investments, and distributions, in addition to the depreciation in value of the portfolio due to a drop in the market value of equity investments held. In addition to the impact of COVID-19 on the global equity markets, underperformance of the UIT was also due to the Canadian equity portfolio. This portfolio experienced a realized a one-year loss of (32.8)%, which was attributable to the portfolio's overweight position in oil and gas stocks. In March 2020, COVID-19 depleted the demand for energy, and combined with the impact of global price-wars driving down the price of oil, oil fell to historical lows which pushed performance of the portfolio down an additional (18.6)% from the S&P/TSX Composite Index loss of (14.2)%.

At the end of fiscal year 2019-20, the asset mix of the UIT investment portfolio was at 58.1% equities, 18.8% real estate, 11.8% in infrastructure, and 11.3% in government bonds. The UIT added three new investment managers in the last quarter of fiscal 2019-20 to manage 50% of the Canadian equity portfolio and the U.S. equity portfolio. In addition, the UIT's relatively new investment in infrastructure was completely funded by December 2019, increasing this investment from \$21.3 million in the prior year to \$82.7 million at March 31, 2020.

The following graph demonstrates the market value of the UIT and annual returns over the past 10 years.

MARKET VALUE AND ANNUAL RETURN OF UIT
2010-11 to 2019-20
(in thousands)



MANAGEMENT DISCUSSION AND ANALYSIS

The Trust Investment Committee, responsible for providing governance and oversight of the UIT, reviews the asset mix of the UIT on a regular basis to evaluate how the UIT will perform over full market cycles, and to assess the likelihood of the UIT meeting its primary objective of achieving a real return that supports the spending payout to beneficiaries. The UIT's spending policy is currently based on a 4.5% payout of the average market value of the UIT over a rolling 48-month period. This distribution rate balances the needs of current beneficiaries with those of future beneficiaries by ensuring the purchasing power of the UIT remains intact for future generations while providing for today's students. In order to achieve this, the UIT's long-term returns have to exceed the spending payout, the investment management fees of the UIT, and the rate of inflation. In 2019-20, the UIT allocated \$31.4 million to students, faculty, research and other important activities, and over the past 5 years, the spending payout to beneficiaries has totaled \$129.4 million.

CONCLUSION

The University of Manitoba is a highly complex, decentralized organization with wide-ranging activities at multiple locations. We are proud of the many ways in which faculties, administrative units and our stakeholders partner together and engage with the broader community to advance our collective priorities. Without the engagement of our students, faculty, staff, benefactors and funders, we would not have achieved the success we have today at influencing our community and beyond. Through continued commitment to excellence in teaching, research, scholarly work and other innovative activities, the University promotes a sustainable community that will be of benefit for years to come. Despite a reduction in our operating grant, uncertainty surrounding our future financial support from the Province of Manitoba, and the yet unknown final impact of the COVID-19 pandemic on the University's operations and financial condition, we will continue to persevere and seek investment in the University to increase our capacity to inspire and support the cultural, social and economic well-being of Manitoba, Canada and, indeed, our world.

STATEMENT OF MANAGEMENT RESPONSIBILITY FOR FINANCIAL REPORTING

The University is responsible for the preparation of the consolidated financial statements and has prepared them in accordance with Canadian public sector accounting standards established by the Public Sector Accounting Board of Chartered Professional Accountants Canada. The University believes the consolidated financial statements present fairly the University's financial position as at March 31, 2020 and the results of its operations for the year ending March 31, 2020.

The University's Board of Governors is responsible for overseeing the business affairs of the University and also has the responsibility to approve the financial statements. The Board has delegated certain responsibilities to its Audit and Risk Management Committee including the responsibility for reviewing the annual financial statements and meeting with management and the Auditor General of Manitoba on matters relating to the financial reporting. The Auditor General has full access to the Audit and Risk Management Committee with or without the presence of management. The Board has approved the financial statements.

In fulfilling its responsibilities and recognizing the limits inherent in all systems, the University has developed and maintains a system of internal controls designed to provide reasonable assurance that University assets are safeguarded from loss and that accounting records are a reliable basis for the preparation of financial statements. The integrity of internal controls is reviewed on an ongoing basis by the Audit and Risk Management Committee and Audit Services.

The consolidated financial statements for the year ended March 31, 2020 have been reported on by the Auditor General of Manitoba, the auditor appointed under *The University of Manitoba Act*. The Auditor's Report outlines the scope of his examination and provides his opinion on the fairness of presentation of the consolidated financial statements.

David T. Barnard, Ph.D.
President and Vice-Chancellor

Winnipeg, Manitoba
June 23, 2020

INDEPENDENT AUDITOR'S REPORT

INDEPENDENT AUDITOR'S REPORT

INDEPENDENT AUDITOR'S REPORT

CONSOLIDATED FINANCIAL STATEMENTS

UNIVERSITY OF MANITOBA
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2020
(in thousands of dollars)

	2020	2019
Financial Assets		
Cash and Cash Equivalents (Note 4)	\$ 196,827	\$ 134,741
Accounts Receivable (Note 5)	69,946	82,399
Inventories Held for Sale	3,661	3,572
Portfolio Investments – Non-Endowed (Note 7)	651,326	688,281
	921,760	908,993
Liabilities		
Accounts Payable (Note 8)	105,164	88,181
Employee Future Benefits (Note 9)	89,233	105,300
Deferred Revenue (Note 10)	307,214	340,227
Debt (Note 11)	335,748	346,550
Derivatives (Note 12)	4,619	3,767
	841,978	884,025
Net Financial Assets Excluding Portfolio Investments – Endowed	79,782	24,968
Portfolio Investments – Endowed (Note 7)	471,167	506,997
Net Financial Assets	550,949	531,965
Non-Financial Assets		
Tangible Capital Assets (Note 13)	1,167,382	1,148,703
Prepaid Expenses	10,935	9,076
Inventories Held for Use	83	61
	1,178,400	1,157,840
Accumulated Surplus	\$ 1,729,349	\$ 1,689,805
Accumulated Surplus is comprised of:		
Accumulated Surplus	\$ 1,630,276	\$ 1,532,200
Accumulated Remeasurement Gains	99,073	157,605
	\$ 1,729,349	\$ 1,689,805

Contractual Obligations and Contingencies (Note 21)

Jeff Lieberman – Chair

Laurel Hyde – Vice-Chair

(The accompanying Notes form an integral part of the Consolidated Financial Statements)

CONSOLIDATED FINANCIAL STATEMENTS

UNIVERSITY OF MANITOBA
CONSOLIDATED STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2020
(in thousands of dollars)

	Budget (Note 3M)	2020	2019
Revenue			
Provincial Grants (Note 19)	\$ 413,726	\$ 423,333	\$ 430,747
Tuition and Related Fees	192,493	195,743	184,996
Federal and Other Government Grants (Note 19)	85,878	107,597	108,277
Non-Government Grants	58,540	65,741	58,512
Investment Income	37,702	44,974	37,724
Ancillary Services	39,206	38,852	38,934
Sales of Goods and Services	32,686	36,474	36,133
Non-Endowed Donations	16,398	19,479	27,102
Other Income	13,092	17,472	17,031
Net Gain on Debt		3,772	80,311
	889,721	953,437	1,019,767
Expense			
Instruction	397,669	371,513	356,116
Sponsored Research	119,000	133,607	130,263
Facilities	110,633	110,958	108,333
Special Purpose and Trust	61,667	64,212	62,284
Academic and Research Support	29,626	32,463	30,627
Libraries	32,942	30,981	31,839
Administration	32,564	29,584	28,885
Student Services	32,122	28,656	30,597
Information Technology	28,911	26,640	27,661
Ancillary Services	25,387	25,728	25,323
External Relations	12,662	13,121	12,119
Net Loss on Loan Receivable Allowance		3,772	80,311
	883,183	871,235	924,358
	6,538	82,202	95,409
Endowed Donations	13,700	15,874	17,534
Annual Surplus	20,238	98,076	112,943
Accumulated Surplus Beginning of Year		1,532,200	1,419,257
Accumulated Surplus End of Year	\$	\$ 1,630,276	\$ 1,532,200

(The accompanying Notes form an integral part of the Consolidated Financial Statements)

CONSOLIDATED FINANCIAL STATEMENTS

UNIVERSITY OF MANITOBA
CONSOLIDATED STATEMENT OF REMEASUREMENT GAINS AND LOSSES
FOR THE YEAR ENDED MARCH 31, 2020
(in thousands of dollars)

	2020	2019
Accumulated Remeasurement Gains		
Beginning of Year	\$ 157,605	\$ 136,801
Unrealized Gains (Losses) Attributed to:		
Derivatives	(852)	(267)
Foreign Exchange	(3,967)	(1,796)
Portfolio Investments	(67,593)	11,810
Designated Fair Value Investments	7,429	37,664
Amounts Reclassified to the Consolidated Statement of Operations:		
Foreign Exchange	2,605	2,421
Portfolio Investments	6,363	(27,575)
Designated Fair Value Investments	(2,517)	(1,453)
Net Remeasurement Gains (Losses) for the Year	(58,532)	20,804
Accumulated Remeasurement Gains		
End of Year	\$ 99,073	\$ 157,605

(The accompanying Notes form an integral part of the Consolidated Financial Statements)

CONSOLIDATED FINANCIAL STATEMENTS

UNIVERSITY OF MANITOBA
CONSOLIDATED STATEMENT OF CHANGE IN NET FINANCIAL ASSETS
FOR THE YEAR ENDED MARCH 31, 2020
(in thousands of dollars)

	Budget <i>(Note 3M)</i>	2020	2019
Annual Surplus	\$ 20,238	\$ 98,076	\$ 112,943
Purchase of Tangible Capital Assets	(64,854)	(65,772)	(118,800)
Amortization	49,000	47,093	45,813
Loss (Gain) on Disposal of Tangible Capital Assets			(25)
	(15,854)	(18,679)	(73,012)
Decrease (Increase) in Inventories Held for Use		(22)	24
Decrease (Increase) in Prepaid Expenses		(1,859)	(2,427)
		(1,881)	(2,403)
Net Remeasurement Gains (Losses)	25,450	(58,532)	20,804
Increase (Decrease) in Net Financial Assets	(29,834)	18,984	58,332
Net Financial Assets Beginning of Year		531,965	473,633
Net Financial Assets End of Year	\$	\$ 550,949	\$ 531,965

(The accompanying Notes form an integral part of the Consolidated Financial Statements)

CONSOLIDATED FINANCIAL STATEMENTS

UNIVERSITY OF MANITOBA
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED MARCH 31, 2020
(in thousands of dollars)

	2020	2019
Operating Activities:		
Annual Surplus	\$ 98,076	\$ 112,943
Amortization of Tangible Capital Assets	47,093	45,813
Gain on Disposal of Tangible Capital Assets		(25)
	145,169	158,731
Net Change in Non-Cash Operating Balances:		
Accounts Receivable	12,453	4,231
Inventories	(111)	(245)
Accounts Payable	16,983	(3,037)
Employee Future Benefits	(16,067)	881
Deferred Revenue	(33,013)	6,867
Derivatives	852	267
Gain on Debt	(3,772)	(79,784)
Loss on Loan Receivable Allowance	3,772	79,784
Prepaid Expenses	(1,859)	(2,427)
<i>Net Cash Generated through Operating Activities</i>	124,407	165,268
Investing Activities:		
Principal Repayment on Loan Receivable		2,190
Decrease (Increase) in Portfolio Investments	14,253	(33,813)
<i>Net Cash Generated through (used in) Investing Activities</i>	14,253	(31,623)
Capital Activities:		
Purchase of Tangible Capital Assets	(65,772)	(118,800)
<i>Net Cash used in Capital Activities</i>	(65,772)	(118,800)
Financing Activities:		
Proceeds from Debt	662	12,338
Principal Repayment on Debt	(11,464)	(12,989)
<i>Net Cash Generated through (used in) Financing Activities</i>	(10,802)	(651)
Net Increase (Decrease) in Cash and Cash Equivalents	62,086	14,194
<i>Cash and Cash Equivalents Beginning of Year</i>	134,741	120,547
Cash and Cash Equivalents End of Year	\$ 196,827	\$ 134,741
Supplementary cash flow information:		
Interest Received	\$ 14,465	\$ 13,212
Interest Paid	\$ 16,098	\$ 16,144

(The accompanying Notes form an integral part of the Consolidated Financial Statements)

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020

(in thousands of dollars)

1. AUTHORITY AND PURPOSE

The University of Manitoba was established in 1877. It is governed by a Board of Governors acting under the authority of *The University of Manitoba Act*, R.S.M. 1987, c. U60. The University of Manitoba is a registered charity and is exempt from income taxes under Section 149 of *The Income Tax Act*.

2. CHANGES IN ACCOUNTING POLICY

The Province of Manitoba directed educational organizations to adopt Canadian Public Sector Accounting Standards (PSAS) established by the Public Sector Accounting Board, without the standards for government not-for-profit organizations effective April 1, 2019. In accordance with the requirements of PSAS, the accounting policies set out in Note 3 have been applied to all years presented. Adjustments resulting from the adoption have been applied retroactively and are summarized in Note 22.

3. SIGNIFICANT ACCOUNTING POLICIES

A. GENERAL AND USE OF ACCOUNTING ESTIMATES

The consolidated financial statements have been prepared in accordance with PSAS.

Accounting estimates are included in the consolidated financial statements to approximate the effect of past revenue or expense transactions or events, or to approximate the present status of an asset or liability. Examples include loan allowances, accruals for salaries and benefits, the estimated useful life of an asset and certain actuarial assumptions used in determining employee future benefits. Estimates are based on the best information available at the time of preparation of the consolidated financial statements and are reviewed annually to reflect new information as it becomes available. Measurement uncertainty exists in these consolidated financial statements and actual results could differ from these estimates.

On March 11, 2020 the World Health Organization declared COVID-19 a pandemic. The situation is dynamic and the ultimate duration and financial impact on the University is not known at this time.

B. BASIS OF CONSOLIDATION

i. Consolidated Entities

The consolidated financial statements reflect the assets, liabilities, revenues, and expenses of organizations which are controlled by the University. Controlled organizations are consolidated except for government business enterprises which are accounted for using the modified equity method. Inter-organizational transactions, balances, and activities have been eliminated upon consolidation. The University controls Partners for Health and Development in Africa (PHDA), a non-profit, non-governmental organization registered in Kenya to promote health and development in Africa. The University consolidated PHDA using their March 31, 2019 financial statements.

ii. Investment in Government Business Enterprises

Government business enterprises, owned or controlled by the University but not dependent on the University for their continuing operations, are included in the consolidated financial statements using the modified equity method. Under the modified equity method, the equity method of accounting is modified only to the extent that the business entity accounting principles are not adjusted to conform to those of the University. Thus, the University's investment in these entities is recorded at acquisition cost and is increased for the proportionate share of post acquisition earnings and decreased by post acquisition losses and distributions received to the extent the investment does not decline below one dollar. Subsequent earnings are recorded only when any accumulated losses have been recovered. UM Properties GP Inc. and UM Properties Holding Inc. are controlled by the University and are accounted for by the modified equity method.

CONSOLIDATED FINANCIAL STATEMENTS

iii. Investment in Government Partnership

Government partnerships that are not business partnerships are accounted for using the proportionate consolidation method. The University accounts for its share of the partnership on a line by line basis in the consolidated financial statements and eliminates any inter-organizational transactions and balances. The University has a 7.14% (2019, 7.14%) interest in TRIUMF, a joint venture which operates a national laboratory for particle and nuclear physics (Note 16).

C. REVENUE RECOGNITION

All revenue is reported using the accrual basis of accounting.

i. Government Grants

For the purposes of these consolidated financial statements, government transfers are referred to as government grants. Government grants without stipulations are recognized as revenue when the transfer is authorized and the University is eligible to receive the funds. Government grants with stipulations are recognized as revenue when the transfer is authorized and the University is eligible to receive the funds, except when the transfer stipulations give rise to an obligation that meets the definition of a liability. Transfers meeting the definition of a liability are recognized as revenue when the liability is settled.

ii. Non-Government Grants and Non-Endowed Donations

Non-government grants and non-endowed donations without terms for use are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Non-government grants and non-endowed donations with external restrictions are deferred and recognized as revenue when the restrictions imposed by the contributors on the use of the funding are satisfied.

iii. Endowed Donations

Endowed donations are recognized as revenue in the year in which they are received. Endowed donations are required by donors to be maintained in perpetuity.

iv. Investment Income

Investment income, including dividends, interest income and realized gains or losses on the sale of unrestricted portfolio investments, is recognized as revenue when received or receivable.

Investment income earned on externally restricted investments is deferred and recognized when the related expenditure is made or stipulations are met.

The change in fair value (unrealized gains or losses) of portfolio investments is recorded in the Consolidated Statement of Remeasurement Gains and Losses until the investments are sold.

v. Pledges, Gifts-In-Kind and Contributed Services

The University does not record pledges receivable in its consolidated financial statements.

Gifts-in-kind are recorded in the consolidated financial statements to the extent that they are eligible for an official donation receipt. Contributed services are not recorded in the consolidated financial statements.

vi. Other Revenue

All other revenue for which goods and services have not been provided is recognized as deferred revenue.

D. FUNCTIONAL CLASSIFICATION OF EXPENSES

Expenses in the Consolidated Statement of Operations have been classified based upon functional lines of service provided by the University. An outline of services provided by each function is as follows:

Instruction: All activities associated with direct educational delivery and academic functions within the University. Costs associated with this function include those incurred by faculties, excluding research.

Sponsored Research: All activities funded by grants and contracts from external organizations and undertaken within the University to produce specific research outcomes. Costs associated with this function are directly related to research activities.

Facilities: All activities associated with the ongoing operation and maintenance of the grounds, buildings and facilities of the University. Costs associated with this function include building, equipment and infrastructure maintenance; utilities; facilities administration; campus planning; custodial services; landscaping and grounds keeping; powerhouse maintenance; minor repairs and renovations; security services; administration of infrastructure development; amortization expense; and debt servicing costs related to the entire University.

Special Purpose and Trust: All activities related to externally restricted funding not intended for research activities. Costs associated with this function relate to activities such as externally assigned mandates; the administration of employee staff benefit plans; and the administration of trust and endowment funding.

Academic and Research Support: All activities that directly support the academic and research functions of the University. Costs associated with this function relate to activities that directly or indirectly support innovative learning, programming, teaching, and research, and include research administration; animal care; ethics board activities; international services; indigenous achievement; and the advancement of teaching and learning.

Libraries: All library, archival and special collection services provided to students and faculty across the University.

Student Services: Activities that directly support students. Costs associated with this function are for student service administration; counseling and chaplaincy; career services; recreation services; financial aid administration; enrollment services; and student health care services.

Administration: Activities that support the University as a whole. Costs associated with this function relate to the Board of Governors and Senate; financial, purchasing and internal audit services; human resources; institutional analysis; legal and regulatory obligations; and other centralized institution-wide general administrative activities.

Information Technology: Activities associated with central computing, networking, communications and other information technology functions that support the University as a whole.

Ancillary Services: Secondary services and products available to the University community and to external individuals and organizations. Costs associated with this function are related to the University's bookstores, dining services, student residences, parking and conference services.

External Relations: Activities that support the relationship between the University and the community. Costs associated with this function relate to advancement and development; alumni relations; marketing and communications; and public and government relations.

E. CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of cash and investments that are used to meet short term operating needs. Investments are readily convertible to cash and mature within three months from acquisition. Any cash or other investments maturing within three months that are held by portfolio managers are classified as portfolio investments and are recorded at fair value or designated to fair value. Portfolio managers maintain a cash balance within investment portfolios as part of their overall long term mandate, as well as to facilitate trades and the rebalancing of assets.

F. INVENTORIES HELD FOR SALE

Inventories held for sale, including books, merchandise and food are recorded at the lower of cost or net realizable value. Cost includes the original purchase cost, plus shipping and applicable duties. Net realizable value is the estimated selling price less any costs to sell.

G. NON-FINANCIAL ASSETS

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. They have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

CONSOLIDATED FINANCIAL STATEMENTS

i. Tangible Capital Assets

Purchased capital assets are recorded at cost. Capital assets which are constructed by the University are recorded as Construction in Progress until the capital asset is put into use. The University does not capitalize interest. Contributed capital assets are recorded at market value at the date of contribution.

Amortization is calculated on a straight-line basis over the assets' estimated useful life as follows:

Buildings and Major Renovations	15-50 years
Computer Hardware	5-10 years
Furniture and Equipment	10 years
Parking Lots	20 years
Vehicles	5 years

Intangible assets, works of art, rare books and manuscripts, museum specimens and other archival material, and items inherited by right of the Crown, such as mineral resources, are expensed when acquired and not recognized in the University's consolidated financial statements.

ii. Leased Tangible Capital Assets

Leases which transfer substantially all of the benefits and risks of ownership acquired under a capital lease are amortized over the useful life of the asset.

iii. Inventories Held for Use

Inventories held for use are recorded at cost. Cost includes the original purchase cost, plus shipping and applicable duties.

H. EMPLOYEE FUTURE BENEFITS

i. Pensions

The University sponsors two pension plans for its employees and retirees: The University of Manitoba Pension Plan (1993 Plan) and The University of Manitoba GFT Pension Plan (1986 Plan). The 1986 Plan is a defined contribution plan and as a result the pension costs are based on contributions required by the plan.

The pension costs for the 1993 Plan are determined actuarially using the projected unit credit actuarial cost method, pro-rated on service and management's estimates of the discount rate for liabilities, the expected return on assets, salary escalation, retirement ages of employees and member mortality. Actuarial gains and losses are amortized over the expected average remaining service life of the active employees, commencing in the year following the year the respective actuarial gains or losses arise.

ii. Non-Pension Benefit Plans

The University accrues its obligations for other employee future benefit plans relating to health, dental, sick leave, long-term disability, and group life insurance. The cost of the long-term disability plan for employees and the cost of non-pension and post-retirement benefits for retired employees are actuarially determined using the projected benefit method pro-rated on service, management's estimates for the discount rate for liabilities, the expected rate of return on assets, retirement ages and expected future cost trends. For current active employees, the cost of other employee future benefit plans relating to health, dental, and group life insurance is the premiums charged under the plans to the University.

Actuarial gains and losses of non-pension benefit plans are amortized on a straight-line basis over the expected average remaining service life of the active employees, commencing in the year following the year the respective actuarial gains or losses arise.

iii. Post-Retirement Adjustments

The University accrues its obligations relating to post-retirement adjustments to pensions for specifically entitled employees who retired prior to 1993. The cost of such post-retirement pension adjustments is actuarially determined

using the accrued benefit method and management's estimate for the discount rate for liabilities and the expected rate of return on assets. Any increase in such adjustments is recognized in the year that it occurs.

Actuarial gains and losses on post-retirement adjustments are amortized on a straight-line basis over the life expectancy of the group, commencing in the year following the year the respective actuarial gains or losses arise.

iv. University of Manitoba Faculty Association Retirement Allowance

The University provides a retirement allowance to eligible University of Manitoba Faculty Association (UMFA) members in exchange for their voluntary and irrevocable agreement to retire. The allowance is dependent upon the UMFA member's age and the number of advance years of notice given to the University prior to retirement. To be eligible, the member must be at least fifty-five years of age and have at least fifteen years of service at the University on a date that they have chosen as their retirement date. UMFA members must retire within three years of their enrolment. The University's policy is to record the estimated liability once members enroll. The cost of such allowance has been determined using management's best estimates.

v. Vacation and Sick Leave

The University accrues a liability for vacation pay and accumulating, non-vesting sick leave benefits. The cost of non-vesting sick leave has been determined using management's best estimates.

I. FINANCIAL INSTRUMENTS

The financial instruments of the University consist of cash and cash equivalents, accounts receivable, investments, accounts payable, and debt. All financial instruments are recognized at cost or amortized cost, or fair value.

Cash and cash equivalents are recognized at cost. Accounts receivable, inventories held for sale, accounts payable and debt (excluding derivative financial instruments) are recognized at amortized cost.

Loans receivable are recorded at amortized cost net of impairment allowances. Subsequent amounts received against loans that have been allowed for are recorded as revenue in the year received. Interest is accrued on loans receivable to the extent it is deemed collectable.

For financial instruments measured using amortized cost, the effective interest rate method is used to determine interest revenue or expense. Transaction costs are a component of cost for financial instruments measured at cost or amortized cost.

Financial instruments recognized at fair value include Canadian, U.S. and international equities and derivatives. Bonds and other fixed income securities and pooled funds have been designated to fair value other than corporate bonds and preferred shares which are recognized at cost. The values of private investments, comprised of infrastructure assets, are determined based on the latest valuations provided by the external investment managers of the fund (typically December 31), adjusted for subsequent cash receipts and distributions from the fund, and cash disbursements to the fund through March 31. Pooled funds are valued by the fund managers.

Unrealized gains and losses from the change in fair value of these financial instruments are reflected in the Consolidated Statement of Remeasurement Gains and Losses until disposition.

Transaction costs are expensed for financial instruments measured at fair value.

All financial assets are tested annually for impairment. When financial assets are impaired, impairment losses are recorded in the Consolidated Statement of Operations. Future recoveries of impaired assets are recorded in the Consolidated Statement of Operations when received. Interest is not recorded on financial assets that are deemed to be impaired. A write-down of a portfolio investment to reflect a loss in value is not reversed for a subsequent increase in value.

From time to time, the University uses derivative financial instruments, including interest rate swap agreements, in its management of exposures to fluctuations in interest rates. An interest rate swap is a derivative financial contract between two parties who agree to exchange fixed rate interest payments for floating rate payments on a predetermined notional amount and term. Derivatives are recorded at fair value and in determining the fair value, the credit risk of both counterparties is considered.

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Financial instruments are classified using a fair value hierarchy that reflects the significance of inputs to valuation techniques used to measure fair value. The fair value hierarchy used has the following levels:

Level 1 – Inputs that reflect unadjusted publicly quoted prices in active markets for identical assets or liabilities that the University has the ability to access at the measurement date.

Level 2 – Inputs other than publicly quoted prices that are either directly or indirectly observable for the asset or liability.

Level 3 – Inputs that are unobservable. There is little if any market activity. Inputs into the determination of fair value require significant management judgment or estimation.

J. FOREIGN CURRENCY TRANSLATION

Monetary assets, liabilities and investments at fair value, denominated in foreign currencies, are translated at the year-end exchange rate. The unrealized foreign currency translation gains or losses of these financial instruments are reflected in the Consolidated Statement of Remeasurement Gains and Losses. Revenues and expenses are translated at exchange rates on the transaction dates. Realized gains or losses arising from these translations are included in the Consolidated Statement of Operations.

K. ENDOWMENTS

Endowments consist of:

- Externally restricted donations received by the university and internal allocations, the principal of which is required to be maintained in perpetuity.
- Investment income earned by the endowments in excess of the amount required for spending allocation, reinvested to maintain and grow the real value of the endowments. The University sets an annual spending allocation, currently at 4.50% of the average market value over a rolling four-year period. This spending amount is set to help ensure that the economic value of the endowments are protected by limiting the amount of income that may be expended and by reinvesting unexpended income. In any year, if the investment income earned on endowments is insufficient to fund the spending allocation, the spending allocation is funded from the accumulated investment income.

L. FUTURE ACCOUNTING CHANGES

In August 2018, the Public Sector Accounting Board issued PS 3280 *Asset Retirement Obligations*. This accounting standard is effective for fiscal years starting on or after April 1, 2021. *Asset Retirement Obligations* provides guidance on how to account for and report a liability for the retirement of a tangible capital asset.

In November 2018, the Public Sector Accounting Board issued PS 3400 *Revenue*. This accounting standard is effective for fiscal years starting on or after April 1, 2022. *Revenue* provides guidance on how to account for and report on revenue, specifically addressing revenue arising from exchange transactions and unilateral transactions.

Management is currently assessing the impact of these new standards on the consolidated financial statements.

M. BUDGETS AND FIGURES

The 2019-20 budget was approved by the Board of Governors on May 28, 2019. These figures have been provided for comparative purposes and have not been restated to the PSAS basis of accounting, without the standards for government not-for profit organizations.

4. CASH AND CASH EQUIVALENTS

	2020	2019
Cash	\$ 196,827	\$ 104,741
Guaranteed Investment Certificates		30,000
	\$ 196,827	\$ 134,741

5. ACCOUNTS RECEIVABLE

	2020	2019
Business, Industry and Foundations	\$ 17,913	\$ 32,778
Provincial Government	14,845	11,714
Investment Income and Interest	10,538	7,606
External Sales and Cost Recoveries	10,020	7,065
Federal Government	9,757	17,182
Students	4,458	3,612
Advances	1,592	2,064
Other	823	378
	\$ 69,946	\$ 82,399

6. LOAN RECEIVABLE

The University has a loan agreement with Triple B Stadium Inc. (Triple B) related to the construction of IG Field at the Fort Garry campus. The loan agreement is divided into a first phase and a second phase for a combined amount not to exceed \$160 million. The first phase is not to exceed \$75 million and the second phase is not to exceed \$85 million. The interest rate on the first phase of the loan is 4.65%, and the first phase of the loan receivable is due and payable in full on June 1, 2038. The interest rate on the second phase is 4.65% until June 1, 2053, and is due and payable in full on November 24, 2058.

Any amounts received by Triple B in the form of insurance proceeds entitled to be retained by Triple B by reason of the destruction of all or part of the stadium, where such insurance proceeds are not being applied to restore, reconstruct and repair the stadium in accordance with the ground lease, shall be paid to the University and be applied to the repayment of the loan, firstly to the accrued interest and secondly to principal outstanding, for both phases of the loan, on a pro-rata basis.

IG FIELD LOAN:

	2020	2019
First Phase	\$ 118,682	\$ 118,682
Second Phase	79,784	79,784
	198,466	198,466
Allowance	(198,466)	(198,466)
	\$	\$

The First and Second Phase loans have an equal long term debt loan payable to the Province of Manitoba (Note 11).

The University has concluded there will be insufficient amounts available to repay the First and Second Phase loan receivable, including accrued interest. As a result, the University has established an allowance.

Since the long term debt can only be repaid when the University receives these payments from Triple B, the University has established an allowance for the loan payable in an equal amount (Note 11).

These allowances have been recorded in the Consolidated Statement of Operations as both revenue and expense.

7. PORTFOLIO INVESTMENTS

Portfolio investments include both non-endowed and endowed investments. Non-endowed investments consist of funds received in advance for future expenditures. Endowed investments consist of donations held in perpetuity.

CONSOLIDATED FINANCIAL STATEMENTS

	2020	2019
Portfolio Investments – Non-Endowed	\$ 651,326	\$ 688,281
Portfolio Investments – Endowed	471,167	506,997
	\$ 1,122,493	\$ 1,195,278

The composition of portfolio investments measured at fair value is as follows:

	2020				2019			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
Investments Held at Fair Value:								
Cash and Money Market Funds	\$ 210,229	\$	\$	\$ 210,229	\$ 212,851	\$	\$	\$ 212,851
Canadian Equities	68,497			68,497	210,810			210,810
U.S. Equities	159,772			159,772	221,739			221,739
International Equities	1,918			1,918				
	440,416			440,416	645,400			645,400
Investments Designated to Fair Value:								
Cash and Money Market Funds		3,961		3,961		3,596		3,596
Bonds and Other Fixed								
Income Securities		78,726		78,726		73,968		73,968
Pooled Bond Fund		18,322		18,322		16,117		16,117
Pooled Canadian Equities		76,537		76,537		20,137		20,137
Pooled U.S. Equities		6,817		6,817		7,420		7,420
Pooled International Equities		112,318		112,318		115,695		115,695
Pooled Real Estate Fund		138,642		138,642		127,956		127,956
Pooled Mortgage Fund		9,764		9,764		9,406		9,406
Infrastructure Private Fund			82,737	82,737			21,330	21,330
		445,087	82,737	527,824		374,295	21,330	395,625
Investments Held at Amortized Cost:								
Corporate Bonds				103,042				103,042
Preferred Shares				51,211				51,211
				154,253				154,253
	\$ 440,416	\$ 445,087	\$ 82,737	\$ 1,122,493	\$ 645,400	\$ 374,295	\$ 21,330	\$ 1,195,278

The fair value of investments held at amortized cost is \$132,273 (2019, \$147,688).

During the years ended March 31, 2020 and March 31, 2019, there were no transfers of investments between levels 1, 2 or 3.

The University's investment in real estate consists of units of a pooled real estate investment in the Great-West Life Canadian Real Estate Investment Fund No. 1. GWL Realty Advisors placed a suspension on redemptions and transfers of units of the Fund and has not publicly disclosed when the suspension will be lifted.

The changes in fair value of level 3 investments designated to fair value are as follows:

	2020	2019
Balance Beginning of Year	\$ 21,330	\$
Purchases	54,427	21,002
Distributions Reinvested	999	207
Unrealized Gains	5,981	121
Balance End of Year	\$ 82,737	\$ 21,330

CONSOLIDATED FINANCIAL STATEMENTS

8. ACCOUNTS PAYABLE

	2020	2019
Salaries and Benefits	\$ 35,031	\$ 11,228
Trade Accounts Payable	31,387	37,683
Accrued Vacation and Sick Leave	17,917	16,589
Grants Payable	10,697	12,732
Retirement Allowance	8,228	7,801
Other	1,904	2,148
	\$ 105,164	\$ 88,181

9. EMPLOYEE FUTURE BENEFITS

	2020	2019
1993 Pension Plan	\$ 7,442	\$ 18,721
Non-Pension Benefit Plans	80,271	84,871
Post-Retirement Adjustments	1,520	1,708
	\$ 89,233	\$ 105,300

Accrued Benefit Obligations	2020			2019		
	1993 Plan	Non-Pension Benefit Plan	Post-Retirement Adjustments	1993 Plan	Non-Pension Benefit Plan	Post-Retirement Adjustments
Actuarial Accrued Benefits						
Beginning of Year	\$ 1,218,520	\$ 73,076	\$ 1,655	\$ 1,241,632	\$ 75,552	\$ 1,845
Interest Costs	21,785	3,879	82	15,613	4,062	91
Service Costs	100,122	5,710			7,725	
Benefits Accrued	59,138			58,809		
Benefits Paid	(105,148)	(8,620)	(287)	(98,637)	(8,102)	(326)
Actuarial Gains (Losses)	(22,575)	(704)	(66)	13,476	(1,856)	45
Change In Actuarial Assumptions	30,962	1,947	25	(12,373)	(4,305)	
Actuarial Accrued Benefits						
End of Year	\$ 1,302,804	\$ 75,288	\$ 1,409	\$ 1,218,520	\$ 73,076	\$ 1,655

Plan Assets	2020			2019		
	1993 Plan	Non-Pension Benefit Plan	Post-Retirement Adjustments	1993 Plan	Non-Pension Benefit Plan	Post-Retirement Adjustments
Fair Value Beginning of Year	\$ 1,181,099	\$ 62,661	\$ 507	\$ 1,232,390	\$ 58,642	\$ 639
Actual Return on Plan Assets	158,625	(859)		(10,161)	3,063	31
Employer Contributions	42,088	5,574		29,726	5,503	163
Employee Contributions	26,961	3,642		26,635	3,555	
Transfers From (to) Other Plans	750		(507)	1,146		
Benefits Paid	(105,148)	(8,620)		(98,637)	(8,102)	(326)
Fair Value End of Year	\$ 1,304,375	\$ 62,398	\$	\$ 1,181,099	\$ 62,661	\$ 507

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CONSOLIDATED FINANCIAL STATEMENTS

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	2020			2019		
	1993 Plan	Non-Pension Benefit Plan	Post-Retirement Adjustments	1993 Plan	Non-Pension Benefit Plan	Post-Retirement Adjustments
Accrued Benefit Obligations						
Plan Deficit	\$ (1,571)	\$ 12,890	\$ 1,409	\$ 37,421	\$ 10,415	\$ 1,148
Contributed During Fiscal Year in Excess of Calendar Year	16,122			(6,919)		
Unamortized Actuarial Gains (Losses)	(7,109)	4,983	111	(11,781)	11,795	53
Add Back Assets Reported Separately		62,398			62,661	507
Accrued Benefit Liability	\$ 7,442	\$ 80,271	\$ 1,520	\$ 18,721	\$ 84,871	\$ 1,708
Net Benefit Expenses						
Current Service Cost	\$ 31,427	\$ 5,710	\$	\$ 31,028	\$ 7,725	\$
Employee Contribution	61,922	(3,642)			(3,555)	
Interest Costs	(63,659)	3,879	82	63,807	4,062	91
Expected Return on Plan Assets		(3,400)	(27)	(66,650)	(3,192)	(30)
Prior Period Cost		(1,310)			(720)	
Amortization of Actuarial (Gains) Losses	1,309		(8)	(2,242)		(16)
Plan Expenses			1			1
Net Benefit Expenses	\$ 30,999	\$ 1,237	\$ 48	\$ 25,943	\$ 4,320	\$ 46
Reconciliation of Unamortized Gains (Losses)						
Net Unamortized Gains (Losses)						
Beginning of Year	\$ (11,781)	\$ 11,795	\$ 53	\$ 20,181	\$ 6,483	\$ 112
Net Gain (Loss) Current Year	26,594	(5,502)	66	(29,720)	6,032	(43)
Amortization of Actuarial (Gains) Losses	1,309	(1,310)	(8)	(2,242)	(720)	(16)
Net Unamortized Gross Losses End of Year	\$ 16,122	\$ 4,983	\$ 111	\$ (11,781)	\$ 11,795	\$ 53
Significant Actuarial Assumptions						
Discount rate	5.5%	5.0%	5.0%	5.5%	5.4%	5.4%
Expected rate of return on assets	5.5%	5.0%	n/a	5.5%	5.4%	5.4%
Actual return on assets	13.7%	(1.4)%	n/a	(0.9)%		
Rate of general salary increase:						
2019	0.75%	n/a	n/a	0.75%	n/a	n/a
2020	1.5%	n/a	n/a	1.50%	n/a	n/a
Thereafter	2.5%	n/a	n/a	2.50%	n/a	n/a
Health Care Cost Trend Rates:						
Initial Rate	n/a	7.3%	n/a	n/a	7.5%	n/a
Ultimate Rate	n/a	4.5%	n/a	n/a	4.5%	n/a
Year Ultimate Rate Reached	n/a	2033	n/a	n/a	2034	n/a
Dental Care Trend Rates	n/a	4.5%	n/a	n/a	4.5%	n/a
Estimated Average Remaining Service Life (years)	9.00	9.00	6.00	9.00	9.00	7.00

PENSION PLANS

The University is the sponsor of two pension plans, The University of Manitoba GFT Pension Plan (1986 Plan) and The University of Manitoba Pension Plan (1993 Plan). The University has separate Pension Committees to act as Plan Administrator for each of the 1993 and 1986 Plans. Both Pension Plans issue their own financial statements, none of which forms part of the University's consolidated financial statements.

1986 PLAN

The 1986 Plan is a defined contribution plan; thus, the University has no pension liability as pension obligation equals plan assets. It is a money purchase plan for active members, the University recorded contributions of \$2,380 (2019, \$2,294) and this is included in the Consolidated Statement of Operations as an expense.

1993 PLAN

The University of Manitoba Pension Plan (1993 Plan) is a money purchase plan with a defined benefit minimum. The following is a summary of the Plan:

Staff members of the University, other than those eligible for membership in the University of Manitoba GFT Pension Plan (1986 Plan), are eligible for membership in the University of Manitoba Pension Plan (1993 Plan). The 1993 Plan members contributed at the rate of 9.0% of salary less an adjustment for the Canada Pension Plan during the year. The University matches these contributions. If an actuarial valuation reveals a deficiency in the fund, *The Pension Benefits Act* of the Province of Manitoba requires that the University make additional contributions to fund the deficiency.

The Plan provides for full and immediate vesting on termination of employment, subject to the provisions of *The Pension Benefits Act* of the Province of Manitoba.

At retirement, the 1993 Plan provides that the Member's Contribution Account and University Contribution Account are applied to establish retirement income known as a plan annuity. This annuity is determined using a pension factor established by the actuary and is paid from the 1993 Plan. The 1993 Plan provides that if the defined benefit pension based on a formula involving the member's years of service and highest average earnings exceeds the plan annuity, the difference (known as a supplementary pension) is paid from the 1993 Plan.

The Plan provides for retirement benefits paid from the 1993 Plan to be increased using an excess interest approach, provided such increase can be afforded by the 1993 Plan as confirmed by the actuary.

At the December 31, 2017 valuation of the 1993 Plan, there were 4,792 active member accounts with an average salary weighted age of 52.2 for academic staff and 47.0 for support staff, and 1,783 annuitants and other recipients.

The actuarial method used to value the liabilities is the projected unit credit method, prorated on services. An actuarial valuation for accounting purposes was prepared by a firm of consulting actuaries as at December 31, 2018 and extrapolated to December 31, 2019.

The University uses a December 31 measurement date for reporting plan assets and obligations.

The contribution made by employees for fiscal 2020 was \$26,961 (2019, \$26,635). The employer contribution made by the University for fiscal 2020 was \$42,088 (2019, \$29,726). It includes \$3,152 (2019, \$1,739) in additional contributions as advised by the Manitoba Pension Commission with respect to current service costs in excess of matching contribution of active members and the University.

The University uses an early measurement approach determined on a calendar year basis in preparing its financial statements. However, subsequent to December 31, 2019, there was a significant deterioration to global equity markets as well as declining bond yields in connection with COVID-19. The actuary estimated the impact on the market value of assets and underlying assumptions to have deteriorated the financial position, in aggregate, of the benefit programs sponsored by the University by approximately \$112,000. In accordance with the accounting policies adopted these losses will be reflected during the next financial reporting period and will be amortized over the average service lifetime of the employees covered by those programs.

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NON-PENSION BENEFITS

The University provides health, dental and group life benefits to employees who retired prior to July 1, 2004 on a non-contributory basis. The group life benefits are indexed post-retirement. For eligible employees retiring on or after July 1, 2004, no group life benefit is available, and retired employees share in the cost of the health and dental benefits. The long term disability income benefit is provided on a contributory basis. An actuarial valuation of these benefits was prepared for March 31, 2019 and extrapolated to March 31, 2020.

POST-RETIREMENT ADJUSTMENTS

The University provides post-retirement pension benefits to specifically entitled employees who retired prior to 1993. The adjustments for a year are determined as the lesser of the amounts that can be provided by a weighted average percentage salary increase at the University, or the excess interest approach provided under the 1993 Plan. One hundred percent of the adjustments are paid by the University. An actuarial valuation of this benefit was prepared for March 31, 2020.

10. DEFERRED REVENUE

Deferred revenue represents unspent externally restricted grants, non-endowed donations, and investment income.

	2020	2019
Unearned Revenue	\$ 18,307	\$ 17,739
Deferred Revenue	288,907	322,488
	\$ 307,214	\$ 340,227

	2020	2019
Non-Government Grants	\$ 36,331	\$ 57,924
Non-Endowed Donations	97,679	94,071
Investment Income	154,897	170,493
	\$ 288,907	\$ 322,488

	2020			
	Research	Capital	Special Purpose & Trust	Total
Deferred Revenue Beginning of Year	\$ 59,220	\$ 23,180	\$ 240,088	\$ 322,488
Grants, Non-Endowed Donations, and Investment Income Recognized as Revenue	36,640	7,937	29,014	73,591
	(58,119)	(8,578)	(40,475)	(107,172)
Deferred Revenue End of Year	\$ 37,741	\$ 22,539	\$ 228,627	\$ 288,907

	2019			
	Research	Capital	Special Purpose & Trust	Total
Deferred Revenue Beginning of Year	\$ 70,140	\$ 27,516	\$ 219,399	\$ 317,055
Grants, Non-Endowed Donations, and Investment Income Recognized as Revenue	50,866	11,770	57,531	120,167
	(61,786)	(16,106)	(36,842)	(114,734)
Deferred Revenue End of Year	\$ 59,220	\$ 23,180	\$ 240,088	\$ 322,488

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11. DEBT

	2020	2019
Province of Manitoba:		
Promissory Note, 5.23% due March 1, 2035	\$ 51,471	\$ 53,675
Promissory Note, 5.55% due April 1, 2036	54,585	56,632
Promissory Note, 3.75% due September 30, 2039	21,312	22,040
Promissory Note, 5.35% due February 1, 2040	25,418	26,115
Province of Manitoba ¹ :		
Promissory Note, 5.70% due February 1, 2049	4,858	5,026
Promissory Note, 5.45% due December 1, 2049	5,806	5,882
Promissory Note, 4.10% due July 30, 2050	23,791	24,575
Promissory Note, 4.10% due July 30, 2050	3,766	3,890
Promissory Note, 4.10% due July 30, 2050	9,995	10,325
Promissory Note, 4.85% due November 30, 2050	5,991	6,187
Promissory Note, 4.90% due December 31, 2050	1,945	2,008
Promissory Note, 3.85% due February 29, 2052	3,920	4,043
Promissory Note, 3.85% due February 29, 2052	2,954	3,046
Promissory Note, 4.65% due September 30, 2052	19,623	19,876
Promissory Note, 3.85% due January 31, 2053	9,528	9,818
Promissory Note, 4.00 % due March 31, 2053	2,887	2,975
Promissory Note, 4.625% due December 31, 2053	2,730	2,810
Promissory Note, 4.375% due March 31, 2054	5,203	5,356
Promissory Note, 4.375% due March 31, 2054	5,538	5,701
Promissory Note, 4.125% due August 31, 2054	1,442	1,483
Promissory Note, 3.75% due December 31, 2054	5,994	6,167
Promissory Note, 4.00% due November 30, 2055	1,875	1,928
Promissory Note, 3.875% due February 29, 2056	7,632	7,845
Promissory Note, 3.90% due March 31, 2056	5,233	5,378
Promissory Note, 4.00% due April 30, 2056	18,042	18,542
Promissory Note, 4.00% due October 31, 2056	1,224	1,257
Promissory Note, 3.50% due March 31, 2059	8,775	9,000
Promissory Note, 3.25% due July 31, 2059	3,933	3,338
Term Loans (with floating interest rates based on Bankers' Acceptance rates plus stamping fees):		
Royal Bank of Canada, due November 30, 2022	4,880	5,192
Royal Bank of Canada, due February 28, 2023	6,653	6,930
Royal Bank of Canada, due October 1, 2023	8,744	9,510
	\$ 335,748	\$ 346,550

The effective interest rate on each of the term loans is the fixed interest rate based on an interest rate swap agreement plus a stamping fee (Note 12).

Interest expense on debt was \$16,098 (2019, \$16,144), included in the Consolidated Statement of Operations.

¹ The University receives funding from the Province of Manitoba for the construction or acquisition of tangible capital assets which is included in Debt. The monthly interest and principal repayments are to be funded by future grants provided by the Province of Manitoba.

CONSOLIDATED FINANCIAL STATEMENTS

Principal repayments, made monthly, on debt payable over the next five years are as follows:

	Province of Manitoba	Province of Manitoba ¹	Term Loans	Total
2021	\$ 5,977	\$ 4,483	\$ 1,429	\$ 11,889
2022	6,293	4,500	1,507	12,300
2023	6,627	4,518	1,592	12,737
2024	6,979	4,537	1,679	13,195
2025	7,349	4,556	1,773	13,678
Thereafter	119,561	140,091	12,297	271,949
	\$ 152,786	\$ 162,685	\$ 20,277	\$ 335,748

IG FIELD

The University entered into a loan agreement with the Province of Manitoba related to the construction of IG Field. Any amounts received by the University in the form of insurance proceeds received and entitled to be retained by the University by reason of the destruction of all or part of the stadium, where such insurance proceeds are not being applied to restore, reconstruct and repair the stadium in accordance with the ground lease are also to be applied to the repayment of the loan, firstly to the accrued interest and secondly to the principal outstanding, for both phases of the loan, on a pro-rata basis.

Additional terms of repayment of the loan are as follows:

LOAN, FIRST PHASE:

The amount of the annual payment of principal and interest on the loan is equivalent to the aggregate of:

- Any amounts paid by Triple B Stadium Inc. (Triple B) to the University in respect of the Triple B loan receivable;
- Any amounts received by the University in respect of the stadium development from The City of Winnipeg pursuant to *The Community Revitalization Tax Increment Financing Act*; and
- Any amounts received by the University from any party which were designated by the party for application to the loan.

Payments are applied firstly to accrued interest and secondly to the principal outstanding. Unpaid interest is added to the principal of the First Phase of the loan and compounded annually. Any accrued interest and principal outstanding on the First Phase of the loan as at June 1, 2038 is due and payable in full, subject to receipt of the accrued interest and principal outstanding from Triple B, unless the parties agree otherwise in writing.

LOAN, SECOND PHASE:

Annual payments of principal and interest over the remainder of the second phase loan term are to be paid on or before December 31 of each calendar year. Payments are applied firstly to accrued interest after December 31, 2017 and secondly to principal outstanding.

Any accrued interest and principal outstanding on the second phase of the loan as at November 24, 2058 is due and payable in full, subject to receipt of accrued interest and principal outstanding from Triple B, unless the parties agree otherwise in writing.

¹ The University receives funding from the Province of Manitoba for the construction or acquisition of tangible capital assets which is included in Debt. The monthly interest and principal repayments are to be funded by future grants provided by the Province of Manitoba.
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Principal and interest outstanding at March 31 were:

	2020	2019
Loan, First Phase	\$ 75,000	\$ 75,000
Loan, First Phase Accrued Interest	21,104	21,104
Loan, Second Phase Accrued Interest	22,578	22,578
	118,682	118,682
Loan, Second Phase	78,853	78,853
Loan, Second Phase Accrued Interest	931	931
	198,466	198,466
Allowance	(198,466)	(198,466)
	\$	\$

12. DERIVATIVES

	2020	2019
Fair Value of Financial Derivatives Beginning of Year	\$ 3,767	\$ 3,500
Unrealized (Gain) Loss	852	267
Fair Value of Financial Derivatives End of Year	\$ 4,619	\$ 3,767

Financial Derivatives are classified as Level 3.

DERIVATIVE FINANCIAL LIABILITIES

The University has entered into separate interest rate swap agreements for three term loans. Each loan has a stamping fee and a floating interest rate based on Bankers' Acceptance rates. The floating interest rate has been swapped to a fixed rate as follows:

- The interest rate swap agreement for the \$8,744 (2019, \$9,510) loan has a fixed interest rate of 5.62% that is committed until September 1, 2028.
- The interest rate swap agreement for the \$4,880 (2019, \$5,192) loan has a fixed interest rate of 4.07% that is committed until February 13, 2032.
- The interest rate swap agreement for the \$6,653 (2019, \$6,930) loan has a fixed interest rate of 4.4% that is committed until August 5, 2035.

Under the terms of the agreements, the respective monthly interest and principal repayments are required similar to a conventional amortizing loan over a 25 year period.

13. TANGIBLE CAPITAL ASSETS

Cost	Balance at March 31, 2019	Additions	Disposals	Balance at March 31, 2020
Assets Under Capital Lease	\$ 2,501	\$	\$ (24)	\$ 2,477
Buildings and Major Renovations	1,356,220	43,128		1,399,348
Computer Hardware	104,504	3,265	(1,748)	106,021
Construction in Progress	42,972	5,019		47,991
Furniture and Equipment	304,124	13,405	(3,011)	314,518
Land	29,777	154		29,931
Parking Lots	10,359	78		10,437
Vehicles	9,495	723	(81)	10,137
	\$ 1,859,952	\$ 65,772	\$ (4,864)	\$ 1,920,860

CONSOLIDATED FINANCIAL STATEMENTS

Accumulated Amortization	Balance at March 31, 2019	Additions	Disposals	Balance at March 31, 2020
Assets Under Capital Lease	\$ 2,501	\$	\$ (24)	\$ 2,477
Buildings and Major Renovations	362,648	28,215		390,863
Computer Hardware	96,904	3,446	(1,748)	98,602
Furniture and Equipment	235,230	14,342	(3,011)	246,561
Parking Lots	5,956	515		6,471
Vehicles	8,010	575	(81)	8,504
	\$ 711,249	\$ 47,093	\$ (4,864)	\$ 753,478

Net Book Value	2020	2019
Buildings and Major Renovations	\$ 1,008,485	\$ 993,572
Computer Hardware	7,419	7,600
Construction in Progress	47,991	42,972
Furniture and Equipment	67,957	68,894
Land	29,931	29,777
Parking Lots	3,966	4,403
Vehicles	1,633	1,485
	\$ 1,167,382	\$ 1,148,703

14. RISK EXPOSURE AND MANAGEMENT

The University uses a disciplined, fundamental approach in its investment selection and management, which consists of an intensive and ongoing research process of investment opportunities across a broad range of investment vehicles of various types of issuers (government, corporate or financial). As a result, the University is exposed to various types of risks that are associated with its investment strategies, financial instruments and markets in which it invests. The University, through the work of its investment committees and Treasury Office, has an investment policy statement in place governing asset mix, permitted investments, diversification, and minimum credit quality. The most important risks relate to market risk, other price risk, interest rate risk, foreign currency risk, credit risk and liquidity risk. These risks and the related risk management practices employed by the University are detailed below.

OTHER PRICE RISK

Other price risk represents the potential loss that can be caused by a change in the fair value of a financial instrument. The University's investments are subject to normal market fluctuations and the risks inherent in investment in the capital markets. Investments held to meet short term obligations focus on credit quality and liquidity to minimize the effect of other price risk on fair value. The majority of investments which are held for the long term within endowment are equities, bonds, infrastructure, segregated funds and pooled funds, and are subject to other price risk given their nature and the long term holding periods. Other price risk is managed through diversification provided by endowment asset allocation strategy, which emphasizes the importance of managing other price risk by maintaining appropriate levels of risk required to achieve consistent long term returns that meet the investment objectives of the endowment.

INTEREST RATE RISK

Interest rate risk arises from the possibility that changes in interest rates will affect future cash flows or fair values of financial instruments. The University is subjected to this risk when it invests in interest-bearing financial instruments, or when it borrows funds using derivative financial instruments. Both investments and financial derivatives are exposed to the risk that their fair value will fluctuate due to changes in the prevailing levels of market interest rates.

The tables below summarize the University's exposure to interest rate risk related to financial instruments categorized by maturity dates.

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INTEREST RATE EXPOSURE AS AT MARCH 31, 2020

	Less than 90 days	90 days to 1 year	1 year to 5 years	5 years to 10 years	Greater than 10 years	Total
Cash Equivalents and Investments	18.4%	34.6 %	25.7 %	17.2 %	4.1 %	100.0%
Financial Derivatives			100.0 %			100.0%

INTEREST RATE EXPOSURE AS AT MARCH 31, 2019

	Less than 90 days	90 days to 1 year	1 year to 5 years	5 years to 10 years	Greater than 10 years	Total
Cash Equivalents and Investments	26.9%	26.7 %	17.4 %	26.7 %	2.3 %	100.0%
Financial Derivatives			100.0 %			100.0%

	March 31, 2020		March 31, 2019	
	Interest Bearing Instruments	Non-interest Bearing Instruments	Interest Bearing Instruments	Non-interest Bearing Instruments
Cash Equivalents and Investments	\$ 407,019	\$ 715,474	\$ 437,825	\$ 787,453
Financial Derivatives	\$ 4,619	\$	\$ 3,767	\$

As at March 31, 2020, a 0.5% fluctuation in interest rates, with all other variables held constant, would have an estimated impact as follows:

	2020	2019
Fair Value of Fixed Income Instruments	\$ 5,365	\$ 4,748
Interest Rate Swaps	\$ 710	\$ 762
Net Investment Income	\$ 2,833	\$ 2,718

FOREIGN CURRENCY RISK

The University has cash and cash equivalents, receivables and payables denominated in foreign currencies and holds investments in foreign currency infrastructure and equity markets. The income from these investments is used to meet financial liabilities denominated in Canadian dollars. The University does not actively manage foreign exchange risk.

The University's exposure in cash and investments to foreign currencies is shown below:

	2020		2019	
Canadian Dollar	\$ 942,783	71.4%	\$ 934,579	70.3%
U.S. Dollar	266,349	20.2%	282,499	21.3%
Japanese Yen	32,259	2.5%	29,159	2.2%
Euro	27,406	2.1%	32,389	2.4%
Swiss Franc	21,015	1.6%	19,537	1.5%
British Pound Sterling	19,348	1.5%	16,460	1.2%
Other	10,160	0.7%	14,410	1.1%
	\$ 1,319,320	100.0%	\$ 1,329,033	100.0%

As at March 31, 2020, an appreciation of 10% in the Canadian dollar versus foreign currencies exchange rates would decrease investments and net remeasurement gains by approximately \$37,654 (2019, \$39,445), while a depreciation of 10% would increase investments and net remeasurement gains by approximately \$37,654 (2019, \$39,445).

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CREDIT RISK

Credit risk represents the potential loss that the University would incur if its counterparties failed to perform in accordance with the terms of their obligations. The University invests in financial assets that have an investment grade as rated primarily by DBRS. Should DBRS not rate an issuer, the University may use Standard & Poor's, followed by the Moody's equivalent. Ratings for securities which subject the University to credit risk are noted below:

% of Total Interest Bearing Investments

Investment Rating	2020		2019	
R-1High	\$ 136,655	33.6%	\$ 148,310	33.9%
R-1Mid	150		26,982	6.2%
AAA	45,554	11.2%	49,980	11.4%
AA	139,638	34.3%	122,739	28.0%
A	16,514	4.1%	22,782	5.2%
BBB	8,237	2.0%	6,810	1.6%
CC	197		146	
Not Rated	60,074	14.8%	60,076	13.7%
	\$ 407,019	100.0%	\$ 437,825	100.0%

The University manages credit risk related to fixed income investments by focusing on high credit quality. Cash and cash equivalents are held in Canadian Chartered banks and Manitoba credit unions.

The University also has credit risk related to accounts receivable and loan receivable. A significant portion of the University's accounts receivable is from the federal and provincial governments, not-for-profit organizations, corporations, the U.S. government, and other universities. The University also has accounts receivable from students and staff. The University manages these accounts proactively and has leverage to stop further enrolment until payment is made. The remaining accounts receivable are due from a diverse group of customers and are subject to normal credit risks. The credit risk related to the loan receivable is offset by a loan payable to the Province of Manitoba with matching terms of repayment.

LIQUIDITY RISK

The University aims to retain sufficient cash and cash equivalents to maintain liquidity and meet short term obligations. Most of the University's investments are considered readily realizable and liquid, thus liquidity risk is considered minimal. Investments that are not as liquid, such as the investment in the pooled real estate fund and infrastructure, are considered to be held for long term periods in conjunction with the investment objectives and risk tolerance.

15. INVESTMENTS IN GOVERNMENT BUSINESS ENTERPRISES

In 2008, the University purchased approximately 120 acres of land from the Southwood Golf and Country Club (Southwood lands). The University is pursuing the development of the Southwood lands through UM Properties Limited Partnership (the Partnership) which was created in 2016-17.

The Partnership is responsible for the planning and development of the infrastructure and roadways of the Southwood lands and will negotiate with builders/developers for the construction of residential and commercial buildings located on the Southwood lands. It is the intent of the University to transfer an interest in the lands to the Partnership by selling its fee simple interest, or by entering into a long term lease.

The Partnership has a sole general partner and sole limited partner. UM Properties GP Inc. is the general partner and a wholly owned subsidiary of the University. UM Properties Trust (the Trust) is a legal trust and is the limited partner.

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UM Properties Holdings Inc. (the Corporate Trustee) is a wholly owned subsidiary of the University, and is the sole trustee of the Trust. Income will flow from the Partnership to the Trust. The Corporate Trustee is responsible to allocate the taxable income of the Trust in any given year. The University and the J.W. Dafoe Foundation are the beneficiaries of the Trust.

The Trust is taxable on any taxable income that is not allocated to the beneficiaries. There was minimal financial activity, balances, and commitments in 2019-20.

16. INVESTMENTS IN GOVERNMENT PARTNERSHIPS

The University has a 7.14% (2019, 7.14%) interest in TRIUME, a joint venture which operates a national laboratory for particle and nuclear physics. The facility is funded by the Federal Government, and the University makes no direct financial contributions.

The proportionate amounts included in the University's consolidated financial statements are as follows:

	March 31, 2020	U of M's Proportionate Share	March 31, 2019	U of M's Proportionate Share
Statement of Financial Position:				
Financial Assets	\$ 54,767	\$ 3,910	\$ 54,737	\$ 3,908
Liabilities	8,823	630	9,019	644
Net Assets	\$ 45,944	\$ 3,280	\$ 45,718	\$ 3,264
Statement of Operations:				
Revenue	\$ 85,605	\$ 6,112	\$ 87,080	\$ 6,218
Expenses	85,144	6,079	82,414	5,884
Annual Surplus	\$ 461	\$ 33	\$ 4,666	\$ 334

17. RELATED PARTY TRANSACTIONS

THE UNIVERSITY OF MANITOBA FOUNDATION U.S.A. INC.

The University of Manitoba Foundation U.S.A. Inc. (the Foundation) is an Illinois not-for-profit corporation incorporated in December 1989. The Foundation's purpose is exclusively charitable, literary, scientific and educational and its activities include the promotion, encouragement, aid and advancement of higher education, research and training in the Province of Manitoba, in Canada and elsewhere. The Foundation is exempt from U.S.A. Federal Income Tax under Subsection 501(c)(3) of the Internal Revenue Code.

The Board of Directors of the Foundation is an independent board whose members direct and guide the Foundation's actions. Members of the Board include, among others, certain senior staff of the University. The University of Manitoba however, is one of many entities eligible to receive aid from the Foundation. The University must make an application to the Foundation's Board of Directors to request funds, which may or may not be granted. The gifts received in fiscal 2020 were \$222 (2019, \$3,507).

TRIPLE B STADIUM INC.

Triple B Stadium Inc. (Triple B) is a for-profit corporation established to develop, own and operate a stadium as a venue for professional and university football and community athletics. The members of Triple B are the City of Winnipeg, the University of Manitoba and the Winnipeg Football Club. Activities of Triple B are managed by the directors comprised of the University, City of Winnipeg, Province of Manitoba and the Winnipeg Football Club. The University has use of the stadium for university football games and events at nil charge and Triple B leases land from the University for one dollar per year.

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As at March 31, 2020 and for the year then ended, the related party transactions pertaining to IG Field, with Triple B and the Province of Manitoba were as follows:

	2020	2019
Revenue and Expenses:		
Gain on Debt	\$ 3,772	\$ 80,311
Loss on Loan Receivable Allowance	\$ 3,772	\$ 80,311

The University is related to all Province of Manitoba departments, agencies and Crown corporations in terms of common ownership and control. The University enters into transactions with these entities in the normal course of business. These transactions are recorded at the exchange amount.

18. EXPENSE BY OBJECT

	2020	2019
Salaries and Benefits	\$ 500,249	\$ 486,949
Materials, Supplies and Services	129,404	126,374
Student Assistance	69,260	66,806
Professional and Other Services	47,404	46,529
Amortization	47,093	45,813
Travel and Conferences	28,199	27,073
Utilities, Municipal Taxes and Insurance	21,117	20,890
Interest	16,098	16,144
Maintenances and Repairs	8,639	7,469
Net Loss on Loan Receivable Allowance	3,772	80,311
	\$ 871,235	\$ 924,358

19. GOVERNMENT TRANSFERS

	2020				
	Operating Activities	Research Activities	Capital Activities	Special & Trust Activities	Total
Provincial Grants:					
Economic Development and Training	\$ 349,418	\$	\$ 7,120	\$	\$ 356,538
Other	22,808	12,186	12,650	19,151	66,795
	\$ 372,226	\$ 12,186	\$ 19,770	\$ 19,151	\$ 423,333
Federal and Other Government Grants:					
Government of Canada	\$ 11,068	\$ 71,647	\$ 9,057	\$ 6,498	\$ 98,270
Other Government					
Foreign		18		2,540	2,558
United States		50			50
Other Provinces	1,232	2,503		2,918	6,653
Municipal	51	15			66
	\$ 12,351	\$ 74,233	\$ 9,057	\$ 11,956	\$ 107,597

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	2019				
	Operating Activities	Research Activities	Capital Activities	Special & Trust Activities	Total
Provincial Grants:					
Economic Development and Training	\$ 352,602	\$	\$ 7,120	\$	\$ 359,722
Other	31,070	12,115	12,378	15,462	71,025
	\$ 383,672	\$ 12,115	\$ 19,498	\$ 15,462	\$ 430,747
Federal and Other Government Grants:					
Government of Canada	11,111	65,606	15,068	5,457	97,242
Other Government					
Foreign		62		2,584	2,646
United States		2,621			2,621
Other Provinces	1,063	1,690		2,957	5,710
Municipal	58				58
	\$ 12,232	\$ 69,979	\$ 15,068	\$ 10,998	\$ 108,277

20. CONTRACTUAL RIGHTS

As part of its operations, the University enters into agreements with varying expiry dates for which it is entitled to receive revenues in the form of rental agreements. Total amounts outstanding from these agreements are as follows:

2021	\$ 3,571
2022	2,816
2023	1,728
2024	1,223
2025	947
Thereafter	7,732
	\$ 18,017

21. CONTRACTUAL OBLIGATIONS AND CONTINGENCIES

The University is a member of the Canadian Universities Reciprocal Insurance Exchange (CURIE). CURIE pools the property damage and public liability insurance risks of its members. All members pay annual deposit premiums, which are actuarially determined and are subject to further assessment in the event members' premiums and reserves are insufficient to cover losses and expenses. No additional assessment was necessary for the current year.

Contractual obligations relating to Construction in Progress amounted to \$28,763 (2019, \$19,371). The contractual obligations relating to service contracts was \$31,013 (2019, \$24,575).

The members of the TRIUMF joint venture and the Canadian Nuclear Safety Commission (CNSC) approved a decommissioning plan which requires all members to be severally responsible for their share of the decommissioning costs, which were estimated at \$60,700 as of March 31, 2020, as well as provide financial covenants to the CNSC for the amount of these costs. While there are no current intentions to decommission the facilities, and the facilities are estimated to have an indefinite useful life, the University's share of the unfunded decommissioning costs, as at March 31, 2020 is estimated at \$3,496 (2019, \$3,513). TRIUMF has put in place a plan for funding the cost of decommissioning which does not require any payments from the joint venture partners.

The University is a defendant in a number of legal proceedings arising in the normal course of business. While the ultimate outcome and liability of these proceedings cannot be reasonably estimated at this time, the University believes that any settlement will not have a material adverse effect on the financial position or the results of operations of the University. Liabilities are recognized when the outcome becomes reasonably estimable.

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22. ADOPTION OF CHANGES IN ACCOUNTING POLICY

	April 1, 2018	Cash	Library Holdings	Restricted Revenues & Government Transfers	Promissory Notes	Controlled Entities	Financial Assets	Reclassified	Restated April 1, 2018
Financial Assets									
Cash and Cash									
Equivalents	\$ 330,370	\$(210,874)	\$	\$	\$	1,051	\$	\$	\$ 120,547
Accounts Receivable	86,354					276			86,630
Loan Receivable	81,974								81,974
Inventories Held for Sale	3,336							(33)	3,303
Portfolio Investments									
– Non Endowed	929,251	210,874				536	(473,404)		667,257
	1,431,285					1,863	(473,404)	(33)	959,711
Liabilities									
Accounts Payable	70,494					521		20,203	91,218
Employee Future Benefits	83,992							20,427	104,419
Pension Liability	20,427							(20,427)	
Vacation and Sick Leave Liability	16,323							(16,323)	
Deferred Revenue	24,520			308,278		562			333,360
Debt	268,741				158,244				426,985
Other Long Term Liabilities	7,380							(7,380)	
Derivatives								3,500	3,500
	491,877			308,278	158,244	1,083			959,482
Net Financial Assets									
Excluding Portfolio Investments Endowed	939,408			(308,278)	(158,244)	780	(473,404)	(33)	229
Portfolio Investments – Endowed							473,404		473,404
Net Financial Assets				(308,278)	(158,244)	780		(33)	473,633
Non-Financial Assets									
Tangible Capital Assets	1,145,096		(69,575)			170			1,075,691
Prepaid Expenses	2,638		4,011						6,649
Inventories Held for Use						52		33	85
	1,147,734		(65,564)			222		33	1,082,425
Accumulated Surplus	2,087,142		(65,564)	(308,278)	(158,244)	1,002			1,556,058
Accumulated Surplus is comprised of:									
Accumulated Surplus	1,950,341		(65,564)	(308,278)	(158,244)	1,002			1,419,257
Accumulated Remeasurement Gains	136,801								136,801
	\$2,087,142	\$	\$ (65,564)	\$(308,278)	\$(158,244)	\$ 1,002	\$	\$	\$1,556,058

CONSOLIDATED FINANCIAL STATEMENTS

	Previously Reported March 31, 2019	Cash (1)	Restricted Revenues & Library Government Holdings (2)	Transfers (3)	Promissory Notes (4)	Controlled Entities (5)	Financial Assets (6)	Reclassified (7)	Restated March 31, 2019
Financial Assets									
Cash and Cash									
Equivalents	\$ 337,089	\$(203,562)	\$	\$	\$	\$ 1,214	\$	\$	\$ 134,741
Accounts Receivable	82,772				(662)	289			82,399
Loan Receivable									
Inventories Held for Sale	3,612							(40)	3,572
Portfolio Investments									
– Non Endowed	991,944	203,562				(228)	(506,997)		688,281
	1,415,417				(662)	1,275	(506,997)	(40)	908,993
Liabilities									
Accounts Payable	66,104					575		21,502	88,181
Employee Future Benefits	86,579							18,721	105,300
Pension Liability	18,721							(18,721)	
Vacation and Sick Leave Liability	16,589							(16,589)	
Deferred Revenue	28,724		311,146			357			340,227
Debt	180,094				166,456				346,550
Other Liabilities	8,680							(8,680)	
Derivatives								3,767	3,767
	405,491		311,146	166,456		932			884,025
Net Financial Assets									
Excluding Portfolio Investments Endowed 1,009,926									
			(311,146)	(167,118)	343	(506,997)		(40)	24,968
Portfolio Investments									
– Endowed							506,997		506,997
Net Financial Assets	1,009,926		(311,146)	(167,118)	343			(40)	531,965
Non-Financial Assets									
Capital Assets	1,220,150		(71,506)			59			1,148,703
Prepaid Expenses	4,873		4,203						9,076
Inventories Held for Use						21		40	61
	1,225,023		(67,303)			80		40	1,157,840
Accumulated Surplus	2,234,949		(67,303)	(311,146)	(167,118)	423			1,689,805
Accumulated Surplus is comprised of:									
Accumulated Surplus	2,077,344		(67,303)	(311,146)	(167,118)	423			1,532,200
Accumulated Remeasurement Gains	157,605								157,605
	\$2,234,949	\$	\$ (67,303)	\$ (311,146)	\$ (167,118)	\$ 423	\$	\$	\$1,689,805

1. Short term investments with a maturity date of 91 days or more were reclassified to Portfolio Investments Non-Endowed.
2. The University's library holdings, collections and works of art are no longer recognized as tangible capital assets.

CONSOLIDATED FINANCIAL STATEMENTS

3. Externally restricted revenues were recognized as revenue when spent and stipulations have been met. Government transfers were recognized when authorized and all stipulations have been met unless a liability exists.
4. Capital grants received from the Province, which were repaid through future grants, are not recorded as debt and no longer recorded as revenue when received.
5. The University consolidated PHDA and proportionately consolidated TRIUMF.
6. Investments held for endowment purposes were recorded as a financial asset below Net Assets Excluding Portfolio Investments Endowed.
7. Other reclassifications have been made to conform to the presentation adopted for the year ending March 31, 2020.

	Previously Reported March 31, 2019	Library Holdings	Restricted Revenues & Government Transfers	Promissory Notes	Controlled Entities	Reclassified	Restated March 31, 2019
Revenue							
Provincial Grants	\$ 429,475		\$ 2,771	\$ (2,200)		\$ 701	\$ 430,747
Student Tuition and Fees	184,996						184,996
Federal and Other							
Government Grants	92,235				5,065	10,977	108,277
Non-Government Grants	57,570		11,417		1,203	(11,678)	58,512
Ancillary Services	38,934						38,934
Investment Income	56,459		(18,829)		94		37,724
Sales of Services and Products	36,133						36,133
Donations	43,266	(403)	1,773			(17,534)	27,102
Other Income	17,186				(155)		17,031
Net Gain on Debt	80,311						80,311
	1,036,565	(403)	(2,868)	(2,200)	6,207	(17,534)	1,019,767
Expenses	909,562	1,336		6,674	6,786		924,358
Endowed Donations						17,534	17,534
Annual Surplus	127,003	(1,739)	(2,868)	(8,874)	(579)		112,943
Accumulated Surplus							
Beginning of Year	1,950,341	(65,564)	(308,278)	(158,244)	1,002		1,419,257
Accumulated Surplus							
End of Year	\$ 2,077,344	\$ (67,303)	\$ (311,146)	\$ (167,118)	\$ 423		\$1,532,200

23. COMPARATIVE FIGURES

Comparative figures for the year ended March 31, 2019 have been reclassified, where appropriate, to conform with the presentation adopted for the year ended March 31, 2020.



AGENDA ITEM:

Office of the Auditor General – Audit Results Memo

RECOMMENDED RESOLUTION:

THAT the Board of Governors receives for information the Audit Results Memo from the Office of the Auditor General (OAG).

CONTEXT AND BACKGROUND:

Representatives of the OAG will attend the Audit & Risk Management Committee meeting to present their Audit Results Memo.

The OAG will highlight the status of the audit, significant matters, and other standard areas of communication.

The Audit and Risk Management Committee should consider the content of the Audit Results Memo prior to approving the Financial Statements.

RESOURCE REQUIREMENTS:

None.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

This submission supports the Financial Statements and our value of Accountability.

IMPLICATIONS:

The OAG did not identify any unadjusted misstatements or disclosure exceptions.

The Audit results memo contains recommendations for improvements identified by the auditors during the course of their work. There were no new recommendations made this year.


ALTERNATIVES:

N/A

CONSULTATION:

The OAG consulted with various UM management and staff in conducting the audit and preparing the attached report.

ROUTING TO THE BOARD OF GOVERNORS:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Title</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		Vice-President (Admin)	June 2, 2020
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	David J. Bernard	President & Vice-Chancellor	June 2, 2020
<input checked="" type="checkbox"/>	<input type="checkbox"/>	ARMC		June 16/20
<input type="checkbox"/>	<input type="checkbox"/>			
<input type="checkbox"/>	<input type="checkbox"/>			

SUBMISSION PREPARED BY: Gord Pasioka, Acting Comptroller

ATTACHMENTS:

Office of the Auditor General – Audit Results Memo



Auditor General
MANITOBA

University of Manitoba

Report to the Audit and Risk Management Committee

Annual Audit Results

For the year ended March 31, 2020



May 25, 2020

To the Audit and Risk Management Committee of the University of Manitoba:

We are near the end of our audit of the consolidated March 31, 2020 financial statements and the December 31, 2019 statement of public sector compensation (together the “financial statements”) of the University of Manitoba (“the University”).

In this report, we provide a summary of our audit results, which includes communications required under Canadian generally accepted auditing standards (“Canadian GAAS”). We have addressed all of the matters that came to our attention during the audit that we believe the Audit and Risk Management Committee (“the Committee”) should be aware of in reviewing the financial statements.

We will be pleased to elaborate on any of these points, to the extent you desire or consider necessary, during the Committee meeting on June 16, 2020.

We would like to take this opportunity to express our appreciation for the cooperation and assistance provided to us by management and staff during the audit.

Sincerely,

A handwritten signature in blue ink that reads "Brendan Thiessen".

Brendan Thiessen, CPA, CA
Principal

Enclosure

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Summary

We have performed our audit in a manner consistent with the Report to the Audit and Risk Management Committee—Annual Audit Plan (“Audit Plan”), which was discussed with the Committee on March 10, 2020.

This report has been prepared to include the communications between an auditor and the Committee, as required by Canadian GAAS. It provides the Committee with timely observations arising from the audit that are significant and relevant to its responsibility to oversee the financial reporting process; the promotion of effective two-way communication; and assisting Committee members in their review and recommendation for approval by the Board of Governors (“Board”) of the financial statements.

Audit objectives

The objectives of our audit were to provide independent opinions on whether:

- The consolidated financial statements present fairly, in all material respects, the consolidated financial position of the University of Manitoba as at March 31, 2020, and the consolidated results of its operations, its consolidated remeasurement gains and losses, consolidated change in its net financial assets, and its consolidated cash flows for the year then ended, in accordance with Canadian public sector accounting standards.
- The financial information in the schedule of public sector compensation of the University for the year ended December 31, 2019 is prepared, in all material respects in accordance with section 2 of the *Public Sector Compensation Disclosure Act*.

Independent Auditor's Reports

Following the completion of our audit, we intend to issue an unmodified opinion on the financial statements. We have included an "emphasis of matter" paragraph related to the basis of accounting on the schedule of public sector compensation. The form and content of our independent auditor's reports have been prepared in accordance with Canadian GAAS. We have included our draft reports in Appendix A.

Our auditor's reports will be issued once we have received and completed our audit work on the following outstanding items:

- Communication that the consolidated financial statements have been approved by the Board.
- Receipt of management's signed letters of representation;
- Completion of subsequent events procedures; and
- Legal letter replies.

Significant audit, accounting, and financial reporting matters

In connection with the preparation of financial statements, management is required to select accounting policies as well as make critical accounting estimates and disclosures that involve significant judgment and measurement uncertainty, which can have a significant impact on the reported results.

We are responsible for discussing with the Committee our views about the significant qualitative aspects of the accounting practices, including the appropriateness of accounting policies, the reasonableness of key accounting estimates and judgments, as well as the adequacy of financial statement disclosures.

Our comments and views included in this report should be taken in the context of the financial statements as a whole. We are sharing our views with you to facilitate an open dialogue on these matters.

Transition to Public Sector Accounting Standards without 4200 series

Background/risk

The University has been mandated by the Provincial Comptroller's Office to convert from PSAS with the 4200 series for Government Not-for-Profit Organizations to PSAS without the 4200 series effective for the year ended March 31, 2020. This will require a restatement of the prior year audited comparative figures.

Due to this comprehensive change in reporting requirements and therefore necessary significant adjustments to prior period balances, there is a risk of a material misstatement and/or disclosure issues.

Our response

- Obtained an understanding of the effects of the transition to PSAS on the University, including the University's PSAS transition process and changes to the University's processes, controls and systems to arrive at the PSAS adjustments.
- All financial statement line items and disclosures for which management has identified PSAS adjustments were subject to audit procedures with the exception of those PSAS adjustments that, based on our professional judgment, contain no reasonable possibility of a material misstatement, and thus no financial reporting risk.
- Assessed the completeness of PSAS adjustments, including those financial statement line items for which management has not identified PSAS adjustments.
- Reviewed the financial statements of the University for presentation and disclosure in accordance with PSAS.

Our findings

There are no significant matters to report based on our work.

Valuation of employee future benefits and pension

Background/risk

The determination of the provisions related to employee future benefits and pension requires significant judgements by the University, including the assumptions used by the actuary.

The key risks are the adequacy of the provisions, the reasonableness of the methodology and assumptions used, and the completeness and accuracy of the census data used to value the provisions.

Subsequent to our March 10, 2020 planning meeting, the World Health Organization declared COVID-19 a global pandemic. The result of this event caused a significant deterioration to global markets. The March 31, 2020 estimated impact on the market value of the University's benefit program's assets is \$112M. The key risks relate to the valuation of the assets and the underlying assumptions used by the actuary as a result of the economic impact.

Our response

- We conducted procedures in order to use the work of the actuary engaged by the University.
- We assessed the reasonableness of changes in actuarial assumptions and actuarial gains or losses.
- We tested the census data provided to the actuary.
- We discussed the potential impact of the pandemic with Management and the actuary. In response, additional disclosure regarding the economic impact on the assets was included in the notes to the consolidated financial statements.

Our findings

There are no significant matters to report based on our work.

Risk of fraud in revenue recognition

Background/risk

Auditing standards assume that there is a rebuttable presumption that there is a significant risk of fraud in revenue recognition in all businesses.

Our response

- We updated our understanding of the potential risks of fraud in revenue recognition.
- We evaluated the internal controls over revenue recognition.
- We obtained substantive evidence related to the specific risk of fraud in revenue recognition.
- We tested journal entries related to revenue recognition.

Our findings

There are no significant matters to report based on our work.

Risk of management override of controls

Background/risk

Auditing standards require that the risk of material misstatement due to management override of controls be considered a significant risk on every audit engagement (CAS 240.32).

Our response

- We updated our understanding of the internal controls designed to prevent and detect fraud.
- We tested a sample of journal entries and other adjustments for evidence of the possibility of material misstatement due to fraud.
- We reviewed accounting estimates for biases that could result in a material misstatement due to fraud.
- We evaluated the business rationale for significant unusual transactions.
- We included an element of unpredictability in audit procedures.

Our findings

There are no significant matters to report based on our work.

Other required communications

Canadian GAAS requires that we communicate certain other matters to the Committee that may assist its members in overseeing management's financial reporting and disclosure process. We summarize that information as they apply to the organization in Appendix B.

Summary of uncorrected misstatements

In addition to the above significant matters, we are required to communicate to the Committee uncorrected misstatements and the effect that they, individually or in aggregate, may have on our opinion noted in the independent auditor's reports.

As a result of our audit, we have not identified any unadjusted misstatements or disclosure exceptions.

Under Canadian GAAS, we are required to ask the Committee to consider correcting the consolidated financial statement for all of these items.

We have concluded that the consolidated financial statements taken as a whole are free of material misstatement.

Appendix A — Draft Independent Auditor's Reports

INDEPENDENT AUDITOR'S REPORT

To the Lieutenant Governor-in-Council
To the Legislative Assembly of Manitoba
To the Board of Governors of the University of Manitoba

Opinion

We have audited the consolidated financial statements of the University of Manitoba (the University), which comprise the consolidated statement of financial position as at March 31, 2020, and the consolidated statement of operations, the consolidated statement of remeasurement gains and losses, the consolidated statement of change in net financial assets, and the consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the University as at March 31, 2020, and the consolidated results of its operations, its consolidated remeasurement gains and losses, consolidated change in its net financial assets, and its consolidated cash flows for the year then ended in accordance with Canadian public sector accounting standards (PSAS).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Consolidated Financial Statements* section of our report. We are independent of the University in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the Annual Financial Report, but does not include the consolidated financial statements and our auditor's report thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with PSAS, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless an intention exists to liquidate the University or to cease operations, or there is no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the University's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive

to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the University's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the University to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Winnipeg, Manitoba
June 23, 2020

Tyson Shtykalo, CPA, CA
Deputy Auditor General

INDEPENDENT AUDITOR'S REPORT

To the Legislative Assembly of Manitoba
To the Board of Governors of the University of Manitoba

Opinion

We have audited the schedule of public sector compensation of the University of Manitoba (the University) for the year ended December 31, 2019 (the schedule).

In our opinion, the financial information in the schedule of the University for the year ended December 31, 2019 is prepared, in all material respects, in accordance with Section 2 of *The Public Sector Compensation Disclosure Act*.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Schedule* section of our report. We are independent of the University in accordance with the ethical requirements that are relevant to our audit of the schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter: Basis of Accounting

We draw attention to the schedule, which describes the basis of accounting. The schedule is prepared to assist the University to meet the requirements of Section 2 of *The Public Sector Compensation Disclosure Act*. As a result, the schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of this schedule in accordance with Section 2 of *The Public Sector Compensation Disclosure Act* and for such internal control as management determines is necessary to enable the preparation of the schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the University's financial reporting process.

Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial information.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Office of the Auditor General
Winnipeg, Manitoba
June 23, 2020

Appendix B — Other required communications

Auditors' independence

We confirm that the Office of the Auditor General of Manitoba remained independent of the University throughout the audit. No new matters have arisen since our Audit Plan that could reasonably be thought to bear on our independence.

Audit approach

We performed our audit in accordance with the approach previously communicated to you in our Audit Plan. Subsequent to our planning meeting on March 10, 2020, the World Health Organization declared COVID-19 as a global pandemic. Effective March 23, 2020 the University closed all University buildings with only limited access to employees deemed as essential. We considered the impact of this event and concluded that a change in quantitative materiality was not warranted.

Significant difficulties encountered in performing the audit

We did not encounter any difficulties or disagreements with management while performing our audit that would require the attention of the Committee.

Significant deficiencies in internal control

A significant deficiency in internal control is a deficiency or combination of deficiencies, which, in the auditor's judgment, are important enough to merit being reported to the Committee. We have not identified any significant deficiencies in internal control.

Fraud inquiry and communication with the Committee

No fraud involving senior management or employees with a significant role in internal control, or that would cause a material misstatement in the consolidated financial statements, came to our attention as the result of our audit procedures. Additionally, we have observed no other matters related to fraud that are, in our judgment, relevant to your responsibilities.

We would like to reconfirm that the Committee is not aware of any such fraud not previously disclosed to us.

Management representations

We are required to inform you of the representation we are requesting from management. A copy of the management representation letters are included in Appendix C.

Management letter

We have not identified opportunities for changes in procedures that would improve systems of internal control, streamline operations, and/or enhance financial reporting practices. We have also reviewed the status of our previous management letter observation.

A copy of our draft management letter is included as Appendix D.

Other information in the annual report and other documents containing audited financial statements

We have read the Annual Financial Report and have considered whether there is a material inconsistency between the other information and the financial statements or with our knowledge obtained in the audit, in the context of audit evidence obtained and conclusions reached in the audit. We did not identify any instances where information was materially inconsistent with the consolidated financial statements or with our knowledge obtained in the audit.

Appendix C — Draft management representation letters

June 23, 2020

Office of the Auditor General of Manitoba
500-330 Portage Avenue
Winnipeg, Manitoba R3C 0C4

We are providing this letter in connection with your audit of the consolidated financial statements of the University of Manitoba (the "University") as at March 31, 2020 and for the year then ended for the purpose of expressing an opinion as to whether such consolidated financial statements present fairly, in all material respects, the consolidated financial position, consolidated operations, consolidated remeasurement gains and losses, consolidated change in net financial assets and consolidated cash flows of the University, in accordance with Canadian public sector accounting standards.

We acknowledge that your audit is planned and conducted in accordance with Canadian generally accepted auditing standards so as to enable you to express a professional opinion on the consolidated financial statements. We understand that while your work includes an examination of the accounting system, internal controls, and related data to the extent you considered necessary in the circumstances, it is not designed to identify, nor can it necessarily be expected to disclose, fraud, errors, or other irregularities.

Management's responsibilities

We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated October 17, 2019, and in particular, with respect to the following responsibilities:

- preparing and fairly presenting the consolidated financial statements in accordance with Canadian public sector accounting standards, including disclosures and other information referred to below.
- designing, implementing, and maintaining an effective system of internal control over financial reporting to enable the preparation and fair presentation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.
- designing, implementing, and maintaining an effective system of internal control to prevent and detect fraud.

- complying with legislative and other authorities that govern the University, including the *University of Manitoba Act*.
- providing you with all relevant information and access, as agreed in the terms of the audit engagement.
- ensuring all transactions have been recorded in the accounting records and are reflected in the consolidated financial statements.

We confirm the following representations:

Preparation of consolidated financial statements

The consolidated financial statements include all disclosures necessary for fair presentation in accordance with Canadian public sector accounting standards, and disclosures otherwise required to be included therein by the laws and regulations to which the University is subject. In addition, the consolidated financial statements have been prepared on a basis consistent with that of the preceding year.

We have appropriately reconciled our books and records (for example, general ledger accounts) underlying the consolidated financial statements to their related supporting information (for example, sub-ledger or third party data). All related reconciling items considered to be material were identified and included on the reconciliations and were appropriately adjusted in the consolidated financial statements. There were no material unreconciled differences or material items in the general ledger suspense accounts that should have been adjusted or reclassified to another account balance. There were no material items in the general ledger suspense accounts written off to a statement of financial position account that should have been written off to an operations account, nor were there such items written off to an operations account that should have been written off to a statement of financial position account. All consolidated entries have been properly recorded. All intra-entity and inter-entity accounts have been eliminated or appropriately measured and considered for disclosure in the consolidated financial statements.

Other information

We have informed you of all the documents that we expect to issue that may comprise other information, whether financial or non-financial information (other than financial statements and the auditor's report), that will be included in the University's annual report.

The financial statements and any other information provided to you prior to the date of the auditor's report are consistent with one another, and the other information does not contain any material misstatements.

Accounting policies

We confirm that we have reviewed the University's accounting policies and, with regard to the possible alternative policies, our selection and application of accounting policies and estimation techniques used for the preparation and presentation of the consolidated financial statements are appropriate in the University's particular circumstances.

Any changes to accounting policies voluntarily adopted by the University for the year ended March 31, 2020 provide reliable and more relevant information about the effects of transactions, other events, or conditions on the University's financial position, results of operations, remeasurement gains and losses, changes in net financial assets, or cash flows. The revised comparative information resulting from the retrospective application of the change in accounting policy is complete and accurate. This fact and the circumstances that led to the existence of that condition, and a description of how and from when the change in accounting policy has been applied, have been disclosed in the notes to the consolidated financial statements. All of the disclosures that are related to the change in accounting policy required by the Canadian public sector accounting standards have been provided by the University and are complete and accurate.

Internal controls over financial reporting

We have designed disclosure controls and procedures to ensure that material information related to the University, including its consolidated subsidiaries, is made known to us by others.

We have designed internal control over financial reporting to provide reasonable assurance regarding the reliability of financial reporting and the preparation of the consolidated financial statements for external purposes in accordance with Canadian public sector accounting standards.

We have established and maintained effective internal controls over financial reporting as of March 31, 2020.

We have not identified any deficiency in the design and operation of the University's disclosure controls and procedures and internal control over financial reporting as part of our assessment as of March 31, 2020.

Minutes

All matters requiring disclosure to or approval of the Board have been brought before them at appropriate meetings and are reflected in the minutes.

Disclosure of information

We have provided you with:

- access to all information of which we are aware that is relevant to the preparation of the consolidated financial statements, such as records, documentation, and other matters, including:
 - contracts and related data.
 - information regarding significant transactions and arrangements that are outside the normal course of business.
 - minutes of the meetings of the Board of Governors, and Board committees, the most recent which was held on May 19, 2020.
- additional information that you have requested from us for the purpose of the audit; and
- unrestricted access to persons within the entity from whom you determined it necessary to obtain audit evidence.

Completeness of transactions

All contractual arrangements entered into by the University with third parties have been properly reflected in the accounting records and/or have been disclosed to you where material (or potentially material) to the consolidated financial statements. We have complied with all aspects of contractual agreements that could have a material effect on the consolidated financial statements in the event of non-compliance. There are no side agreements or other arrangements (either written or oral) undisclosed to you.

Fraud

We have disclosed to you:

- the results of our assessment of the risk that the consolidated financial statements may be materially misstated as a result of fraud.
- all information of which we are aware that is related to fraud, or suspected fraud, affecting the University and involving management, employees who have significant roles in internal control, or others, where the fraud could have a material effect on the consolidated financial statements; and

- all information related to any allegations of fraud, or suspected fraud, that could affect the University's consolidated financial statements, and that was communicated by employees, former employees, analysts, regulators, or others.

Compliance with laws and regulations

We have disclosed to you all aspects of laws, regulations, and contractual agreements that may affect the consolidated financial statements, including any known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing consolidated financial statements.

We are not aware of any illegal or possibly illegal acts committed by the University's directors, officers, or employees acting on the University's behalf.

There have been no communications from regulatory agencies concerning non-compliance with or deficiencies in financial reporting practices.

All transactions of the University have been within its statutory powers and enabling legislation. The University has complied with the *University of Manitoba Act*.

Accounting estimates and fair value measurements

We are responsible for all significant estimates and judgments affecting the consolidated financial statements. These include fair value measurements and disclosures. Significant estimates and judgments and their underlying assumptions, methods, procedures, and the source and reliability of supporting data are reasonable, based on applicable requirements of Canadian public sector accounting standards, and appropriately disclosed in the consolidated financial statements. The procedures and methods used in developing assumptions, estimates, and judgments are appropriate and have been consistently applied in the periods presented.

For recorded or disclosed amounts in the consolidated financial statements that incorporate fair value measurements, we confirm the following:

- The measurement methods are appropriate and consistently applied.
- The significant assumptions used in determining fair value measurements represent our best estimates, are reasonable, and have been consistently applied.
- No subsequent event requires adjustment to the accounting estimates and disclosures included in the consolidated financial statements.
- The significant assumptions used in determining fair value measurements are consistent with our planned courses of action.

- We have no plans or intentions that have not been disclosed to you that may materially affect the recorded or disclosed fair values of assets or liabilities.

Significant estimates and measurement uncertainties known to management that are required to be disclosed in accordance with The CPA Canada Public Sector Accounting Handbook, Section PS 2130, Measurement uncertainty, have been appropriately disclosed.

Related parties

We confirm that we have disclosed to you the identity of the University's related parties as defined by the CPA Canada Public Sector Accounting Handbook, Section PS 2200, Related party disclosures.

The identity and relationship of, and balances and transactions with, related parties have been properly recorded and adequately disclosed in the consolidated financial statements, as required by Canadian public sector accounting standards, Section PS 2200, Related party disclosures. We provided support for any assertion that a transaction with a related party was conducted on terms equivalent to those prevailing in an arm's length transaction.

We confirm that we have identified to you all members of key management and close family members of key management, as defined by CPA Canada Public Sector Accounting Handbook, Section PS 2200, Related party disclosures.

Going concern

We have no plans or intentions that may materially alter the carrying value or classification of assets and liabilities reflected in the consolidated financial statements.

Assets and liabilities

We have satisfactory title or control over all assets. All liens or encumbrances on the University's assets and assets pledged as collateral, to the extent material, have been disclosed in the consolidated financial statements. All contingent assets, in accordance with the CPA Canada Public Sector Accounting Handbook, Section PS 3320, Contingent assets, have been disclosed to you and are appropriately reflected in the consolidated financial statements.

We have recorded or disclosed, as appropriate, all liabilities, in accordance with Canadian public sector accounting standards. All liabilities and contingencies, including those associated with guarantees, whether written or oral, under which the University is contingently liable in accordance with the CPA Canada Public Sector Accounting Handbook, Section PS 3300, Contingent liabilities, have been disclosed to you and are appropriately reflected in the consolidated financial statements.

Cash and banks

The books and records properly reflect and record all transactions affecting cash funds, bank accounts, and bank indebtedness of the University.

All cash balances are under the control of the University, free from assignment or other charges, and unrestricted as to use, except as disclosed to you.

Arrangements with financial institutions involving compensating balances or other arrangements involving restrictions on cash balances or lines of credit or similar arrangements have been properly disclosed.

All cash and bank accounts and all other properties and assets of the University are included in the consolidated financial statements at March 31, 2020.

Accounts receivable

All amounts receivable by the University were recorded in the books and records.

Amounts receivable are considered to be fully collectible, except for the allowances made in the accounts.

Amounts receivable are not subject to discount except for normal cash discounts, which are appropriately provided for.

All receivables are free from hypothecation or assignment as security for advances to the University, except as hereunder stated.

The University has disclosed all transfers of receivables (including securitizations) that have occurred during the year.

Receivables, other than transfers receivable accounted for in accordance with the CPA Canada Public Sector Accounting Handbook Section PS 3410, Government transfers, recorded in the consolidated financial statements, represent bona fide claims against debtors for sales or other charges arising on or before the consolidated statement of financial position date and are not subject to discount except for normal cash discounts.

Loans receivable

We have disclosed to you all loan agreements containing forgivable conditions, significant concessionary terms, and those that are to be repaid through future appropriations.

Loans receivable that are not to be repaid through future appropriations or contain forgivable conditions have been accounted for as financial assets, in accordance with CPA Canada Public Sector Accounting Handbook, Section PS 3050, Loans receivable. The cost of loans receivable excludes any portion of the loan that will be repaid through future appropriations and any grant portion relating to significant concessionary terms of the loan.

We have reviewed loans receivable for collectability, risk of loss, and expected forgiveness, and made appropriate valuation allowances or write-offs thereon if necessary, in accordance with CPA Canada Public Sector Accounting Handbook, Section PS 3050, Loans receivable. The valuation allowance for loan losses and/or forgiveness encompasses probable credit losses related to specifically identified loans as well as probable credit losses inherent in the remainder of the loan portfolio that have been incurred as at March 31, 2020.

Portfolio investments and other financial assets

All securities that were controlled by the University were recorded in the accounts.

All income earned on the financial assets has been recorded in the accounts, and any interest income has been accrued using the effective interest rate method.

We are not aware of any objective evidence of impairment that would result in the recognition of an impairment loss on any financial asset.

You have been informed of the acquisition or the formation of all affiliated and subsidiary entities, government units, business enterprises, partnerships, joint ventures, or other participations during the year.

All transactions with affiliated and subsidiary entities, significantly influenced organizations, government units, business enterprises, partnerships, or joint ventures have been recorded in the accounts presented to you. All investments in and advances to affiliated and subsidiary entities, significantly influenced organizations, governmental units, business enterprises, partnerships, joint ventures, or other participations are appropriately recorded, and there is no evidence of impairment in value below the resulting balances shown in the consolidated financial statements.

There has been no activity in any dormant or inactive affiliated and subsidiary entities, government units, business enterprises, partnerships, joint ventures, or other participations, except as disclosed to you.

All investments in an equity security that are traded in an active market and are not subject to significant influence are accounted for at fair value.

Derivative financial instruments

The University has recognized and recorded at fair value all embedded derivative instruments that are required to be separated from their host contracts, in accordance with CPA Canada Public Sector Accounting Handbook, Section PS 3450, Financial instruments.

The University has recognized and recorded at fair value all non-financial derivatives that are included within the scope of CPA Canada Public Sector Accounting Handbook, Section PS 3450, Financial instruments.

We confirm that:

- the records reflect all transactions involving derivative financial instruments, including transactions involving embedded derivative financial instruments and non-financial derivatives; and
- the assumptions and methodologies used in the valuation models applied to derivative financial instruments are reasonable.

All transactions involving derivative financial instruments have been conducted at arm's length and at fair values.

We have disclosed to you the terms of transactions involving derivative financial instruments.

There are no side agreements associated with any derivative financial instruments.

Financial instruments

The methods and significant assumptions used to determine fair values of financial instruments are disclosed in the consolidated financial statements.

In relation to the risks associated with the University's financial instruments and the disclosures required by CPA Canada Public Sector Accounting Handbook, Section PS 3450, Financial instruments, we confirm the following:

- All material risks to which the entity is exposed as a result of its financial instruments, including risk exposures arising from transferred financial assets, have been disclosed.
- The following information about each class of financial asset, both recognized and unrecognized, has been properly disclosed in the consolidated financial statements:
 - amount of the maximum credit risk exposure without regard to collateral.
 - significant concentrations of credit.

- credit quality of financial assets that are neither past due nor impaired.
 - details of financial assets that are either past due or impaired, and
 - collateral held as security and of other credit enhancements.
- The sensitivity analysis has been disclosed in relation to all material market risks, and includes:
 - changes in relevant risk variables that represent our best estimate of reasonably possible changes at that date; and
 - amounts that represent our best estimates of how net revenue/deficit would have been affected by such changes in the relevant risk variables.
 - The liquidity risk analysis disclosed includes the contractual cash flows of all of the University's non-derivative and derivative financial liabilities. Cash flows for which uncertainty exists over future timing, as a result of the counterparty's choice of when the amount is paid, are included in the maturity analysis on the basis of the earliest date on which the entity can be required to pay.
 - Collateral and other credit enhancements held by the University have all been disclosed in the financial statements, including our best estimates of the fair values thereof. Where the University has recognized financial or non-financial assets by taking possession of collateral or other credit enhancements, disclosure has been made of:
 - the nature and carrying values of the assets obtained; and
 - when the assets are not readily convertible into cash, the University's policies for disposing of such assets or for using them in its operations.

Leases

The University has recorded contingent rental expense as incurred, in accordance with CPA Canada Public Sector Accounting Guideline PSG-02, Leased tangible capital assets.

Tangible capital assets

All charges to tangible capital asset accounts represented the actual cost of additions to tangible capital assets or the fair value at the date of contribution.

All contributed tangible capital assets have been recorded at fair value at the date of the contribution.

No significant tangible capital asset additions were charged to repairs and maintenance or other expense accounts.

Book values of tangible capital assets sold, destroyed, abandoned, or otherwise disposed of have been eliminated from the accounts.

Tangible capital assets controlled by the University are being depreciated on a systematic basis over their estimated useful lives, and the provision for depreciation was calculated on a basis consistent with that of the previous date.

All lease agreements covering assets leased by or from the University have been disclosed to you and classified as leased tangible capital assets or operating leases.

Leased tangible capital assets are being amortized on a systematic basis over the period of expected use.

There have been no events, conditions, or changes in circumstances that indicate that a tangible capital asset no longer contributes to the University's ability to provide goods and services, or that the value of future economic benefits associated with the tangible capital asset is less than its net book value. We believe that the carrying amount of the University's long-lived tangible capital assets is fully recoverable in accordance with CPA Canada Public Sector Accounting Handbook, Section PS 3150, Tangible capital assets.

Intangible assets

Intangibles assets (except computer software), including those that have been purchased, developed, constructed, or inherited in right of the Crown, are not recognized as assets in the consolidated financial statements.

Works of art and historical treasures

Works of art, historical treasures, inherited natural resources, and Crown lands are not recognized in the consolidated financial statements. The nature of the works of art and the historical treasures held by the University has been disclosed.

Long-term debt

All borrowings and financial obligations of the University of which we are aware are included in the consolidated financial statements as at March 31, 2020, as appropriate. We have fully disclosed to you all borrowing arrangements of which we are aware.

The University has not violated any covenants on debt during any of the periods reported. We have fully disclosed to you all covenants and information related to how we determined our compliance with the terms of the covenants.

Deferred revenue

All material amounts of deferred revenue meet the definition of a liability and were appropriately recorded in the books and records.

Government transfers

- **Transferring organization**

Transfers have been recognized as an expense in the year the transfer has been authorized and all eligibility criteria have been met by the recipient. Transfers have not been recognized as assets, regardless of whether they are pre-flowed.

- **Recipient organization**

We have disclosed all significant terms and agreements related to transfers received from governments.

Transfers without eligibility criteria or stipulations have been recognized as revenue once the transfer has been authorized.

Transfers with eligibility criteria but without stipulations have been recognized as revenue once the transfer has been authorized and all eligibility criteria have been met.

Transfers with or without eligibility criteria, but with stipulations, have been recognized as revenue in the year the transfer has been authorized and all eligibility criteria have been met, except when, and to the extent that, the transfer gives rise to an obligation that meets the definition of a liability for the recipient government in accordance with CPA Canada Public Sector Accounting Handbook, Section PS 3200, Liabilities.

Disclosure

The major kinds of transfers recognized have all been disclosed in the consolidated financial statements, as have the nature and terms of liabilities arising from government transfers received.

Retirement benefits, post-employment benefits, compensated absences, and termination benefits

All arrangements to provide retirement benefits, post-employment benefits, compensated absences and termination benefits have been identified to you and have been included in the actuarial valuation as required.

The details of all pension plan amendments since the date of the last actuarial valuation, have been identified to you.

The actuarial valuation incorporates management's best estimates, detailed as follows:

- The actuarial assumptions and methods used to measure liabilities and costs for financial accounting purposes for pension and other post-retirement benefits are appropriate in the circumstances.
- All changes to the plan and employee group and to the plan's performance since the last actuarial valuation have been reviewed and considered in determining the pension plan expense and the estimated actuarial present value of accrued pension benefits and value of pension plan assets.
- The University's actuaries have been provided with all information required to complete their last valuation and their last extrapolation.
- We confirm that the extrapolations are accurate and include the proper reflection of the effects of changes and events occurring subsequent to the most recent valuation that had a material effect on the extrapolations.

The employee future benefit costs, assets, and obligations have been determined, accounted for, and disclosed in accordance with CPA Canada Public Sector Accounting Handbook, Section PS 3250 Retirement benefits and Section PS 3255 Post-employment benefits, compensated absences and termination benefits. In particular:

- The significant accounting policies that the University has adopted in applying CPA Canada Public Sector Accounting Handbook, Section PS 3250 and Section PS 3255 are accurately and completely disclosed in the notes to the consolidated financial statements.
- Each of the best estimate assumptions used reflects management's judgment of the most likely outcomes of future events.
- The best estimate assumptions used are, as a whole, internally consistent, and consistent with the asset valuation method adopted.
- The discount rate used to determine the accrued benefit obligation was determined by reference to the University's plan asset earnings using assumptions that are internally consistent with other actuarial assumptions used in the calculation of the accrued benefit obligation and plan assets.

- The assumptions included in the actuarial valuation are those that management instructed the actuary to use in computing amounts to be used by management in determining pension costs and obligations and in making required disclosures in the above-named consolidated financial statements, in accordance with CPA Canada Public Sector Accounting Handbook, Section PS 3250.
- The source data and plan provisions provided to the actuary for preparation of the actuarial valuation are accurate and complete.

All changes to plan provisions or events occurring subsequent to the date of the actuarial valuation and up to the date of this letter have been considered in the determination of pension costs and obligations, and as such, they have been communicated to you and to the actuary.

All transactions entered into by the University have been recorded in the books and records presented to you.

All amounts have been appropriately classified within the statements of operations and changes in net financial assets and statement of rereasurement gains and losses.

The accounting principles and policies followed throughout the year were consistent with previous year's practices except as disclosed in the consolidated financial statements.

Use of experts

We assume responsibility for the findings of the expert in evaluating the pension benefits and other employee future benefits and have adequately considered the qualifications of the expert in determining the amounts and disclosures used in the consolidated financial statements and underlying accounting records. We did not give or cause any instructions to be given to experts with respect to the values or amounts derived in an attempt to bias their work, and we are not otherwise aware of any matters that have had an impact on the independence or objectivity of the experts.

Environmental matters

There are no liabilities or contingencies arising from environmental matters that have not already been disclosed to the auditor.

Liabilities or contingencies related to environmental matters have been recognized, measured, and disclosed, as appropriate, in the consolidated financial statements.

We have considered the effect of environmental matters, and the carrying value of the relevant assets is recognized, measured, and disclosed, as appropriate, in the consolidated financial statements.

All commitments related to environmental matters have been measured and disclosed, as appropriate, in the consolidated financial statements.

Consolidations

We confirm that the University has 100% ownership of PHDA. The University consolidates PHDA using their March 31, 2019 financial statements.

We confirm that the University has control of UM Properties GP Inc., and UM Properties Holding Inc. and are accounted for by the modified equity method.

We confirm that the University has 7.14% interest in TRIUMF and is accounted for using the proportionate consolidation method.

Income taxes

The University has determined it is not subject to income taxes in any jurisdiction in which it operates.

General

There are no proposals, arrangements, or actions completed, in process, or contemplated that would result in the suspension or termination of any material part of the University's operations.

Information relative to any matters handled on behalf of the University by any legal counsel, including all correspondence and other files, has been made available to you.

Litigation and claims

All known actual or possible litigation and claims, which existed at the statement of financial position date or exist now, have been disclosed to you and have been accounted for and disclosed in accordance with Canadian public sector accounting standards, whether or not they have been discussed with legal counsel.

Misstatements

Certain representations in this letter are described as being limited to those matters that are material. Items are also considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would have been changed or influenced by the omission or misstatement.

We confirm that the consolidated financial statements are free of material misstatements, including omissions.

We confirm there are no uncorrected misstatements in the consolidated financial statements.

Events after the consolidated statement of financial position date

We have identified all events that occurred between the date of the consolidated statement of financial position and the date of this letter that may require adjustment of, or disclosure in, the consolidated financial statements, and we have made such adjustment or disclosure.

Other Items

We have disclosed to you any documents that include your auditor's report and the audited financial statements that we intend to make public. The management discussion and analysis to be included in the University's annual report are consistent with the audited financial statements.

No "letters of comfort" to financial institutions from the University have been issued, nor to the best of our knowledge and belief have such letters been issued by the minister responsible for the University. Nor have any such letters been in force at any time during the year or subsequently.

The University has not issued any offering documents during the year, nor does it intend to issue offering documents in the near term.

Yours truly,

Ms. Lynn Zapshala-Kelln
Vice President (Administration)

Mr. Gord Pasioka
Acting Comptroller

June 23, 2020

Office of the Auditor General of Manitoba
500-330 Portage Avenue
Winnipeg, Manitoba R3C 0C4

We are providing this letter in connection with your audit of the schedule of public sector compensation disclosure (the “schedule”) of the University of Manitoba (the “University”) for the year then ended December 31, 2019 for the purpose of expressing an opinion as to whether the financial information is presented, in all material respects, in accordance with Section 2 of the *Public Sector Compensation Disclosure Act* (the “Act”).

We acknowledge that your audit is planned and conducted in accordance with Canadian generally accepted auditing standards so as to enable you to express a professional opinion on the financial information. We understand that while your work includes an examination of the accounting system, internal controls, and related data to the extent you considered necessary in the circumstances, it is not designed to identify, nor can it necessarily be expected to disclose, fraud, errors, or other irregularities.

Management’s responsibilities

We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated October 17, 2019 and in particular, with respect to the following responsibilities:

- preparing and presenting the financial information in accordance with the Act, including disclosures and other information referred to below.
- designing, implementing, and maintaining an effective system of internal control over financial reporting, to enable the preparation and presentation of the financial information that is free from material misstatement, whether due to fraud or error.
- designing, implementing, and maintaining an effective system of internal control to prevent and detect fraud.
- complying with legislative and other authorities that govern the University, including the *Public Sector Compensation Disclosure Act*.
- providing you with all relevant information and access, as agreed in the terms of the audit engagement.

- ensuring all transactions have been recorded in the accounting records and are reflected in the schedule.

We confirm the following representations:

Preparation of the schedule

The schedule includes all disclosures necessary for presentation in accordance with the Act.

We have appropriately reconciled our books and records (for example, general ledger accounts) underlying the schedule to their related supporting information (for example, sub ledger or third party data). All related reconciling items considered to be material were identified and included on the reconciliations and were appropriately adjusted in the schedule.

Other information

We have informed you of all of the documents, that we expect to issue or that are otherwise required to be issued in accordance with law, regulation, or custom that will contain or accompany the schedule and the auditor's report and that will include information on the University's operations as set out in the schedule.

The schedule and this other information included in such document(s) are consistent with one another, and the other information does not contain any material misstatements

Accounting policies

We confirm that we have reviewed the University's accounting policies and, with regard to the possible alternative policies, our selection and application of accounting policies and estimation techniques used for the preparation and presentation of the schedule are appropriate in the University's particular circumstances.

Any changes to accounting policies voluntarily adopted by the University for the year ended December 31, 2019 provide reliable and more relevant information about the financial information disclosed in the schedule.

Internal controls over financial reporting

We have designed disclosure controls and procedures to ensure that material information related to the University is made known to us by others.

We have designed internal control over financial reporting to provide reasonable assurance regarding the reliability of financial reporting and the preparation of the schedule for external purposes in accordance with the Act.

We have established and maintained effective internal control over financial reporting as of December 31, 2019.

We have not identified any deficiency in the design and operation of the University's disclosure controls and procedures and internal control over financial reporting as part of our assessment as of December 31, 2019.

Minutes

All matters requiring disclosure to or approval of the Board have been brought before them at appropriate meetings and are reflected in the minutes.

Disclosure of information

We have provided you with

- access to all information of which we are aware that is relevant to the preparation of the schedule, such as records, documentation, and other matters, including:
 - contracts and related data.
 - information regarding significant transactions and arrangements that are outside the normal course of business.
 - minutes of the meetings of the Board of Governors, and Board committees.
- additional information that you have requested from us for the purpose of the audit; and
- unrestricted access to persons within the entity from whom you determined it necessary to obtain audit evidence.

Completeness of transactions

All contractual arrangements entered into by the University with third parties have been properly reflected in the accounting records and/or have been disclosed to you where material (or potentially material) to the schedule. We have complied with all aspects of contractual agreements that could have a material effect on the schedule in the event of non-compliance. There are no side agreements or other arrangements (either written or oral) undisclosed to you.

Fraud

We have disclosed to you:

- the results of our assessment of the risk that the schedule may be materially misstated as a result of fraud.
- all information of which we are aware that is related to fraud, or suspected fraud, affecting the University and involving management, employees who have significant roles in internal control, or others, where the fraud could have a material effect on the schedule; and
- all information related to any allegations of fraud, or suspected fraud, that could affect the University's schedule, and that was communicated by employees, former employees, analysts, regulators, or others.

Compliance with laws and regulations

We have disclosed to you all aspects of laws, regulations, and contractual agreements that may affect the schedule, including actual or suspected non-compliance with laws and regulations whose effects should be considered when preparing the schedule.

We are not aware of any illegal or possibly illegal acts committed by the University's directors, officers, or employees acting on the University's behalf.

There have been no communications from regulatory agencies concerning non-compliance with or deficiencies in financial reporting practices.

All transactions of the University have been within its statutory powers and enabling legislation. The University has complied with *the Public Sector Compensation Disclosure Act*.

Accounting estimates

We are responsible for all significant estimates and judgments affecting the schedule. Significant estimates and judgments and their underlying assumptions, methods, procedures, and the source and reliability of supporting data are reasonable, based on applicable requirements of the Act, and appropriately disclosed in the schedule. The procedures and methods used in developing assumptions, estimates, and judgments are appropriate and have been consistently applied in the periods presented.

For recorded or disclosed amounts in the schedule, no subsequent event requires adjustment to the accounting estimates and disclosures included in the schedule.

Misstatements

Certain representations in this letter are described as being limited to those matters that are material. Items are also considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would have been changed or influenced by the omission or misstatement.

We confirm there are no uncorrected misstatements in the schedule.

Events after the schedule date

We have identified all events that occurred between the date of the schedule and the date of this letter that may require adjustment of, or disclosure, in the schedule and we have made such adjustment or disclosure.

Yours truly,

Ms. Lynn Zapshala-Kelln
Vice-President (Administration)

Mr. Gord Pasioka
Acting Comptroller

Appendix D – Draft management letter

June 23, 2020

Lynn Zapshala-Kelln, CPA, CGA
Vice-President (Administration)
University of Manitoba
202 Administration Building
Winnipeg, Manitoba R3T 2N2

Dear Ms. Zapshala-Kelln:

Re: University of Manitoba – Update on prior recommendation

We have completed our audit of the financial statements of University of Manitoba for the year ended March 31, 2020. During the course of the audit we identified matters which may be of interest to management. The objective of the audit was to express an opinion on your financial statements and it was not designed to identify all matters of interest to management in discharging its responsibilities.

The audit includes consideration of internal control relevant to the preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of internal controls.

The matters being reported are limited to those deficiencies that we have identified during the audit and concluded are of sufficient importance to merit being reported to those charged with governance.

There are no new findings for your attention.

Appendix A reports the status of a prior year recommendation.

Sincerely,

Brendan Thiessen, CPA, CA
Principal

cc: Kimber Osiowy, Chair, Audit and Risk Management Committee, University of Manitoba

Appendix A - Follow up of prior year recommendation

2014/15 Outstanding Recommendation

We recommend that the University of Manitoba:

1. Information Security Policy

Develop and implement an IT security policy.

Status: Implemented/Resolved

Appendix E – Draft transmittal letters

June 23, 2020

Honourable Ralph Eichler
Minister of Economic Development and Training
Room 358, Legislative Building
450 Broadway
Winnipeg, Manitoba R3C 0V8

Dear Minister Eichler:

Re: University of Manitoba – 2020 Audit Opinions

We have completed our audits and have issued unqualified audit opinions on the University of Manitoba's financial statements and schedule of public sector compensation. The opinions were provided to the Acting Comptroller.

We also issued a management letter to the Vice-President, Administration. The letter does not include any new items, but follows up on one outstanding recommendation from a prior audit. We reviewed the audit results, including the draft audit opinions and draft management letter, with the Audit and Risk Management Committee.

A copy of this letter has been provided to the Minister of Finance and his officials.

If you wish to discuss any matters, we would be pleased to do so at your convenience.

Sincerely,

Tyson Shtykalo, CPA, CA
Deputy Auditor General

TS/tm

cc: David McLaughlin, Clerk of the Executive Council
Jeff Lieberman, Chair, Board of Governors, University of Manitoba
Kimber Osiowy, Chair, Audit and Risk Management Committee, University of Manitoba
David Barnard, President and Vice-Chancellor, University of Manitoba
Lynn Zapshala-Kelln, Vice-President, Administration, University of Manitoba
Jan Forster, Deputy Minister, Economic Development and Training

June 23, 2020

Honourable Scott Fielding
Minister of Finance
Room 103, Legislative Building
450 Broadway
Winnipeg, Manitoba R3C 0V8

Dear Minister Fielding:

Re: University of Manitoba – 2020 Audit Opinions

We have completed our audits and have issued unqualified audit opinions on the University of Manitoba's financial statements and schedule of public sector compensation. Attached is a copy of our letter to the Minister of Economic Development and Training.

If you wish to discuss any matters, we would be pleased to do so at your convenience.

Sincerely,

Tyson Shtykalo, CPA, CA
Deputy Auditor General

TS/tm

Encl.

cc: Paul Beauregard, Secretary to Treasury Board
Richard Groen, Deputy Minister, Finance
Andrea Saj, Acting Provincial Comptroller, Finance

June 23, 2020

Mr. Kimber Osiowy
Chair, Audit and Risk Management Committee
University of Manitoba
312 Administration Building
Winnipeg, Manitoba R3T 2N2

Dear Mr. Osiowy:

Re: University of Manitoba – 2020 Audit Opinions

We have completed our audits and have issued unqualified audit opinions on the University of Manitoba's financial statements and schedule of public sector compensation. The opinions were provided to the Acting Comptroller. We issued the management letter to the Vice-President, Administration.

We appreciate the assistance provided by senior officials and other employees of the University during our audits. If you wish to discuss any matters, we would be pleased to do so at your convenience.

Sincerely,

Brendan Thiessen, CPA, CA
Principal

BT/tm

cc: Lynn Zapshala-Kelln, Vice-President, Administration, University of Manitoba
Gord Pasioka, Acting Comptroller, University of Manitoba

June 23, 2020

Mr. Gord Pasioka, CPA, CA
Acting Comptroller
University of Manitoba
406 Administration Building
Winnipeg, Manitoba R3T 2N2

Dear Mr. Pasioka:

Re: University of Manitoba – 2020 Audit Opinions

Included are our audit opinions on the University of Manitoba's financial statements and schedule of public sector compensation.

We appreciate your cooperation and the cooperation of your staff during our audits.

Please let me know if you would like to discuss any matters.

Sincerely,

Brendan Thiessen, CPA, CA
Principal

BT/tm

Encl.



AGENDA ITEM:

Student Giving (Referenda) for: College of Rehabilitation Sciences (Occupational Therapy, Physical Therapy, Respiratory Therapy), Faculty of Education, Price Faculty of Engineering, Department of Interior Design, School of Art, Faculty of Social Work

RECOMMENDED RESOLUTION:

That the Board of Governors approves the following contributions be assessed against students beginning in the fall of 2020:

Unit	Contribution	Length	Requested by:
Education	\$4.03/credit hour	3 years	David Mandzuk, Dean
Engineering	\$5.22/credit hour	3 years	Jonathan Beddoes, Dean
Interior Design	\$1.66/credit hour	3 years	Jonathan Beddoes, Dean
Occupational Therapy	\$125/term	3 years	Reg Urbanowski, Dean
Physical Therapy	\$125/term	3 years	Reg Urbanowski, Dean
Respiratory Therapy	\$175/term	3 years	Reg Urbanowski, Dean
School of Art	\$3.00/credit hour	3 years	Jeffery Taylor, Dean
Social Work	\$1.85/credit hour	3 years	Michael Yellow Bird, Dean

CONTEXT AND BACKGROUND:

Student Referendum History: During 'Drive for Excellence', the University of Manitoba capital campaign launched in 1987, Mitch Gregoire, Senior Stick (class president) for the Faculty of Engineering (1986-87) felt that a change was needed to the traditional fundraising strategy of bake sales and their variety. He wanted 100% involvement from students, and to achieve this, a referendum was held where students were asked to vote on making an annual contribution. That vote passed and, since then nearly every faculty and college at the University of Manitoba continues to participate in the referendum program.

Education: On March 11 and 13, students held a referendum to support the Education Endowment Fund (100%). They voted in favour of contributing \$4.03 per credit hour for a 3 year term, beginning in fall 2020. This amounts to an approximate donation of \$121 per student per year, and a total contribution of \$120,879 (pending student enrolment). There was a 23.4% participation rate with 78 of the 333 eligible student voters casting a ballot. Results are as follows: Yes votes: 71, No votes: 7, Spoiled ballots: 0.

Engineering: On March 23 and 24, students held a referendum to support the Faculty of Engineering Endowment (67%) and a new Student Initiative Fund (33%). They voted in favour of contributing \$5.22 per credit hour for a 3 year term, beginning in fall 2020. This amounts to an approximate donation of \$188 per student per year, and a total contribution of \$940,188 (pending student enrolment, calculation does not include part-time students). There was a 24% participation rate with 443 of the 1828 (1667 full-time, 161 part-time) eligible student voters casting a ballot. Results are as follows: Yes votes: 346, No votes: 97, Spoiled ballots: 0.

Interior Design: On March 19 and 20, students held a referendum to support the Architecture Endowment (50%) and the Student Initiative Fund (50%). They voted in favour of contributing \$1.66 per

credit hour for a 3 year term, beginning in fall 2020. This amounts to an approximate donation of \$50 per student per year, and a total contribution of \$7,950 (pending student enrolment). There was a 35.8% participation rate with 19 of the 53 eligible student voters casting a ballot. Results are as follows: Yes votes: 19, No votes: 0, Spoiled ballots: 0.

Occupational Therapy: On April 16, 17, and 20, students held a referendum to support the Endowment (20%) and Student Initiative Fund (80%). Students voted in favour of contributing \$125 per term for 3 years, beginning in fall 2020. This amounts to a donation of \$250 per student per year and a total contribution of \$76,500 (pending student enrolment). There was a 22.5% participation rate with 23 of the 102 eligible student voters casting a ballot. Results are as follows: Yes votes: 22, No votes: 1, Spoiled ballots: 0.

Physical Therapy: On April 16, 17, and 20, students held a referendum to support the Endowment (20%) and Student Initiative Fund (80%). Students voted in favour of contributing \$125 per term for 3 years, beginning in fall 2020. This amounts to a donation of \$250 per student per year and a total contribution of \$75,750 (pending student enrolment). There was a 34.7% participation rate with 35 of the 101 eligible student voters casting a ballot. Results are as follows: Yes votes: 33, No votes: 2, Spoiled ballots: 0.

Respiratory Therapy: On April 16, 17, and 20, students held a referendum to support the Student Initiative Fund (100%). Students voted in favour of contributing \$175 per term for 3 years, beginning in fall 2020. This amounts to a donation of \$350 per student per year and a total contribution of \$49,350 (pending student enrolment). There was a 12.8% participation rate with 6 of the 47 eligible student voters casting a ballot. Results are as follows: Yes votes: 5, No votes: 1, Spoiled ballots: 0.

School of Art: On April 3, students held a referendum to support the Endowment (10%), Student Initiative (80%), and Visiting Artist (10%) funds. Students voted in favour of contributing \$3.00 per credit hour for a 3 year term, beginning in fall 2020. This amounts to an approximate donation of \$90 per student per year, and a total contribution of \$74,250 (pending student enrolment). There was a 19% participation rate with 52 of the 275 eligible student voters casting a ballot. Results are as follows: Yes votes: 36, No votes: 7, Spoiled ballots: 9.

Social Work: On March 23 and 24, students held a referendum to support the Faculty of Social Work Student Initiative (55%), Endowment (30%), Student Endowment (13%), and Humanitarian Funds (2%). Students voted in favour of contributing \$1.85 per credit hour for a 3 year term, beginning in fall 2020. This amounts to a donation of \$55.50 per student per year; and a total contribution of \$59,940 (pending student enrolment). There was a 27.7% participation rate with 100 of the 360 eligible student voters casting a ballot. Results are as follows: Yes votes: 80, No votes: 20, Spoiled ballots: 0.

ROUTING TO THE BOARD OF GOVERNORS:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Title</u>	<u>Date</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>John E. Karsney</u>	<u>VP External</u>	<u>May 9, 2020</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>David J. Sarvaud</u>	<u>President & Vice-Chancellor</u>	<u>June 9, 2020</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>FAHR</u>		<u>June 16/20</u>
<input type="checkbox"/>	<input type="checkbox"/>			
<input type="checkbox"/>	<input type="checkbox"/>			

SUBMISSION PREPARED BY: Office of the Vice-President (External)

ATTACHMENTS (letters from):

- David Mandzuk, Dean, Faculty of Education
- Alexandria Townsend, Senior Stick, Faculty of Education
- Jonathan Beddoes, Dean, Price Faculty of Engineering
- Laura Stoyko, Senior Stick, Price Faculty of Engineering
- Jonathan Beddoes, Dean, Faculty of Architecture
- Paula Combate & Marlena Jankowski, Co-Presidents, Interior Design Department
- Reg Urbanowski, Dean, College of Rehabilitation Sciences
- Katelyn Rach, President, Occupation Therapy
- Tom Pachal, President, Physical Therapy
- Georgia Richtscheid, President, Respiratory Therapy
- Jeffery Taylor, Dean, Faculty of Arts; Acting Director, School of Art
- Annie Beach, Co-President & Ekene Maduka, Co-Stick, School of Art
- Michael Yellow Bird, Dean, Faculty of Social Work
- Kerrie Ferris, Senior Stick, Faculty of Social Work

May 1, 2020

Dr. David Barnard
President and Vice-Chancellor
University of Manitoba

Dear Dr. Barnard:

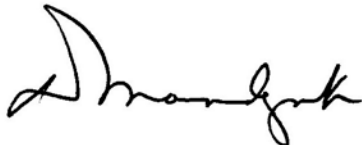
I am pleased to inform you that the students in the Faculty of Education have once again voted to continue making contributions to the faculty through their student referendum.

Attached you will find the letter I received from Alexandria Townsend, Senior Stick of the Faculty of Education Student Council. The letter details how proper notice was provided to the students about the referendum initiative, including the disbursement and the vote date.

As Alexandria explains, the students wish to contribute \$4.03 per credit hour for a three year term, to the Education Endowment fund. This will result in a contribution of \$120,879 (pending enrolment) to the university. This contribution is to be collected from each student when fees are paid, beginning in the fall of the 2020/2021 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Mandzuk', written in a cursive style.

David Mandzuk, Ph.D.
Dean, Faculty of Education
Acting Dean, Division of Extended Education

Encl.

cc: Andrew Colvin, Donor Relations; Darren Nodrick, Donor Relations

April 2020

Dr. David Mandzuk
Dean, Faculty of Education
225 Education Bldg
University of Manitoba

Dear Dr. Mandzuk,

On March 11 and 13, the Faculty of Education Student Council held a referendum to support the Education Endowment Fund. Each student was proposed with making a donation of \$4.03 per credit hour for a 3 year term, beginning in the fall of 2020. This amounts to an approximate donation of \$121 per student per year; a \$10 increase over our prior agreement. I am pleased to inform you that the vote was successful and as such, the students will be contributing \$120,879 (pending student enrolment) to the Faculty of Education over the next three years. The ballot read as follows:

**FACULTY OF EDUCATION
2020 STUDENT GIVING BALLOT**

I agree to make a contribution of \$4.03 per credit hour
(\$121 per year for 30 credit hours) to be paid at the time of registration.

100% of this contribution will be directed to the Education Endowment Fund

The term for this agreement is to be 3 years

Yes No

There was a 23.4% participation rate with 78 of the 333 eligible student voters casting a ballot. Of those votes, 71 were "yes" votes and 7 were "no" votes.

Prior to the referendum vote, we contacted the student body to ensure all students were made aware of information detailing the referendum process, the proposed donation amount and disbursement, and the need to fund initiatives in this faculty.

The Education Student Council supports the results of this referendum and asks that the university take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. David Barnard, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,



Alexandria Townsend, Senior Stick

cc: Andrew Colvin, Donor Relations; Darren Nodrick, Donor Relations



**University
of Manitoba**

| Price Faculty of Engineering

Office of the Dean
E2-290 EITC
75 Chancellors Circle
Winnipeg, Manitoba
Canada R3T 5V6
Telephone: 204 474 9809
umanitoba.ca/engineering

29 April 2020

Dr. David Barnard
President and Vice-Chancellor
University of Manitoba

Dear Dr. Barnard:

I am pleased to inform you that the students in the Price Faculty of Engineering have once again voted to continue making contributions to the Faculty through their student referendum.

Attached you will find the letter I received from Laura Stoyko, Senior Stick of the University of Manitoba Engineering Society. The letter details how proper notice was provided to the students about the referendum initiative, including the disbursement and the vote date.

As Laura explains, the students wish to contribute approximately \$5.22 per credit hour, to a maximum of \$188 per full-time student, to the Engineering Endowment and the Student Initiative Fund for three years. This will result in a contribution of \$940,188 (pending enrolment) to the university. This contribution is to be collected from each student when fees are paid, beginning in the fall of the 2020/2021 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

Jonathan Beddoes, Ph.D., P.Eng.
Professor and Dean

Copied: Mr. Andrew Colvin, Donor Relations
Mr. Darren Nodrick, Donor Relations

April 2020

Dr. Jonathan Beddoes
Dean, Faculty of Engineering
E2-290 EITC University of Manitoba

Dear Dr. Beddoes,

On March 23rd and 24th, the University of Manitoba Engineering Society held a referendum to support the Faculty of Engineering Endowment and the creation of a new Student Initiative Fund (SIF). Each student was proposed with making a total contribution of \$5.22 per credit hour split between the Endowment and the SIF, beginning in the fall of 2020. This amounts to an approximate donation of \$188 per full time student each year. I am pleased to inform you that the vote was successful. The students will be contributing \$940,188 (pending student enrolment, calculation does not include part-time students) to the Faculty of Engineering over the next three years. The ballot read as follows:

FACULTY OF ENGINEERING – 2020 Student Giving Vote

Are you in favour of UMES' proposal to decrease our Student Giving contribution by \$13 per year for full time students at a breakdown of \$3.50 per credit hour to the Engineering Endowment Fund (max of \$63 per term) and \$1.72 per credit hour to the Student Initiative Fund (max of \$31 per term) to a total of \$188 per year for each full time student?

The term for this agreement is to be 3 years

Yes


No

There was a 24% participation rate with 443 of the 1828 (1667 full-time, 161 part-time) eligible student voters casting a ballot. There were 346 "yes" votes, 97 "no" votes, and 0 spoiled ballots.

Prior to the referendum vote, we contacted the student body to ensure all students were made aware of information detailing the referendum process, the proposed donation amount and disbursement, and the need to give back.

The University of Manitoba Engineering Society supports the results of this referendum and asks that the University take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. David Barnard, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,



Ms. Laura Stoyko, Senior Stick, University of Manitoba Engineering Society

cc: Andrew Colvin, Donor Relations; Darren Nodrick, Donor Relations

April 30, 2020

Dr. David Barnard
President and Vice-Chancellor
University of Manitoba

Dear Dr. Barnard:

I am pleased to inform you that the students in the Department of Interior Design have once again voted to continue making contributions to the faculty through their student referendum.

Attached you will find the letter I received from Paula Combate and Marlena Jankowski, Co-Presidents of the Interior Design Association of Students. The letter details how proper notice was provided to the students about the referendum initiative, including the disbursement and the vote date.

As Paula and Marlena explain, the students wish to contribute \$50 year for a three year term, to the Architecture Endowment fund. This will result in a contribution of \$7,950 (pending enrolment) to the university. This contribution is to be collected from each student when fees are paid, beginning in the fall of the 2020/2021 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,



Jonathan Beddoes, Ph.D., P.Eng.
Dean, Faculty of Architecture

JB/pa

cc: Andrew Colvin, Donor Relations; Darren Nodrick, Donor Relations

April 2020

Dr. Jonathan Beddoes
Dean, Faculty of Architecture
201 Russell Bldg
University of Manitoba,

Dear Dr. Jonathan Beddoes,

On March 19 and 20, the Interior Design Association of Students held a referendum to support the Architecture Endowment and the Student Initiative Fund. Each student was proposed with making a donation of \$1.66 per credit hour for a three year term, beginning in the fall of 2020. This amounts to an approximate donation of \$50 per student per year. We are pleased to inform you that the vote was successful and as such, the students will be contributing \$7,950 (pending student enrolment) to the Faculty of Architecture over the next three years. The ballot read as follows:

INTERIOR DESIGN 2020 STUDENT GIVING BALLOT

I agree to make a contribution of \$1.66 per credit hour
(\$50 per year for 30 credit hours) to be paid at the time of registration.

This contribution will be directed to the Faculty of Architecture as follows:

50% Interior Design Student Initiative Fund
50% Faculty of Architecture Endowment Fund

The term for this agreement is to be 3 years

Yes

No

There was a 35.8% participation rate with 19 of the 53 eligible student voters casting a ballot. Of those votes, 19 were “yes” votes, 0 were “no” votes and there were no spoiled ballots.

Prior to the referendum vote, we sent emails, distributed an FAQ document, and solicited questions from the student body to ensure all students were made aware of information detailing the referendum process, the proposed donation amount and disbursement, and the need to give back.

The Interior Design Association of Students supports the results of this referendum and asks that the university take the necessary steps to implement the contributions. We are requesting that you forward this information to Dr. David Barnard, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact us.

Sincerely,



Paula Combate



Marlena Jankowski

Co-Presidents, Interior Design Association of Students

cc: Andrew Colvin, Donor Relations; Darren Nodrick, Donor Relations



University of Manitoba | Rady Faculty of Health Sciences

College of Rehabilitation Sciences
R106 - 771 McDermot Avenue
Winnipeg, Manitoba
Canada R3E 0T6
T: 204 789 3897
F: 204 789 3927
CORS.info@umanitoba.ca

May 4, 2020

Dr. David Barnard
President and Vice-Chancellor
University of Manitoba

Dear Dr. Barnard:

I am pleased to inform you that the students in the College of Rehabilitation Sciences have once again voted to continue making contributions to the college through their student referendum.

Attached, you will find the three letters I received from the Senior Sticks of Occupational Therapy, Physical Therapy, and Respiratory Therapy. The letters detail how proper notice was provided to the students about the referendum initiative, including the disbursement and the vote date.

Occupational Therapy students will contribute \$250 per year to the Student Initiative Fund and the Endowment Fund. This will result in a contribution of \$76,500 (pending enrolment) to the university for over three years.

Physical Therapy students will contribute \$250 per year to the Student Initiative Fund and the Endowment Fund. This will result in a contribution of \$75,750 (pending enrolment) to the university for over three years.

Respiratory Therapy students will contribute \$350 per year to the Student Initiative Fund. This will result in a contribution of \$49,350 (pending enrolment) to the university for over three years.

These contributions will be collected from each student when fees are paid, beginning in the fall of the 2020/2021 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

A handwritten signature in black ink, appearing to read "Reg Urbanowski".

Reg Urbanowski, Dean
College of Rehabilitation Sciences

Copy -Dr. Brian Postl, Dean at Rady Faculty of Health Sciences;
Andrew Colvin, Donor Relations;
Darren Nodrick, Donor Relations

April 2020

Dr. Reg Urbanowski,
Dean, College of Rehabilitation Sciences
R118 Rehabilitation Bldg
University of Manitoba

Dear Dr. Urbanowski,

On April 16th, 17th, and 20th the College of Rehabilitation Sciences held a referendum to support the Endowment and Student Initiative Fund. Each Occupational Therapy student was proposed with making a donation of \$125 per term for three years, beginning in the fall of 2020. This amounts to a donation of \$250 per student per year. I am pleased to inform you that the vote was successful and as such, the students will be contributing \$76,500 (pending student enrolment) to the College of Rehabilitation Sciences over the next three years.

The ballot read as follows:

**COLLEGE OF REHABILITATION SCIENCES – OCCUPATIONAL THERAPY
2020 REFERENDUM BALLOT**

I agree to make a contribution of \$125 per semester (\$250 per year)
to be paid at the time of registration.

This contribution will be directed to the College of Rehabilitation Sciences as follows:

80% (\$200) Student Initiative Fund

20% (\$50) Endowment Fund

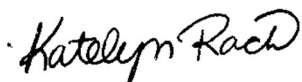
Term for this agreement is to be 3 years, beginning September 2020

Yes **No**

There was a 22.5% participation rate with 23 of the 102 eligible student voters casting a ballot. Of those votes, there were 22 “yes” votes, 1 “no” votes and no spoiled ballots.

Prior to the referendum vote we held an open forum to ensure all students were made aware of information detailing the referendum process, the proposed donation amount, disbursements, and the need to give back.

Occupational Therapy students support the results of this referendum and ask that the University take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. David Barnard, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.



Katelyn Rach
President, Occupational Therapy

cc: Andrew Colvin, Donor Relations; Darren Nodrick, Donor Relations

April 2020

Dr. Reg Urbanowski,
Dean, College of Rehabilitation Sciences
R118 Rehabilitation Bldg
University of Manitoba

Dear Dr. Urbanowski,

On April 16th, 17th, and 20th the College of Rehabilitation Sciences held a referendum to support the Endowment and Student Initiative Fund. Each Physical Therapy student was proposed with making a donation of \$125 per term for three years, beginning in the fall of 2020. This amounts to a donation of \$250 per student per year. I am pleased to inform you that the vote was successful and as such, the students will be contributing \$75,750 (pending student enrolment) to the College of Rehabilitation Sciences over the next three years.

The ballot read as follows:

**COLLEGE OF REHABILITATION SCIENCES – PHYSICAL THERAPY
2020 REFERENDUM BALLOT**

I agree to make a contribution of \$125 per semester (\$250 per year)
to be paid at the time of registration.

This contribution will be directed to the College of Rehabilitation Sciences as follows:
80% (\$200) Student Initiative Fund
20% (\$50) Endowment Fund

Term for this agreement is to be 3 years, beginning September 2020

Yes **No**

There was a 34.7% participation rate with 35 of the 101 eligible student voters casting a ballot. Of those votes, there were 33 “yes” votes, 2 “no” votes and no spoiled ballots.

Prior to the referendum vote we held an open forum to ensure all students were made aware of information detailing the referendum process, the proposed donation amount, disbursements, and the need to give back.

Physical Therapy students support the results of this referendum and ask that the University take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. David Barnard, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.



Tom Pachal
President, Physical Therapy

cc: Andrew Colvin, Donor Relations; Darren Nodrick, Donor Relations

April 2020

Dr. Reg Urbanowski,
Dean, College of Rehabilitation Sciences
R118 Rehabilitation Bldg
University of Manitoba

Dear Dr. Urbanowski,

On April 16th, 17th, and 20th the College of Rehabilitation Sciences held a referendum to support the Endowment and Student Initiative Fund. Each Respiratory Therapy student was proposed with making a donation of \$175 per term for three years, beginning in the fall of 2020. This amounts to a donation of \$350 per student per year. I am pleased to inform you that the vote was successful and as such, the students will be contributing \$49,350 (pending student enrolment) to the College of Rehabilitation Sciences over the next three years.

The ballot read as follows:

**COLLEGE OF REHABILITATION SCIENCES – RESPIRATORY THERAPY
2020 REFERENDUM BALLOT**

I agree to make a contribution of \$175 per semester (\$350 per year)
to be paid at the time of registration.

This contribution will be directed to the College of Rehabilitation Sciences as follows:
100% (\$350) Student Initiative Fund

Term for this agreement is to be 3 years, beginning September 2020

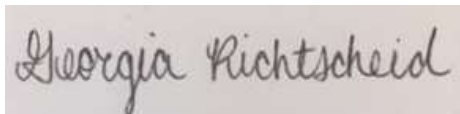
Yes **No**

There was a 12.8% participation rate with 6 of the 47 eligible student voters casting a ballot. Of those votes, there were 5 “yes” votes, 1 “no” votes and no spoiled ballot.

Prior to the referendum vote we held an open forum to ensure all students were made aware of information detailing the referendum process, the proposed donation amount, disbursements, and the need to give back.

Respiratory Therapy students support the results of this referendum and ask that the University take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. David Barnard, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,



Georgia Richtscheid
President, Respiratory Therapy

cc: Andrew Colvin, Donor Relations; Darren Nodrick, Donor Relations



School of Art

313 ARTlab
Winnipeg, Manitoba
Canada R3T 2N2
Ph. (204) 474-9367
Fax (204) 474-7605

1 May 2020

Dr. David Barnard
President and Vice-Chancellor
University of Manitoba

Dear Dr. Barnard:

I am pleased to inform you that the students in the School of Art have once again voted to continue making contributions to the faculty through their student referendum.

Attached you will find the letter I received from Annie Beach, SOFA Co-President, and Ekene Maduka, SOFA Co-Stick. The letter details how proper notice was provided to the students about the referendum initiative, including the disbursement and the vote date, through emails sent and presentations made by the student council.

As Annie and Ekene explain, the students wish to contribute \$90.00 a year for a three year term to the Student Initiative Fund, the Art Endowment Fund, and the Visiting Artist Fund. This will result in a contribution of \$74,250 (pending enrolment) to the university. This contribution is to be collected from each student when fees are paid, beginning in the fall of the 2020/2021 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

A handwritten signature in black ink, appearing to read 'J Taylor'.

Dr. Jeffery Taylor
Acting Director, School of Art
Dean, Faculty of Arts

cc: Andrew Colvin, Donor Relations;
Darren Nodrick, Donor Relations

April 2020

Dr. Jeffery Taylor
Dean, Faculty of Arts
310 Fletcher Argue Building
University of Manitoba,

Dear Dr. Taylor,

On April 3rd, the School of Fine Arts Student Association held a referendum to support the Endowment, Student Initiative, and Visiting Artist funds. Each student was proposed with making a donation of \$3.00 per credit hour for a three-year term, beginning in the fall of 2020. This amounts to an approximate donation of \$90 per student per year; a \$10 increase over our prior agreement. We are pleased to inform you that the vote was successful and as such, students will be contributing \$74,250 (pending student enrolment) to the School of Art over the next three years. The ballot read as follows:

**SCHOOL OF ART
2020 STUDENT GIVING BALLOT**

Do you accept a moderate increase of student giving fees to **\$3.00/ credit hour (\$90.00/ year for 30 credit hours)** and a renewal of student giving funds towards the **Student Initiative Fund (80%)**, the **Art Endowment Fund (10%)**, and the **Visiting Artist Fund (10%)** for a **3 year term**?

Yes

No

There was a 19% participation rate with 52 of the approximately 275 eligible student voters casting a ballot. Of those votes, there were 36 “yes” votes, 7 “no” votes, and 9 spoiled ballots.

Prior to the vote we conducted classroom presentations, sent emails and solicited questions from the student body to ensure all students were made aware of information detailing the referendum process, the proposed donation amount and disbursement and the need to give back.

School of Fine Arts Student Association supports the results of this referendum and asks that the university take the necessary steps to implement the contributions. We are requesting that you forward this information to Dr. David Barnard, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact us.

Sincerely,



Annie Beach
SOFA Co-President



Ekene Maduka
SOFA Co-Stick

cc: Andrew Colvin, Donor Relations; Darren Nodrick, Donor Relations



May 6, 2020

Dr. David Barnard
President and Vice-Chancellor
University of Manitoba

Dear Dr. Barnard:

I am pleased to inform you that the students in the Faculty of Social Work have once again voted to continue making contributions to the faculty through their student referendum.

Attached you will find the letter I received from Kerrie Ferris, Vice Stick of the Social Work Students' Association. The letter details how proper notice was provided to the students about the referendum initiative, including the disbursement and the vote date, through emails sent and presentations made by the student council.

As Kerrie explains, the students wish to contribute \$55.50 year for a three year term, to the Faculty of Social Work Student Initiative, the Endowment, the Student Endowment, and the Humanitarian Fund. This will result in a contribution of \$59,940 (pending enrolment) to the university. This contribution is to be collected from each student when fees are paid, beginning in the fall of the 2020/2021 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

Dr. Michael Yellow Bird
Dean, Faculty of Social Work

cc: Andrew Colvin, Donor Relations; Darren Nodrick, Donor Relations

April 2020

Dr. Michael Yellow Bird
Dean, Faculty of Social Work
522 Tier Bldg
University of Manitoba

Dear Dr. Yellow Bird,

On March 23th and 24th, the Social Work Students' Association held a referendum to support the Faculty of Social Work Student Initiative, Endowment, Student Endowment, and Humanitarian Funds. Each student was proposed with making a donation of \$1.85 per credit hour for a 3 year term, beginning in the fall of 2020. This amounts to a donation of \$55.50 per student per year; a \$5.50 increase over our prior agreement. I am pleased to inform you that the vote was successful and as such, the students will be contributing \$59,940 (pending student enrolment) to the Faculty of Social Work over the next three years. The ballot read as follows:

**FACULTY OF SOCIAL WORK
2020 STUDENT GIVING BALLOT**

I agree to make a contribution of \$1.85 per credit hour
(\$55.50 per year maximum for 30 credit hours) to be paid at the time of registration.

This contribution will be support the **Social Work Student Initiative Fund** (55%),
the **Social Work Endowment Fund** (30%), the **Social Work Student Endowment Fund** (13%),
and the **Humanitarian Fund** (1%) for another 3 year term.

Yes

No

There was a 27.7% participation rate with 100 of the 360 eligible student voters casting a ballot. Of those votes, 80 were "yes" votes and 20 were "no" votes.

Prior to the referendum vote, we contacted the student body to ensure all students were made aware of information detailing the referendum process, the proposed donation amount and disbursement and the need fund initiatives in this faculty.

The Social Work Students' Association supports the results of this referendum and asks that the university take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. David Barnard, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,



Mrs. Kerrie Ferris, Social Work Students' Association

cc: Andrew Colvin, Donor Relations; Darren Nodrick, Donor Relations

PRESIDENT'S REPORT: June 23, 2020

GENERAL

A COVID-19 Recovery Working Group has been established to lead the review of academic, research and other recovery plans for a slow, safe and phased-in restoration of on-campus activity. This working group is chaired by both Andrew Konowalchuk, Associate Vice-President (Administration) and Todd Mondor, Deputy-Provost (Academic Planning and Programs), and provides strategic advice to the President through the Vice-President (Administration).

At this time, research at University of Manitoba (UM) is continuing remotely to the extent possible. A process for a phased reopening of research—defined broadly as research, scholarly work, creative activities—that requires access to labs and facilities located in UM buildings and field research stations has been outlined by the Office of the Vice-President (Research and International). The phased approach does not apply to research that can be conducted remotely. To limit the spread of COVID-19, researchers are asked to continue to conduct research remotely to the extent practical. It is important to note, this is not a return to normal. Rather it is a step to allow those with a compelling need to access laboratories and facilities to do so.

Online voting for the 2020 Board of Governors alumni representative closed on May 15. With over 2,400 votes cast, alumni have elected Nora Murdock [PhD/16, Med/05, CertEd/78, BA/78] as the 2020 – 2023 alumni representative on the Board of Governors. As his term comes to a finish, the University wishes to thank Jerome Knysh [MBA/90 ExtEd/87 BSc(IE)/84] for his outstanding service as an alumni representative on the Board of Governors over the last three years.

On Monday, June 29, the University of Manitoba will come together to celebrate the 3,834 members of the graduating class of 2020 and confer them with their degrees in a virtual ceremony. Though an in-person celebration is not possible at this time, the virtual celebration promises to be a meaningful experience for all involved. As soon as it is safe to do so, each member of the class of 2020 will be invited to participate in an in-person celebration.

ACADEMIC MATTERS

- Andrea Charron, political studies, was named Vice-President of Canada's Defence Advisory Board (DAB) by the Chief of the Defence Staff and Deputy-Minister of Defence. The Defence Advisory Board (DAB) provides advice to the Department of National Defence and the Canadian Armed Forces.
- Janilyn Arsenio, internal medicine and immunology, has been selected for membership to the prestigious Global Young Academy (GYA). She is one of four Canadians among this year's 40 Global Young Academy (GYA) inductees, who represent 30 countries. The Global Young Academy (GYA) brings together outstanding early-career researchers for international dialogue and collaboration. Members are selected for their scientific excellence and commitment to service. Each member joins the academy for a term of five years.

- Cheryl French, emergency medicine, has been honoured with the Resident Doctors of Canada's Puddester Award for Resident Wellness. The RDoC Puddester Award for Resident Wellness is awarded annually to a student, resident, staff member, physician, program, or institution that has made a significant contribution to resident wellness.
- On May 12, a large-scale international clinical trial to test whether the blood thinner heparin can help improve survival for COVID-19 patients was launched. Ryan Zarychanski, internal medicine and community health sciences, is co-Principal Investigator of the clinical trial with Dr. Ewan Goligher and Dr. Patrick Lawler, both at the University of Toronto. The trial was started with funding from a COVID-19 Fast Grant from the Thistledown Foundation, and an Innovation Award from the Peter Munk Cardiac Centre Innovation Committee.
- Lauren MacKenzie, internal medicine, infectious diseases, in collaboration with the University of Minnesota and McGill University, launched an online clinical trial titled Pre-Exposure Prophylaxis (PrEP) for health-care workers at higher risk of exposure to COVID-19. The purpose of the trial is to study the medication hydroxychloroquine to see if it can help prevent health-care workers from contracting COVID-19. This trial is part of a suite of trials overseen by Ryan Zarychanski, internal medicine and community health sciences, and his research team.
- Laura Forsythe, native studies, student received the Joseph-Armand Bombardier Canada Graduate Scholarship Doctoral award. The award aims to develop research skills and assist in the training of highly qualified personnel by supporting students who demonstrate a high standard of scholarly achievement in undergraduate and graduate studies in the social sciences and humanities.
- An Asper MBA business venture team excelled at the world's first virtual business plan competition by reaching the final round of the 2020 SCG Bangkok Business Challenge. MBA students Sankalp Kalra, Meycee Kalaw, Paul-Emile Crevier, and Yusuf Kacamak were selected as one of the six finalists from a pool of 208 teams representing 83 institutions and 24 countries all competing for more than US \$60,000 in cash awards. As one of only two Canadian business schools to qualify for the final, Team MYCA's presentation represented a unique interconnection of business, agriculture and science.
- Two graduates of the Dr. Gerald Niznick College of Dentistry's pediatric dentistry graduate program, Rena Sihra and Tara Kennedy, were awarded the 2019 Richard C. Pugh Achievement Award. It is awarded to those who score in the top three per cent on the American Board of Pediatric Dentistry Qualifying Examination. The exam is written by about 500 people each year. They were the only two graduates from a Canadian university to receive the award in 2019.
- As a response to economic challenges facing many local businesses, the Asper School of Business has developed a new undergraduate course for the fall entitled Applied Small Business Consulting. This experiential course, supported by the Stu Clark Centre for Entrepreneurship, gives senior students hands-on consulting experience, by providing qualifying small businesses access to pro bono business consultation.

- The Asper School of Business has created a COVID-19 Student Emergency Fund with close to \$500,000 allocated to students experiencing financial hardship. Thank you to the Associates for the \$50,000 donation made through the University of Manitoba Business School Foundation. Faculty and staff have also contributed more than \$22,000 to the fund.
- Professors and instructors from the Dr. Gerald Niznick College of Dentistry are treating patients for dental emergencies at Health Sciences Centre two days a week. Nine dentistry professors and seven dentists, most of whom teach part-time at the dental college, have stepped forward to provide this frontline care. The team includes general dentists and specialists in endodontics, oral surgery, pediatric dentistry and support staff from the dental college. The community dentists are working as unpaid volunteers. The Rady Faculty, Shared Health, Winnipeg Regional Health Authority (WRHA) and the Manitoba Dental Association collaborated to establish and make the services available, on a referral basis, to all Manitobans.

RESEARCH MATTERS

- Further to the phased re-opening of research, the responsibility for operationalizing increasing research activity within each faculty is lies with the respective faculties. Therefore, each faculty will be asked whether it wishes to increase research activity within their units, recognizing that different faculties may have different needs or impediments. Details on the guiding principles, process for requesting access and preventative measures are available in the updated Researcher FAQs section of the COVID-19 webpage.
- The following COVID-related research has been awarded to UM researchers:

PI	Sponsor	Title	Awarded
Herbert, David (Chemistry)	NSERC Alliance COVID-19	Production of a synthetic library of chloroquine analogs and precursors for future treatment development of COVID-19	\$50,000
Koper, Nicola (Natural Resources Institute)	NSERC Alliance COVID-19	Effects of COVID-19-related travel restrictions on migratory birds, including species at risk, in Canada	\$50,000

- One hundred and seven research projects led by 102 investigators received a total of \$13,640,214 in grant funding from multiple sponsors. Those projects receiving more than \$25,000 are:

PI	Sponsor	Title	Awarded
Acar, Elif Fidan (Statistics)	NSERC Discovery Grants Program	Dependence models for complex and massive data	\$120,000
Akcora, Cuneyt (Computer Science)	NSERC Discovery Grants Program	Data science of blockchains	\$120,000
Anderson, W. Gary (Biological Sciences)	NSERC Industrial Research Chair	NSERC/Manitoba Hydro Industrial Research Chair in conservation aquaculture of Lake Sturgeon	\$608,406
Appadoo, Srimantoorao (Supply Chain Management)	NSERC Discovery Grants Program	On the role of data analytics and fuzzy sets theory in healthcare supply chain management	\$130,000

Azad, Meghan (Pediatrics and Child Health)	Mitacs Industrial Postdoctoral Fellowship	Optimizing the prebiotic profile of donor human milk for preterm infants: feasibility of new donor milk matching strategy based on maternal secretor status.	\$220,000
Bailis, Daniel (Psychology)	SSHRC Insight Grants	Self-Compassion at the Point of Sale: Investigating Linkages to High and Low Consumerist Behaviours	\$97,914
Bakker, Matthew (Microbiology)	NSERC Discovery Grants Program	Microbiome management for sustainable agriculture	\$150,000
Bassuoni, Mohamed (Civil Engineering)	City of Winnipeg	Nano-modified polymer coatings for concrete bridges	\$78,000
Bassuoni, Mohamed (Civil Engineering)	NSERC Discovery Grants Program	Improving the process for cold weather concreting: Novel concrete mixtures and innovative curing methods	\$215,000
Becker, Allan (Pediatrics and Child Health)	CIHR Project Grant	CHILDhood asthma and puberty: Understanding the gender shift in asthma to female predominance	\$1,220,940
Bieringer, Mario (Chemistry)	NSERC Discovery Grants Program	Understanding inorganic solid state reactivity for the design of functional materials	\$145,000
Bookman, Sonia (Sociology)	SSHRC Insight Grants	Cosmopolitan consumption, culture, and markets in a Canadian society	\$88,395
Budisa, Nediljko (Chemistry)	NSERC Discovery Grants Program	Chemical evolution of synthetic bacterial cells by reprogramming protein translation with noncanonical amino acids	\$250,000
Bunt, Andrea (Computer Science)	NSERC Discovery Grants Program	Technologies to support online knowledge sharing and retrieval for feature-rich software	\$205,000
Chelikani, V.G.B. Prashen (Oral Biology)	NSERC Discovery Grants Program	Food chemosensation: Characterization of novel bitter taste blockers and structure-function analysis	\$250,000
Clay, Adam (Mathematics)	NSERC Discovery Grants Program	Low dimensional topology, ordered groups and actions on 1-manifolds	\$135,000
Collins, Eric (Centre for Earth Observation Science)	New Frontiers Research Fund - Exploration	Arctic coastal community-based prediction of oil biodegradation potential using real-time DNA sequencing and machine learning	\$250,000
Cossar, Roisin (History)	SSHRC Insight Grants	To everything there is a season: Seasonality and the history of late medieval Christianity	\$90,060
Costamagna, Alejandro (Entomology)	NSERC Discovery Grants Program	Effects of landscape complexity on the functional diversity of natural enemies and the provision of pest control ecosystem services in agricultural landscapes	\$140,000
Dahl-Jensen, Dorthe (Centre for Earth Observation Science)	NSERC Discovery Grants Program	Ice2Sea	\$375,000
Davidson-Hunt, Iain (Natural Resources Institute)	SSHRC Insight Grants	Living autonomously in precarious times: the persistence and emergence of artisanal practice in rural regions	\$358,178

Doble, Bradley (Pediatrics and Child Health)	NSERC Discovery Grants Program	Elucidating Wnt signalling mechanisms in pluripotent stem cells	\$160,000
Driedger, S. Michelle (Community Health Sciences)	University of the Fraser Valley	Improving the health of immigrant and refugee women and children through immunization	\$54,855
Durocher, Stephane (Computer Science)	NSERC Discovery Grants Program	Algorithms for summarizing, representing, and analyzing trajectories of moving objects	\$240,000
Eltosy, Sherif (Pharmacy)	Manitoba Medical Service Foundation	Comparative safety of antiepileptic therapies during pregnancy	\$30,000
Ferguson, Philip (Mechanical Engineering)	NSERC Collaborative Research and Development	A virtual ground station for automated spacecraft operations	\$30,000
Fernandez, Enrique (French, Spanish and Italian)	SSHRC Insight Grants	Post-mortem gender identities in early modern Iberia: Relics and anatomies	\$88,689
Filizadeh, Shaahin (Electrical and Computer Engineering)	NSERC Discovery Grants Program	Solutions and study methods for power grids with diminishing inertia	\$230,000
Fowler, Kent (Anthropology)	SSHRC Insight Grants	Between commoners and kings: An integrated approach to the political economy of the Zulu Kingdom	\$399,511
Frederiksen, Andrew (Geological Sciences)	NSERC Discovery Grants Program	Seismic structure of central Canada at multiple scales	\$150,000
Giesbrecht, Gordon (Kinesiology and Recreation Management)	NSERC Discovery Grants Program	Neuromuscular mechanisms for cold-induced changes in voluntary and involuntary muscle activity	\$140,000
Gilmore, Colin (Electrical and Computer Engineering)	NSERC Discovery Grants Program	Bridging the gap between computations and experiment in electromagnetic inversion	\$140,000
Glazebrook, Cheryl (Kinesiology and Recreation Management)	NSERC Discovery Grants Program	How to harness the benefits of multisensory-motor integration: Attention and preparation	\$200,000
Harris, Steven (Biological Sciences)	Manitoba Hydro	NSERC/Manitoba Hydro Industrial Research Chair in conservation aquaculture of Lake Sturgeon - Renewal	\$175,375
Harris, Steven (Biological Sciences)	NSERC Industrial Research Chair	NSERC/Manitoba Hydro Industrial Research Chair in conservation aquaculture or Lake Sturgeon - Renewal	\$259,500
Hatala, Andrew (Community Health Sciences)	University of Winnipeg	Kishaadigeh: Indigenous self determination through research for our future generations - Manitoba NEIHR	\$66,667
Hausner, Georg (Microbiology)	NSERC Discovery Grants Program	Introns, nested introns and intron encoded proteins in the mitochondrial genomes of fungi	\$210,000
Hawthorne, Frank (Geological Sciences)	NSERC Discovery Grants Program	A theoretical basis for mineralogy and the behaviour of minerals in earth processes	\$150,000
Irani, Pourang (Computer Science)	Huawei Technologies Canada Co., Ltd.	Finger-tip computing	\$132,000

Jafari Jozani, Mohammad (Statistics)	NSERC Discovery Grants Program	Statistical learning with expert knowledge and complex data	\$120,000
Jeffrey, Ian (Electrical and Computer Engineering)	NSERC Discovery Grants Program	Meta-optimization of wavefield imaging for agricultural and biomedical applications	\$140,000
Jian, Fuji (Biosystems Engineering)	Mitacs Accelerate	Desorption and sorption isotherms of hemp seeds with dockage	\$45,000
Kelly, Lauren (Pediatrics and Child Health)	Mitacs Accelerate	Cannabis used for medical purposes by children in Canada	\$30,000
Koksel, Filiz (Food and Human Nutritional Sciences)	NSERC Research Tools & Instruments	Rheometer for characterizing mechanical properties of food materials	\$144,145
Kopotun, Kirill (Mathematics)	NSERC Discovery Grants Program	Topics in nonlinear approximation	\$90,000
Kumar, Ayush (Microbiology)	Mitacs Accelerate	Development and testing of novel antimicrobial fabrics	\$110,000
Labouta, Hagar (Pharmacy)	NSERC Discovery Grants Program	Combined in vitro experimental and computational approaches for predicting the identity and behaviour of protein corona-adsorbed nanoparticles	\$140,000
Li, Hong (Warren Centre for Actuarial Studies and Research)	NSERC Discovery Grants Program	Stochastic mortality modeling and longevity risk management in multiple-population context	\$115,000
Liao, Kang-Ling (Mathematics)	NSERC Discovery Grants Program	Mathematical analysis and modelling of Notch signalling in zebrafish somitogenesis	\$90,000
Lindsey, Benjamin (Human Anatomy and Cell Science)	Manitoba Medical Service Foundation	Immune cell regulation of neural stem cells for spinal cord repair in a zebrafish model	\$30,000
Lindsey, Benjamin (Human Anatomy and Cell Science)	NSERC Research Tools & Instruments	Connecting cellular dynamics with animal behaviour in small teleost models	\$95,202
Livi, Lorenzo (Computer Science)	NSERC Discovery Grants Program	Machine learning for graph-structured data: Understanding complex biological systems	\$145,000
Martin, Robert (Mathematics)	NSERC Discovery Grants Program	Multi-variable Hardy Spaces and Operator Theory	\$90,000
McKinnon, Lyle (Medical Microbiology and Infectious Diseases)	NSERC Discovery Grants Program	Immune regulation at mucosal surfaces	\$150,000
McLachlan, Stephane (Environment & Geography)	Mitacs Accelerate	Pangnirtung land and climate program	\$30,000
Menec, Verena (Community Health Sciences)	SSHRC Insight Grants	Age-friendly community initiatives: Impact and sustainability	\$220,476
Mezghani, Amine (Electrical and Computer Engineering)	NSERC Discovery Grants Program	Multi-functional millimeter-wave radios for connected and autonomous vehicles: Signal processing algorithms and practical design	\$140,000
Mookherjee, Neeloffer (Internal Medicine)	NSERC Discovery Grants Program	Cytokines and host defence peptides: Mechanisms of immunomodulation	\$210,000

Nagy, James (Physiology & Pathophysiology)	NSERC Discovery Grants Program	Structural organization and functional roles of electrical synapses formed by Cx36-containing gap junctions in neural systems	\$180,000
Ng, Koi Yu Adolf (Supply Chain Management)	Research Manitoba	An investigation on epidemic logistical response and planning: The case of Novel Coronavirus (COVID-19)	\$258,900
Nixon, Kendra (RESOLVE (Research and Education for Solutions to Violence and Abuse))	Western Manitoba Women's Regional Resource Centre	Responding to women who experience IPV in rural municipalities across the prairies	\$74,922
Okhmatovski, Vladimir (Electrical and Computer Engineering)	NSERC Discovery Grants Program	Forward and inverse problems of electromagnetics: Novel algorithms and their implementations	\$165,000
Pascoe, Chris (Physiology & Pathophysiology)	NSERC Discovery Grants Program	Elucidating the role of the hydroxyeicosatetraenoic acid family of eicosanoids in airway smooth muscle physiology	\$150,000
Peng, Qingjin (Mechanical Engineering)	NSERC Discovery Grants Program	Research on key technologies of a virtual reality based product test platform	\$195,000
Peter, Tracey (Sociology)	SSHRC Insight Grants	A cross-national, cross-sectional study of women's retention and advancement in information technology and engineering careers	\$212,170
Prymak, Andriy (Mathematics)	NSERC Discovery Grants Program	Multivariate approximation	\$90,000
Qi, Dake (College of Pharmacy)	CIHR Project Grant	Macrophage migration inhibitory factor (MIF), a novel factor regulates hyperphagia and obesity associated with atypical antipsychotics	\$520,200
Rachul, Christen (Office of Educational and Faculty Development)	University of Alberta	Coronavirus outbreak: Mapping and countering misinformation	\$25,408
Raman-Wilms, Lalitha (College of Pharmacy)	CIHR Early Career Investigator Award	Brain pericyte calcium signaling in health and disease	\$88,500
Regehr, Jonathan (Civil Engineering)	NSERC Discovery Grants Program	Modelling truck loads on secondary rural highway networks	\$130,000
Salimi, Elham (Electrical and Computer Engineering)	NSERC Discovery Grants Program	Electrically-enhanced modular microfluidics for single-cell analysis	\$140,000
Schultz, Annette (Nursing)	CIHR - Fellowship: Patient-Oriented Research Awards - Transition to Leadership Stream	Building capacity for patient-oriented research within a Canadian research hospital	\$232,500
Schweizer, Frank (Chemistry)	CIHR Project Grant	Rescuing β -lactam antibiotic/ β -lactamase inhibitor combinations from resistance against multidrug-resistant gram-negative pathogens	\$100,000
Schweizer, Frank (Chemistry)	NSERC Research Tools & Instruments	Purification system for polybasic amphiphiles	\$58,425

Shafai, Cyrus (Electrical and Computer Engineering)	Mitacs Accelerate	Groundless MEMS DC voltage sensors for electric power utilities	\$160,000
Shankar, Jai (Radiology)	Manitoba Medical Service Foundation	CT perfusion (CTP) for Assessment of poor Neurological outcome in Comatose Cardiac Arrest Patients (CANCCAP)-a prospective cohort study	\$25,000
Souleymanov, Rusty (Social Work)	CIHR Catalyst Grant: HIV/AIDS and STBBI Community-Based Research	An exploratory qualitative study of migration, sex health and HIV/STBBI in Manitoba	\$40,000
Starzyk, Katherine (Psychology)	Mitacs Accelerate Industrial Postdoctoral Fellowship	The psychometric development and validation of the Canadian Reconciliation Barometer	\$55,000
Stobart, Jill (Pharmacy)	NSERC Discovery Grants Program	Delineation of astrocyte microdomain calcium events during cortical activity	\$205,000
Strachan, Shaelyn (Kinesiology and Recreation Management)	Mitacs Elevated Post-Doctoral Fellowship	Enhancing exercise adherence in people with persistent musculoskeletal pain using behaviour change approach	\$60,000
Stroeve, Julienne (Centre for Earth Observation Science)	Laval University	Improved Canadian arctic sea ice thickness estimates	\$25,000
Tenuta, Mario (Soil Science)	NSERC Research Tools & Instruments	Back to capacity: Replacement of a 20 year old nonservicable automated gas chromatograph for determination of greenhouse gas emissions from agriculture	\$104,194
Thavaneswaran, Aerambamoort (Statistics)	NSERC Discovery Grants Program	Inference for stochastic processes and applications	\$90,000
Thomson, Douglas (Electrical and Computer Engineering)	NSERC Discovery Grants Program	High throughput and accuracy single cell dielectric analysis and dielectric dyes	\$140,000
Thulasiram, Ruppa (Computer Science)	NSERC Discovery Grants Program	Advances in computational finance and its application with decentralized distributed systems	\$175,000
Triggs-Raine, Barbara (Biochemistry and Medical Genetics)	Manitoba Medical Service Foundation	Artificial intelligence and genomics-driven precision oncology for breast cancer	\$75,000
Tze, Virginia (Educational Administration, Foundations and Psychology)	SSHRC Insight Grants	Empowering students to fight boredom through an online intervention	\$143,034
Van Lierop, Johan (Physics and Astronomy)	NSERC Research Tools & Instruments	Atomic magnetism of skyrmion lattices: Probing dzyaloshinskii-moriya interactions using advanced low temperature conversion electron mossbauer spectroscopy	\$83,395
Van Nest, Byron (Biological Sciences)	NSERC Discovery Grants Program	The neural circuitry of learning, memory, and decision making in honey bees	\$140,000

Woodgate, Roberta (Nursing)	CIHR Catalyst Grant: Patient-Oriented Research	Engaging youth in patient-oriented research to develop a research project on culturally sensitive mental healthcare for youth	\$99,880
Wu, Zhenyu (Business Administration)	SSHRC Insight Grants	Family involvement and longevity of joint ventures: International evidence	\$98,280
Yang, Po (Statistics)	NSERC Discovery Grants Program	Optimal experimental designs and response surface optimization	\$90,000
Yao, Xiao-Jian (Medical Microbiology and Infectious Diseases)	Research Manitoba	Development of a novel DC-targeting vaccine approach targeting 2019-nCoV spike protein for controlling nCoV infection	\$270,550
Zahradka, Peter (Physiology & Pathophysiology)	Mitacs Accelerate PhD Fellowship	Selection of standardization of a metabolite profile for diagnosis of Peripheral Arterial Disease (PAD)	\$55,000
Zarychanski, Ryan (Internal Medicine)	Research Manitoba	Antithrombotic therapy to ameliorate complication of Covid-19 (ATTACC)	\$500,000
Zhang, Yang (Mathematics)	NSERC Discovery Grants Program	Efficient algorithms for the symbolic computation of matrices	\$205,000

ADMINISTRATIVE MATTERS

- The Office of the CIO and Chief Information Officer continues to provide support to the University community. Two Factor Authentication product purchased and implementation being accelerated due to increased risk with Pandemic remote work.
- Human Resources continues to spend a considerable amount of time preparing and planning for staffing and budget implications due to the continuation of the stay at home orders and government reductions due to COVID-19.
- With the announcement of fall classes being offered by remote learning, Learning & Organizational Development (LOD) designed several new workshops for support staff and teams. New workshops include “Virtual Meetings” and “Managing Teams in an Online Environment” and are open to all employees and to intact working groups and teams.
- Purchasing Services is sourcing Personal Protection Equipment (PPE) and supplies and developing a list for the website to assist University staff to purchase these supplies. Where supplies need to be sourced, Purchasing Services is consolidating volumes with other universities in Manitoba in collaboration with the Province for procurement sourcing events.
- The year-end audit being conducted by the Office of the Auditor General (OAG) is drawing to a close, with no known errors being identified to date. They are anticipated to have the audit substantially completed by May 22.

- The Office of Fair Practices and Legal Affairs is providing opinions, advice and guidance regarding:
 - Best practices for the use of electronic signatures for contract execution while working remotely
 - Landlord-tenant and real property concerns including:
 - Preparation of a memo: re deferral/abatement of rent
 - Preparing a draft template lease amendment agreement for the deferral/abatement of rent
 - Guidance on the federal government’s commercial rent relief program, including considerations surrounding eligibility requirements
 - Employment and labour relations issues relating to:
 - temporary lay-off of bargaining unit members
 - new academic appointments set to start in July and September 2020; and
 - ongoing discussions between staff relations and union leadership about remote work and remote learning
 - Reviewing, negotiating and finalizing seven (7) clinical trials agreements related to the COVID-19 virus (set out in Appendix “A”).
 - Assistance with preparing and finalizing a number of Material Transfer Agreements and data sharing agreements, which are also related to COVID-19 related research.
 - Participation on the UM COVID-19 Recovery Working Group.
 - Coordinating and synthesizing information into FAQs and other communications to support consistent messaging and directions.
 - The Office of Fair Practices and Legal Affairs continues to provide support and advice around COVID-19 impacts (urgent measures, response plans, employment issues, safety and security, contractual amendments and cancellations, new contracts to support COVID-19 initiatives and research) and the University’s ongoing critical obligations (contracts, leases, placements, construction, labour relations, and statutory compliance obligations). Some staff have also been reallocated to provide additional support to the Vice-President Administration’s office.

- The Copyright Office continues to provide support and advice regarding copyright/ownership issues during the change to online course delivery, developing best practices for use of protected materials during pandemic, and assessing and advising on copyright implications for platforms and tools for online course delivery.

- The copyright office is assisting the University of Manitoba Libraries to develop digital and remote access provisions for print holdings, including through membership in the HathiTrust library consortium.

- The copyright office is also developing copyright guides and presentations for rapidly changing course delivery from in-person to online.

- The Access and Privacy Office continues to provide support and guidance in assessing new tools required for online course and exam delivery, in responding to and upholding health care privacy obligations, in responding to access requests and complaints filed, and in supporting the technical requirements for the University community to work remotely and ensure business continuity.

- The Access and Privacy Office is developing a Response Plan for COVID-19 Positive Cases in the University Community.

- The Human Rights and Conflict Management Office has adapted its systems to continue providing services in relation to issues of Accommodations and allegations of Harassment, Discrimination, Racism, Sexual Violence, and Reprisals, while also reallocating its staff to support the work conducted by the other offices of Fair Practices and Legal Affairs.

EXTERNAL RELATIONS

- Like most other philanthropic organizations, the University is experiencing a significant downturn in fundraising activity. Fiscal year to date, giving is down approximately 69% compared to the same time period in 2019. To date, only a small number of donors (<10) have asked to cancel, decrease or defer existing pledge payments.
- The majority of current fundraising activity is focused on the promotion of the COVID-19 UM Student Relief Fund and the COVID-19 UM Student Technology Fund. The purpose of these funds is to provide support to students in the form of bursaries and personal computer equipment facing barriers to complete their studies as a result of the pandemic. To date, 257 donors have made gifts totalling \$476,086 to these funds to be dispersed to UM students.
- Our dedicated communications team is actively working with areas across UM to support timely decision-making and communications. Our strategy has been to direct all communications to our central COVID-19 webpage at umanitoba.ca/coronavirus which serves as the primary source for all information required by students, faculty and staff, and visitors. We are actively communicating new information to our community via our news and social media channels, linking back to our main webpage to access the latest information.
 - To date, we've communicated over 200 COVID-19 related messages and stories across our digital channels.
 - Over the month of May, total pageviews for umanitoba.ca/coronavirus were approximately 50,000.
 - In the current reporting period, UM students, faculty and staff members have received extensive media coverage including 1,500 print and online stories and 170 broadcast news stories from outlets across Canada, US, UK, Austria and more.
 - Dr. Jason Kindrachuk, Assistant Professor of Viral Pathogenesis and Canada Research Chair, continues to be a top-featured UM expert on various media outlets.
 - Dr. Nicola Koper, Professor and Acting Director of the National Resources Institute, received national media attention for her project that aims to unite North American biologists to study the effects of the pandemic on the continent's wildlife.
- Engagement, activity and collaboration with all levels of government continues to increase. UM is continuously working in solidarity with our partners at the City of Winnipeg, Province of Manitoba and Government of Canada to find solutions to the complex and diverse challenges we face due to the pandemic while continuing to advance our other important priorities as potential funding opportunities post-pandemic.
- The 2020 Distinguished Alumni Awards, Homecoming and milestone reunions will be celebrated virtually, with all in-person celebrations to be moved to 2021.

- Carrying on the longstanding tradition of student philanthropic giving, all eight of the student councils that voted in this period were positive in confirming a renewal of their support. A contribution per credit hour or term is being proposed in each of these eight academic units with funds to be used to support projects selected by the students.
- The Canadian Council for the Advancement of Education has recognized the University with five 2020 Prix D'Excellence Awards:
 - Gold – Best Photograph for Dorthe Dahl-Jensen: Below the Surface, UM Today The Magazine
 - Silver – Best Print Magazine for UM Today The Magazine
 - Bronze – Best Social Media for @umstudent Instagram account, Best Public Relations/Marketing/Communications Initiative for James Peebles: Our Nobel Laureate event, and Best Poster for James Peebles airport installation
- The migration of the University website to the redesigned umanitoba.ca continues, on track to wrap-up late 2020. We are currently experiencing a quarterly growth of over half a million visits to umanitoba.ca. Traffic to the new website has grown by 174% since the initial launch in August 2019.
- Work continues on the implementation of UM Intranet, a staff portal, with initial content being available for faculty and staff later this year.



**University
of Manitoba**

TAKING OUR PLACE:
UNIVERSITY OF MANITOBA STRATEGIC PLAN
2015–2020

FINAL REPORT



MESSAGE FROM THE PRESIDENT AND PROVOST

We are pleased to present the final report on the implementation of *Taking Our Place: University of Manitoba Strategic Plan 2015 – 2020*.

Since 2015, this strategic plan has guided our efforts as a university. The plan was developed through extensive consultation with the UM community and has been implemented through the efforts of that same collective. Together our faculties, staff and administration have partnered and engaged to deliver on our shared institutional priorities.

In 2018, we issued a mid-term report that reported on progress. This final report provides the university community with an overview of what has been accomplished under the whole five years of the strategic plan.

We set strategy so that our large and multi-faceted community can act purposefully towards our collective goals. Local and world events impact us (as we are all being reminded) and sometimes require us to make tactical adjustments as we go along but having a strategic plan helps us to keep our eyes on our priorities as we adapt to changing circumstances.

As we write this in the spring of 2020, COVID-19 has changed our circumstances significantly. The content in this report focuses on the period prior to the onset of the pandemic. The coming months, and a new President, may bring new areas of focus but as this report documents, the UM is well-positioned to respond to whatever priorities are identified.

There is always more to be done. The coming year will bring an opportunity to review progress and adjust the course for the future but for now we wish to take this opportunity to reflect on what has been accomplished and to celebrate the progress we have made together.

Dr. David Barnard
President and Vice-Chancellor

Dr. Janice Ristock
Provost and Vice-President (Academic)

EXECUTIVE SUMMARY

The final report on [Taking Our Place: University of Manitoba Strategic Plan 2015 – 2020](#) summarizes the progress we have made on achieving the goals and priorities we set out in the strategic plan and provides a broad overview of the major highlights during the entire period of implementation. For a full picture of the progress made, this final report is best read in conjunction with the mid-term report, [Sharing Our Progress: January 2015 – March 2017](#).

The University of Manitoba (UM) is a highly complex, decentralized organization with wide-ranging activities at multiple locations. This report cannot represent the full breadth and depth of all activities during the implementation of *Taking Our Place* but provides insights into the many ways in which UM as a whole has worked together to advance our collective priorities.

Substantial progress has been made on each of the strategic priorities identified in *Taking Our Place*, with most goals having been met in each area or demonstrated noteworthy progress. Highlights of UM-wide achievements are outlined below. In the Appendix of the report, faculties and other academic units highlight their most important accomplishments.

PRIORITY 1: INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- *Academic program renewal:* Since 2015, UM has undertaken over 20 undergraduate program reviews, 40 graduate program reviews and 35 accreditation reviews. Over this period, nine new academic degree programs were introduced and 13 programs suspended intake or were closed due to declining student interest or in response to changes in the discipline.
- *Optimizing enrolment:* The University of Manitoba Strategic Enrolment Management Plan 2018 – 2023 identifies overarching goals for maintaining enrolment levels and plans for monitoring undergraduate enrolment, undergraduate student success, graduate enrolment, undergraduate student success, graduate enrolment, graduate student success and Indigenous achievement. A particular area of focus has been increasing the number of Indigenous students. Since 2015, Indigenous students have increased from 7.8% of undergraduate students to 9.0% in 2019 and from 4.8% of graduate students to 6.8%. International enrolment has also risen from 14.7% of total undergraduate enrolment in 2015, to 18.1% in 2019 and from 28.1% of graduate students to 33.5% during the same period.
- *Advancements in flexible learning:* Responsibility for delivery of online degree-credit courses was transferred from Extended Education to faculties, along with support for course development from the Centre for the Advancement of Teaching and Learning. A significant upgrade to WiFi distribution across campus during this period has enhanced connectivity for students, supporting enhanced access to the Learning Management System, library and student support resources and open educational resources. Over 165 classrooms, laboratories and seminar rooms have been upgraded to enhance student learning experiences and facilitate teaching. The Manitoba Flexible Learning Hub was established through which UM provides leadership to the province's post-

secondary community in providing a community for advancing teaching and learning through the use of technology.

- *Increased financial assistance to students:* The total dollar value of awards disbursed to undergraduate and graduate students has increased from \$22.5 million in 2015-16 to \$36.0 million in 2018-19. Support comes from a variety of sources including athletic awards, bursaries, entrance and in-course scholarships, external awards, fellowships, prizes and research awards.
- *Increased opportunities for experiential learning:* An experiential education task force was created and the Vice-Provost (Teaching and Learning) has worked to implement its recommendations and to establish a more coordinated and expanded approach to experiential education through supports, funding and faculty development. Co-operative education has seen considerable growth, with a 35% increase in annual participation rates since 2015. Over 40 programs now offer co-op options to students.
- *Incorporating Indigenous content:* Since 2015, 61 unit-based projects have been supported through a new Indigenous Initiatives fund. Twelve Indigenous Scholars have been funded to further the integration of Indigenous knowledge(s) and perspectives into curriculum, program and initiatives. Libraries has offered Indigenous Cultural Competency training to their staff and the Academic Administrators workshop series has led a number of related workshops. A report was developed by a committee established in 2019 to assess the existing mandate and support structures for Indigenous senior leadership and provide recommendations going forward on the role and its mandate, appropriate reporting structures and units and necessary supports. In response to this report UM appointed its first Vice-President (Indigenous) in early 2020.

PRIORITY 2: DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- *New professorships and chairs:* Sixteen research chairs have been created to develop and lead research in leadership, multiple sclerosis, internal medicine, human rights and social justice, pediatrics and child health, pediatric emergency medicine, clinical strokes, cardiology, 4R nutrient stewardship, design engineering for sustainable development and enhanced design integration, women in science and engineering, power systems simulation, river ice engineering and sex and asthma. Five professorships were established in business ethics, traumatology, endocrinology, business sustainability and clinical research.
- *Additional undergraduate support:* Undergraduate Research Awards (URAs) have increased, from 82 awards worth \$492,000 in 2015 to 170 awards worth \$1,183,000 in 2019, allowing more students to work on research projects with UM professors. Ten per cent of all URAs are dedicated for Indigenous students.
- *Recognition of researchers:* UM faculty have received prestigious awards from the Royal Society of Canada, the Canadian Academy of Engineering, Women's Executive Network Canada's Most Powerful Women Top 100, Canadian Academy of Health Sciences, Canadian Medical Hall of Fame, Institute of Public Administration of Canada, Governor General's Innovation Awards, Manning Awards, Canada Gairdner Foundation Wightman Award, Canadian Institutes of Health Research, Royal-Mach-Gaensslen Prize in Mental Health Research, Graham Boeckh Foundation and Health Research Foundation. This is in addition to internally administered faculty research awards offered through the Office of the Vice-President Research and International.

- *Indigenous perspectives in research:* Over 30 projects were funded through the University Indigenous Research Program at an average of \$25,000 per project for a total of \$763,000. The National Centre for Truth and Reconciliation became the permanent home for all statements, documents, and other materials gathered by the Truth and Reconciliation Commission of Canada and has established an archival website for use by Survivors, researchers and others. The centre is an important focal point for First Nations, Inuit and Métis research at UM.
- *Internal grants programs:* University Research Grant Program supports were increased from \$7,500 to \$10,000 per project with priority given to new faculty. The amount of eligible funding doubled under the University Creative Works Grants Program from \$2,500 to \$5,000.

PRIORITY 3: CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- *Raised awareness of Indigenous perspectives:* Numerous initiatives include the introduction of an Indigenous Languages Elders-in-Residence Program, community service-learning partnerships with external Indigenous service organizations; workshops, lectures and events. The establishment of the Indigenous Scholars Fund and Indigenous Initiatives Fund have also facilitated the embedding of Indigenous knowledge(s) and perspectives into curriculum, programs and initiatives. The first Vice- President (Indigenous) was appointed in early 2020.
- *Increased financial and other supports:* Financial supports awarded to self-declared Indigenous students steadily increased during this period with new supports in scholarships, bursaries, new prizes and a new fellowship. UM Bursaries awarded to Indigenous students grew from \$874,014 in 2015-2016, to \$2,232,829 in 2018-2019. UM Scholarships awarded to Indigenous students grew from \$566,673 in 2015-2016 to \$1,089,448 in 2018-2019. New programmatic supports include Supporting Aboriginal Graduate Enhancement programming, the Blankstein Momentum program for Indigenous students looking to improve their academic performance, the EmpoweringU Financial Wellness program, the Qualico Bridge to Success program and Métis inclusion programming. A bi-weekly Indigenous Student Newsletter was also introduced in 2016, to provide information about supports, programs, financial aid and other opportunities available to Indigenous students.
- *Strengthened engagement with K-12 Indigenous students:* Numerous initiatives from across UM campuses engage Indigenous youth to encourage pursuit of post-secondary education. UM also continues to deliver on its responsibilities under the Manitoba Collaborative Indigenous Education Blueprint which commits us to work in partnership with all provincial post-secondary institutions and the Manitoba School Boards Association to make excellence in Indigenous education a priority.
- *Recognizing and celebrating achievements:* The Indigenous Awards of Excellence were established in 2017 and have since recognized 21 students, six faculty and six support staff. In 2018, Indigenous Engagement launched an Indigenous Scholars Speaker Series to highlight the research and expertise of these scholars. Eighteen talks have been held since September 2018, with audiences ranging between 30 and 150 attendees and thousands more on line. Since 2015, two Indigenous alumni have been recognized by UM with Distinguished Alumni Awards and eight Indigenous leaders have received honorary degrees. UM continues to host an annual Traditional Graduation Pow Wow to celebrate Indigenous graduates and an Indigenous Homecoming event to celebrate the achievements of Indigenous alumni.
- *Creating welcoming spaces:* An Indigenous Advisory Committee and Subcommittee was formed in 2015 to guide the drafting of Indigenous Planning and Design Principles for UM and

implementation of these is now incorporated into the ongoing work of the university. These processes continue to be refined based on ongoing engagement, with a commitment to reconciliation and to making Indigenous languages, knowledges and cultures more visible within our campus environments.

PRIORITY 4: BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- *Respectful and inclusive environments:* As Manitoba's largest post-secondary institution, UM fosters a student and staff community that is complex and dynamic. In order to continually remain well-informed, to ensure that best practices are consistently applied, and to advance and improve the state of our community, four distinct reviews of UM's approach to prevention and response to discrimination, harassment and sexual violence were conducted to deepen the understanding of its community's needs. The Campus Climate Survey on Sexual Violence, review of Respectful Work and Learning Environment (RWLE) and Sexual Assault Policies and Procedures, review of processes related to the RWLE and Sexual Assault Policies by the Office of Human Rights and Conflict Management and an independent external review all resulted in change, the last of which resulted in *Responding to Sexual Violence, Harassment & Discrimination at The University of Manitoba: A Path Forward* which made 43 recommendations to current practices which are in planning for implementation.
- *IT infrastructure and security:* To meet the growing needs of the UM, more than 2,200 wireless access points are now available and a six-year local area network upgrade plan is well underway. In general, the coverage and resiliency of the entire network has been improved since 2015 and improvements continue. Initiatives such as mobile encryption and multi-factor authentication have also improved IT security.
- *Improving maintenance:* Both preventative and corrective maintenance has increased since 2015 and Physical Plant has made changes to their processes to improve tracking of issues and service response.
- *Resource sustainability:* In 2019, UM achieved a 'Gold Stars' rating from the Association for the Advancement of Sustainability in Higher Education, who ranked UM in their top 10 in the categories of Coordination and Planning and Research. UM has been designated as the United Nations Academic Impact hub for their sustainable development goal related to clean water and sanitation based on UM's research, innovation and scholarship in the field.
- *Enhancing connections between faculties and other units:* A number of initiatives have built on interaction between faculties and the rest of the campus community. A Finance Working Group was established to support stronger financial stewardship, management and planning by collaborating in addressing financial issues across faculties and administrative units. Communities of practice were established to build community and foster collaboration on topics such as Leadership and UM Plan, the university's budgeting software. A summer term transition project saw delivery of summer term move from Extended Education to academic faculties through a collaborative process involving a number of central units and faculties. A travel booking and expense practice review project improved travel and booking and expense claim practices across the institution.

PRIORITY 5: FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- *Multi-platform storytelling:* The UM Today News network shares stories of the university community's successes in learning, discovery and engagement. *UM Today The Magazine* has been recognized with awards from the Canadian Council for the Advancement of Education in 2016, 2017, 2018 and 2019 and by the International Council for Advancement and Support of Education in 2018. Readership of UM Today News has increased year-over-year since 2015 and eight social media channels generated approximately one million engagements from the community with over 260,000 followers.
- *Website and brand update:* UManitoba.ca was redesigned through extensive consultation in 2017-2018 and a new website was successfully launched in the summer of 2019. The redesigned website also reflected the first expression of UM's new brand, an initiative which included updating the UM's twenty-year-old logo and a new brand strategy. This project involved extensive consultation with the community and sought to embrace Indigenous perspectives and shed outdated, colonial symbols.
- *Strengthened alumni relationships:* Over 145,000 UM alumni live throughout Canada and in 140 countries. The Distinguished Alumni Awards have honoured 27 outstanding alumni, joined by more than 1,600 event guests. Since 2015, UM has hosted over 200 class reunions and welcomed more than 4,000 alumni and community members back to campus for celebrations.
- *Community outreach:* Visionary Conversations featured 75 researchers and alumni experts at 17 different events presented to over 4,500 attendees. These public discussion sessions addressed many critical issues including: "The power of one: what's my responsibility as a global citizen?," "What does a decolonized Canada look like?" and "How can our community come together to combat the impacts of drug addiction?."
- *Milestone fundraising:* UM's Front and Centre campaign was concluded in spring 2020 with 62,075 donors from 48 countries coming together to raise \$626,260,909, surpassing the campaign's initial \$500 million goal and making it the largest philanthropic endeavour in Manitoba's history. This will support 702 new scholarships and bursaries for students; 21 research chairs and professorships established and enhanced to inspire teaching and learning; 37 building upgrades to create an outstanding educational environment and over 331 estate gifts pledged for UM's future. The campaign also helped to build seven new spaces that change the footprint of the campus such as the Active Living Centre, the Stanley Pauley Engineering Building, Taché Arts Complex (Desautels Concert Hall & Rehearsal Building), Campus Children's Centre, Churchill Marine Observatory and Dairy Farmers of Manitoba Discovery and Learning Centre.

ORGANIZATION OF THIS REPORT

This report is presented in sequence of the priorities as listed in [Taking Our Place: University of Manitoba Strategic Plan 2015 – 2020](#). Each section begins with an excerpt from *Taking our Place* and proceeds to list all goals as originally published and provide a final update on our progress accordingly. For a full picture of the progress made, this final report is best read in conjunction with the mid-term report, [Sharing Our Progress: January 2015 – March 2017](#).

The University of Manitoba (UM) is a highly complex, decentralized organization with wide-ranging activities at multiple locations. This report cannot represent the full breadth and depth of all activities during the implementation of *Taking Our Place*, but provides insights into the many ways in which the university as a whole has worked together to advance our collective priorities.

Substantial progress has been made on each of the identified strategic priorities. Highlights of UM-wide achievements are outlined throughout the main body of the report. In the Appendix of the report, faculties and other academic units highlight their specific accomplishments. All contained data is from UM sources unless otherwise indicated.

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I. INSPIRING MINDS

through innovative and quality teaching

The University of Manitoba is this province's research university; therefore, research informs our teaching and teaching informs our research. We provide a wide range of high-quality liberal arts, science and professional programs that are consistent with our mission and size and that equip our undergraduate and graduate students to be locally and globally engaged citizens.

We are committed to ensuring that our undergraduate and graduate students have an outstanding educational experience. They engage with their courses and programs in learning and related environments that best contribute to their success. They have access to experiential learning opportunities as well as proper recognition of their relevant learning outside of the University of Manitoba. They are taught by excellent professors who are properly recognized and rewarded for their skills and achievements. And they understand the importance and contributions of Indigenous peoples in Manitoba and Canada.

GOALS

a. Maintain and sufficiently support an appropriate range of liberal arts, science and professional programs for Manitoba's research university in the context of stable or diminishing resources.

As a medical-doctoral university, UM delivers a comprehensive range of liberal arts, science and professional programs while attending to issues such as program innovation, program quality and enhancement, strategic enrolment planning, maintaining appropriate admission standards and supporting student progress. Enrolments have increased since 2010-11 and with costs increasing annually: maintaining UM standards in these areas requires careful, informed planning.

UM is the primary source of university-level professional training in the province with more than 45 programs accredited and/or certified by 35 external agencies. Meeting the requirements of external accreditation requires extensive human and financial resources.

Program Renewal and Review

Regular review of all academic programs occurs on a cyclical basis, either through a Senate-mandated external academic program review process, or a formal accreditation review by an external accreditation agency. Review results inform program and curriculum changes to ensure programs remain current and of high quality. Proposed academic programs and curriculum changes are subject to a rigorous internal review process and significant changes must be reviewed and approved by the provincial government prior to implementation.

In 2000, Senate approved a policy and procedure for the periodic review of all academic programs. The review process requires that the unit responsible for the program under review generate a summary and analysis of its programming and strengths and weaknesses. A peer reviewed team, which includes at least two experts from other universities, is tasked with providing a critical assessment together with recommendations for improvement of the program after reviewing the self-study and after visiting campus to meet with stakeholders including students, staff and faculty members. Senate is expected to approve a revised policy and procedure governing academic program reviews in 2020 that will increase the efficiency and efficacy of the review process by:

- (i) Providing increased support to academic units undergoing reviews
- (ii) Allowing the possibility of concurrent undergraduate and graduate reviews to better address issues that span programs
- (iii) Expanding the scope of reviews to include identified elements of strategic and institutional importance, including Indigenous achievement, experiential learning, academic integrity and equity, diversity and inclusion

Since 2015, UM has undertaken over 20 undergraduate program reviews, 40 graduate program reviews (including three combined undergraduate and graduate reviews and two reviews each for programs delivered in collaboration with the University of Winnipeg and Université de Saint-Boniface) and 35 accreditation reviews.

Details on other program renewal activities are included in the faculty summaries in the Appendix of this report.

As a component of ensuring programs remain relevant, UM introduces, expands, suspends intake to and occasionally closes programs in response to the needs of learners and evolving discipline needs. The following highlights changes made in the suite of major program offerings since 2015. All changes are initiated by faculties and follow relevant Senate processes.

Program Expansion

Nine new academic degree programs have been introduced since 2015:

Master of Finance (2016)

Introduced to provide Manitoba with a professional program that will prepare graduates to obtain a Chartered Financial Analyst (CFA) designation and to work in both private and public sectors.

Master of Social Work, Indigenous Knowledges (2016)

Introduced to provide social workers with training in Indigenous forms of caring unique to Indigenous clients and communities in Manitoba.

Master of Science, Genetic Counselling (2016)

Introduced to provide a Manitoba-based training program that responds to growing need for genetic counsellors.

Master of Science, Prosthodontics (2017)

Introduced to bring Prosthodontics training to Manitoba and to address a shortage of practitioners in Manitoba and in the other Prairie provinces.

Bachelor of Music, Music Education (2018)

Introduced to replace the Bachelor of Education/Bachelor of Music, Education-Music Integrated program both to provide better preparation for music educators and to fulfill all teacher education requirements.

Doctorate of Pharmacy (2018)

Introduced to meet new entry-to-practice and accreditation standards and to ensure that pharmacy education and practice in the province meet evolving health professional needs.

Master of Human Rights (2018)

Introduced to prepare graduates with the knowledge and skills required to integrate human rights perspectives into research, advocacy and negotiation skills, for careers in the private and public sectors.

Post-baccalaureate Diploma in Medical Physiology and Pathophysiology (2019)

Introduced to provide an option for students interested in human sciences and health-related disciplines to be exposed to upper-level laboratory experiences in the areas of medical physiology and/or biomedical research.

Bachelor of Midwifery (2020)

Introduced to bring midwifery training back to Manitoba and prepare professional midwives to meet provincial health workforce demands.

Program Suspension and Closure

The utility and viability of existing academic programs may change over time as new programs such as those described above are introduced and as student demand and labour market needs shift. The following programs have either had their intake suspended, or been closed, due to declining student interest or in response to changes in the discipline.

Post-baccalaureate Diploma in Agrology (2015)

Intake suspended because of low enrolment and the high cost of program delivery.

Master of Science, Family Social Sciences (2015)

Intake suspended and replaced by the Master of Science, Community Health Sciences due in part to the 2014 closure of the Faculty of Human Ecology.

Master of Arts, Icelandic Language and Literature (2015)

Intake suspended as a result of very low demand for the program.

Master of Science, Textile Science (2016)

Intake suspended and replaced by the Master of Science, Biosystems Engineering due in part to the 2014 closure of the Faculty of Human Ecology. The program is expected to be closed in 2020.

Bachelor of Education/Bachelor of Music, Education-Music Integrated Program (2017)

Intake suspended because of a change in music teacher education requirements and the introduction of a new Bachelor of Music, Music Education program.

Bachelor of Nursing, Registered Nurse (2018)

Intake to this bridging program, initially developed for practicing nurses or those with a college nursing diploma, suspended due to decreasing demand.

Bachelor of Science (Major, Honours), Biotechnology (2018)

Intake suspended as a result of very low demand.

Bachelor of Human Ecology, Family Social Sciences (2019)

Intake suspended due in part to the 2014 closure of the Faculty of Human Ecology with the Bachelor of Health Studies program now offered as an alternative.

Bachelor of Science, Pharmacy (2019)

Intake suspended because the program has been replaced by the Doctorate of Pharmacy as the new entry-to-practice degree requirement.

Master of Mathematical, Computational and Statistical Sciences (2015)
Program closed due to historically low demand.

Bachelor of Human Ecology, General Human Ecology (2017)
Intake suspended in 2013 and the program closed in 2017 due to low demand.

Bachelor of Science, Textile Sciences (2019)
Intake suspended in 2014 and the program closed in 2019 due to low demand.

Doctor of Philosophy, Cancer Control (2019)
Program closed after being replaced by Doctor of Philosophy, Nursing.

b. Optimize enrolment with an appropriate mix of undergraduate, graduate, Indigenous and international students for Manitoba's research university.

STRATEGIC ENROLMENT PLANNING

Strategic Enrolment Management (SEM) Plan: 2013 – 2018 established broad goals to help shape undergraduate and graduate enrolment. An implementation plan established in 2015 encouraged faculties to develop their own plans to align with UM's broader SEM goals.

A revised and updated Strategic Enrolment Plan: 2018 – 2023 was created that includes a strengthened focus on student success and on the goals of each faculty. To support the plan, a new governance structure was created for implementation. The SEM committee includes representation from a variety of perspectives including the Provost Office, Enrolment Services, Deans, Financial Planning, Office of Institutional Analysis and undergraduate and graduate student representatives. The committee is responsible for consulting with Provost Council, Faculty of Graduate Studies Executive Committee and the Associate Deans Undergraduate. These bodies and Senate receive updates at least annually, regarding progress towards the plan's goals.

In addition, three councils have been created to oversee implementation. The Graduate SEM Council (fulfilled by the Faculty of Graduate Studies Council), Undergraduate SEM Council (fulfilled by the Associate Deans Undergraduate group) and an Indigenous Council will review goals and tactics and provide updates on an annual basis where appropriate. Faculties also have the option of creating their own SEM subcommittees to support the creation of strategies and drive the SEM process.

As faculties set out their specific SEM goals, central support units — such as Enrolment Services, Student Engagement and Success, the Office of Institutional Analysis and the Centre for the Advancement of Teaching and Learning — will assist in defining tactics to support the desired outcomes.

As part of this work of managing enrollment, UM monitors student body demographics and progression, with specific emphasis on undergraduate enrolment, undergraduate student success, graduate enrolment, graduate student success and Indigenous achievement.

The revised SEM plan continues to identify a number of overarching goals for UM including maintaining enrolment levels of incoming Manitoba high school students, increasing enrolment of students from other Canadian provinces, increasing enrolment and improving success of Indigenous students at both undergraduate and graduate levels, supporting the international student enrollment goals of individual faculties, improving the persistence rates for students as they move through their program of study, improving graduation rates, increasing the time-to-degree-completion (especially for graduate students as per d below) and increasing the number and proportion of doctoral students.

Enrolment trends

Enrolment at UM is generally stable with only modest increases occurring at both undergraduate and graduate levels between 2015 and 2019. (Figure 1-1). These enrolment trends are generally consistent with those of other U15 peers.

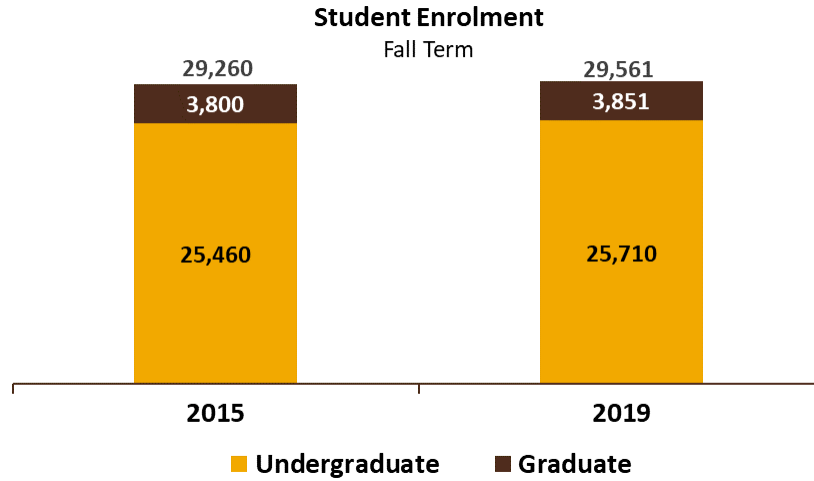


Figure 1-1 Student Enrolment – Undergraduate and Graduate

UM seeks to grow graduate student enrolment but this has proven challenging to achieve with a steady proportion of overall enrolment stable at about 13% (Figure 1-2). Given that the pool of funding available to recruit and support graduate students is low relative to other research-intensive Canadian universities, it is likely that this proportion will remain relatively stable in future as well.

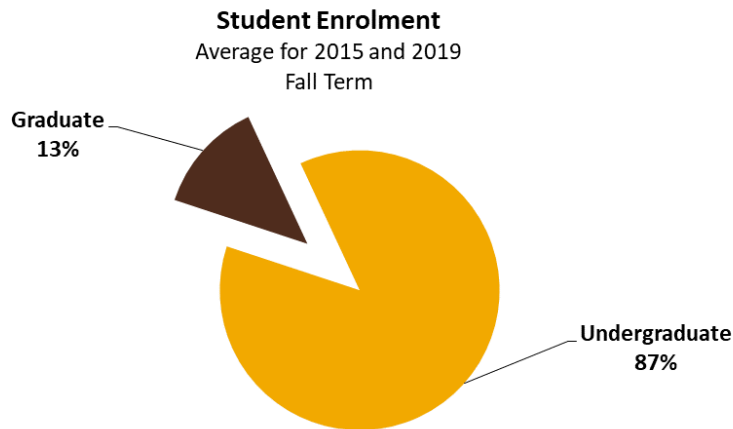


Figure 1-2 Student Enrolment Averages from 2015-2019

Indigenous Enrolment

Increasing the representation of Indigenous students at both undergraduate and graduate levels is a long-standing goal of UM. Figure 1-3 shows that since 2015 Indigenous students have increased from 7.8% of undergraduate students to 9.0% in 2019. In 2015, 4.8% of graduate students were Indigenous and by 2019 this had risen to 6.8%.

The increase in the number of Indigenous students at UM has been driven by initiatives such as improved programming and student supports and outreach recruitment initiatives. In addition, since 2016, concerted efforts have been made to encourage all students to declare their Indigenous ancestry, a factor to be considered when interpreting the resultant enrolment increase (Figure 1-3). Enrolment patterns will continue to be monitored through the SEM process.

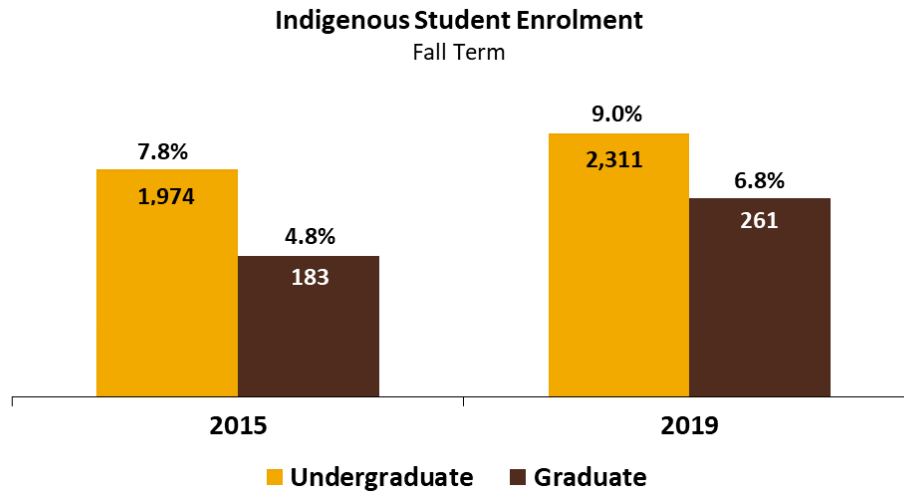


Figure 1-3 Indigenous Student Enrolment – Undergraduate and Graduate

International enrolment

While total enrolment at UM remained relatively constant between 2015 and 2019, international student numbers have risen from 14.7% of total undergraduate enrolment in 2015 to 18.1% in 2019 and from 28.1% of graduate students to 33.5% during this same period. (Figure 1-4)

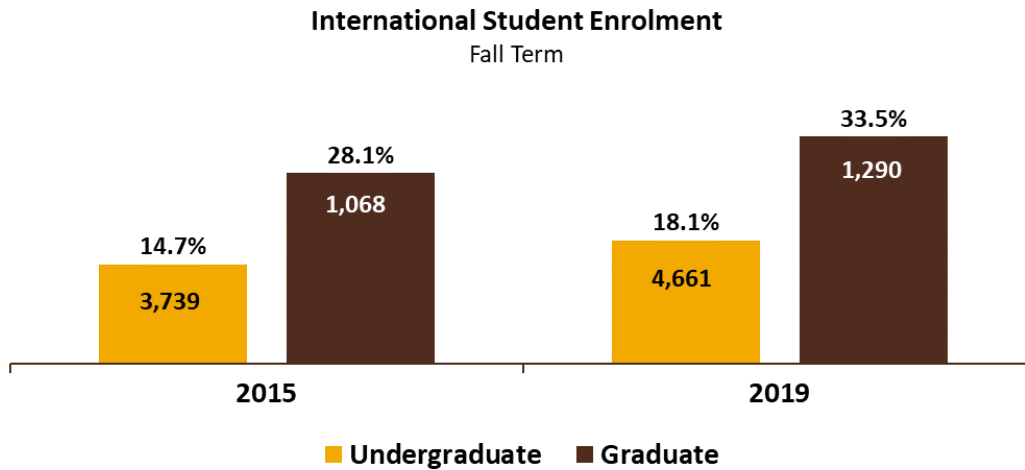


Figure 1-4 International Student Enrolment

International students come to the university from throughout the world. Since 2015, the top eleven countries have remained consistent, with some variation in the proportion. Broadly speaking, during the time of this report the proportion of students from China has decreased while those from Bangladesh and India has increased. (Figure 1-5)

International Students	2015		2019		difference
China	2,027	42.2%	1,626	27.3%	-14.8%
Nigeria	774	16.1%	924	15.5%	-0.6%
India	237	4.9%	647	10.9%	5.9%
Iran	168	3.5%	213	3.6%	0.1%
Pakistan	147	3.1%	157	2.6%	-0.4%
United States	138	2.9%	208	3.5%	0.6%
Bangladesh	131	2.7%	399	6.7%	4.0%
Brazil	87	1.8%	61	1.0%	-0.8%
South Korea	76	1.6%	111	1.9%	0.3%
Viet Nam	73	1.5%	253	4.3%	2.7%
Zimbabwe	65	1.4%	135	2.3%	0.9%
Other countries	884	18.4%	1,217	20.5%	2.1%
Total International Students	4,807	100.0%	5,951	100.0%	

Figure 1-5 International Students Countries of Citizenship 2015 and 2019

UM continues to monitor international student numbers and to offer supports to student success through initiatives such as specialized workshops and training as well as academic and financial supports. Supports and resources are also offered to instructors to support the learning of international students.

c. Provide students with flexible learning opportunities using a variety of delivery modes that make the best use of available classroom and online learning technologies and resources.

A number of recommendations arising from the 2013 Blended and On-Line Learning Task Force report have been implemented during this period including transferring responsibility for the delivery of online degree credit courses and provision of appropriate student support and services from Extended Education to faculties. As part of this transfer, course development supports for online courses are now provided by the Centre for the Advancement of Teaching and Learning.

In addition, the Centre for the Advancement of Teaching and Learning hosts the Manitoba Flexible Learning HUB, a community for advancing teaching and learning through the use of technology at Manitoba's post-secondary institutions. The HUB was established in 2016 as a funding and resource vehicle for the development of online courses across all post-secondary institutions in Manitoba.

A significant upgrade to WiFi distribution across the campus over the past three years has led to improved connectivity for students which supports enhanced access to the Learning Management System, library and student support resources and open educational resources. Since 2015, WiFi access points have increased from approximately 1,600 to over 2,188. Each day there are typically 24,000+ connections to the wireless networks on both campuses. Improving the coverage and capacity within learning spaces to support enhanced academic use is also underway.

In addition, over the past four years more than 165 classrooms, laboratories and seminar rooms have been upgraded to enhance the student learning experience and facilitate teaching. Over \$25 million has been invested in renewing teaching and learning spaces, including furnishings that promote active learning strategies and in audio-visual upgrades. One example of this development can be seen in the creation of a technology-enhanced active living classroom in the Faculty of Education building that is now available on a pilot study basis to faculty from across UM. Further detail on classroom renewal is provided under Priority 4 of this report.

The Centre for the Advancement of Teaching and Learning continues to provide strong support to individual instructors and faculties for the development of online and blended courses as well as open educational resources. Their Flexible-Learning team engages early with instructors to ensure that a robust development process is used within a structured framework; this work is further supported by faculty development opportunities. The Centre for the Advancement of Teaching and Learning continues to offer workshops on course design, teaching online, assessment strategies and use of learning technologies to further enhance the student experience. Students are supported across all learning modalities through Library Services and the Academic Learning Centre.

d. Ensure students are able to complete their programs and reduce time to completion.

UM is a "U15" institution, U15 being a group of Canada's 15 most research-intensive universities. It is also an open access university that admits a broad range of students. As a result, we expect that our persistence and graduation rates at the undergraduate level may look different than those of U15 institutions that are more restricted in their admissions criteria.

Persistence rates, or the percentage of first-year students who return for their second year, are quite consistent with our U15 peers. However, in subsequent years, persistence trails that of our peers and by a significant margin.

First-to-second-year undergraduate persistence rates remain close to the U15 average but the six-year graduation rate is less positive. Figure 1-8 demonstrates the graduation rate for the admission cohorts from 2008 to 2012. Note that all students beginning their studies in the same year (e.g. 2010) are assigned

to a cohort and graduations from this cohort are assessed after six years to generate a graduation rate; for example, the graduation rate of the 2010 cohort is assessed in 2016.

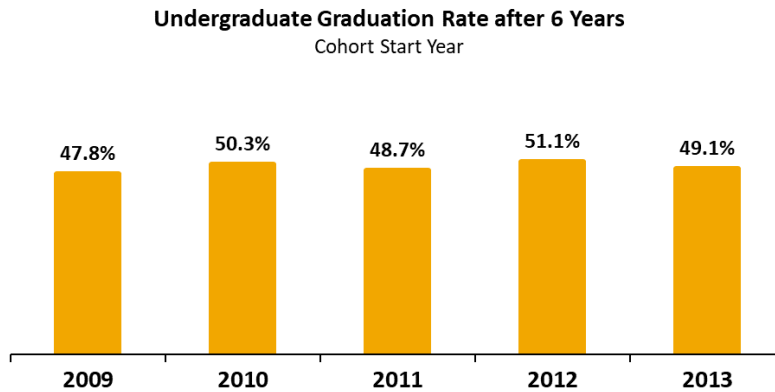


Figure 1-6 Undergraduate Graduation Rate after 6 Years

A number of initiatives have been undertaken to improve undergraduate persistence and graduation rates including those summarized below.

New direct entry admissions framework

In 2016, Enrolment Services initiated a review of the direct entry admission framework. As part of the due diligence process, admission models from across the country were reviewed and Deans and Associate Deans were consulted. After the review, it was determined that four important factors should be addressed: English and mathematics preparation of incomings students, flexibility regarding courses that could be used in the admission average calculation, flexibility in determining minimum eligibility (i.e. some programs wanted a threshold lower than 85%), and addressing the issue that UM was the only Canadian institution to use only three courses in its admission average calculations, where four was more typical.

In 2018, a new direct entry admission framework was approved by Senate that simplified the admission requirements and introduced Math and English as core requirements, bringing the number of courses to five.

Once the framework was approved, programs that offered a direct entry program were encouraged to bring forward a proposal to Senate to modify their requirements to align with the new framework. Since May 2020, all but one program has modified their requirements to align with the new framework.

University 1 transit regulations and academic progression rules

University 1 (U1) is a direct-entry admission option that offers students the unique opportunity to plan for one or more target degree programs during the first year of university. U1 is designed to meet the needs of students who are not sure what program they are going to pursue as well as students who are seeking advanced entry into a specific program. Students receive guidance from academic advisors who specialize in the transition from high school to university. A review of performance and persistence rates for students who transit to the Faculties of Arts or Science from U1 led to new transit regulations approved in

2019. U1 developed new academic assessment categories and interventions to ensure students who do not meet the minimum performance requirements will receive appropriate academic and personal supports to help get back on track.

Policy review

A review of the Voluntary Withdrawal (VW) policy in 2016 indicated that uncontrolled access to VWs caused unrestrained repeat attempts at some courses and contributed to a number of concerning impacts for students. These included high rates of degree non-completion and increased time to completion; increasing student debt; a higher burden on teaching, learning and financial resources; inequitable access to courses and programs; increased bottlenecks in required courses; inflated entrance requirements for competitive entry programs; and increased time to graduation.

In consequence, a number of new academic policies and policy revisions were approved by Senate to support timely student progress. These included:

- Revisions to the student policy on VW
- A new policy and procedure addressing student Authorized Withdrawal
- A new policy addressing Repeated Courses by students
- Revisions to the Grade Point Average policy

Degree audit

A new degree audit system was launched to help students and academic advisors track academic progress, map degree requirements, estimate time-to-degree-completion and find alternative degree paths. A complementary project, Career Compass, was initiated to develop degree templates for students that integrate program and course requirements, career planning and co-curricular activities for select undergraduate programs. This initiative helps provide structure and direction to students in managing their academic programs and course selection. Career Compass also heightens awareness about experiential learning, community connections and links students to support services provided by Student Affairs professionals. Prospective students and guidance counsellors also use the tool to increase understanding of areas of study and guide career decision-making.

International student supports

A portion of tuition collected from international students is directed to enhancing financial, academic and student support programs and services for these students. Since 2015, new initiatives have contributed to the success of international students, such as:

- Providing additional scholarship and bursary support for both undergraduate and graduate students
- Supporting English language development skills through more English as an Additional Language (EAL) courses and workshops, reading clinics, journal and technical writing boot camps and courses; and provision of tutors for both undergraduate and graduate students, including an EAL Specialist (in the Academic Learning Centre, Agricultural and Food Sciences, Engineering, English Language Centre)

- Embedding academic supports within classes with high international student enrolment and providing supplemental instruction workshops
- Providing support to instructors through the addition of an internationalization faculty specialist in the Centre for the Advancement of Teaching and Learning
- Enhancing and promoting academic integrity through workshops and international academic integrity coordinator (Student Engagement and Success) and international student advocate (Student Advocacy)
- Enhancing student experience (pre-arrival, orientation, transition and advising) by expanding student mentoring, leadership and peer programs
- Addressing nutrition through the addition of a community kitchen in student residences
- Enhancing student mental health and wellness through the addition of an intercultural counseling specialist at the Student Counselling Centre and an international student support case worker

Graduate students

In addition, there are specific initiatives focused on graduate students. The Faculty of Graduate Studies has encouraged units to eliminate potential roadblocks to timely progress including the elimination of unnecessary links or dependencies between program requirements that could act to delay timely processes, such as a requirement within a PhD program that courses or the candidacy examination be completed before research is begun.

Graduation rates in Master’s programs have increased modestly for cohorts beginning in 2013, compared with those starting in 2009 (Figure 1-7) but the number of terms to completion (Figure 1-8) has remained relatively flat.

PhD graduation rates have remained very consistent, as have the mean number of terms to completion. (Figures 1-9 and 1-10)

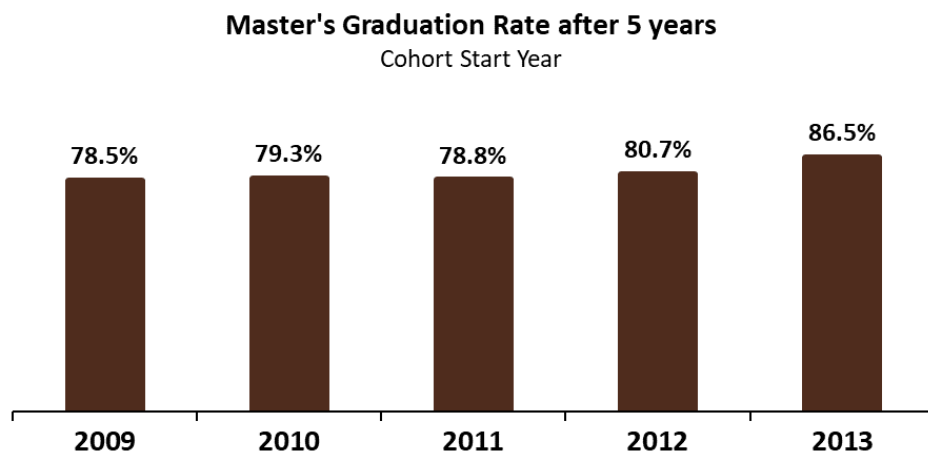


Figure 1-7 Master’s Graduation Rate after 5 Years

Mean Number of Terms to Completion for PhD Degree
Cohort Start Year

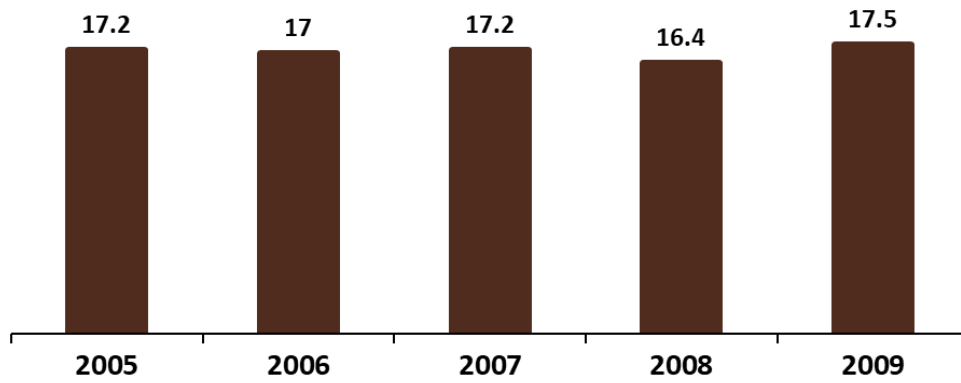


Figure 1-8 Mean Number of Terms to Completion for PhD Degree

PhD Graduation Rate after 9 years
Cohort Start Year

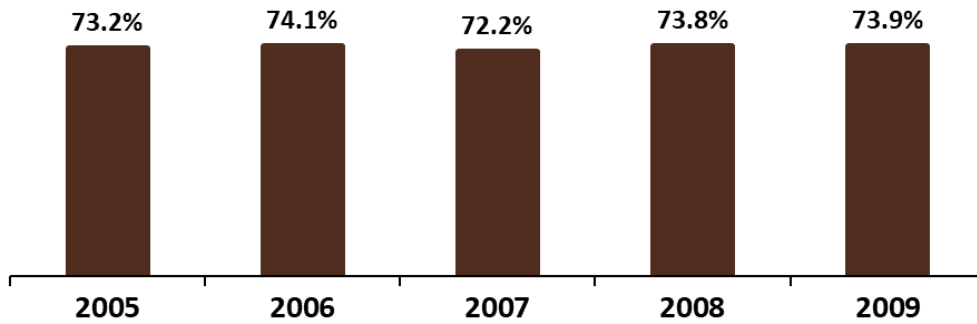


Figure 1-9 PhD Graduation Rate after 9 Years

Mean Number of Terms to Completion for PhD Degree
Cohort Start Year

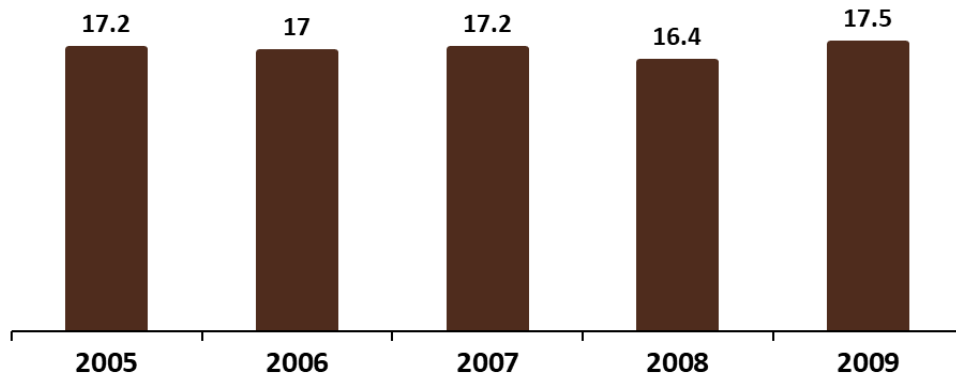


Figure 1-10 Mean Number of Terms to Completion for PhD Degree

Financial Assistance

Financial support can also play a role in persistence and a student’s ability to complete their education.

The total amount of awards that have been disbursed to students, undergraduate and graduate, has increased by 60% from \$22.5 million in 2015-16 to \$36 million in 2018-19.

Support comes from a variety of sources including athletic awards, bursaries, entrance and in-course scholarships, external awards, fellowships, prizes and research awards. Two key areas of increase during this period have been in scholarships and bursaries. (Figures 1-11 and 1-12).

Bursaries Awarded

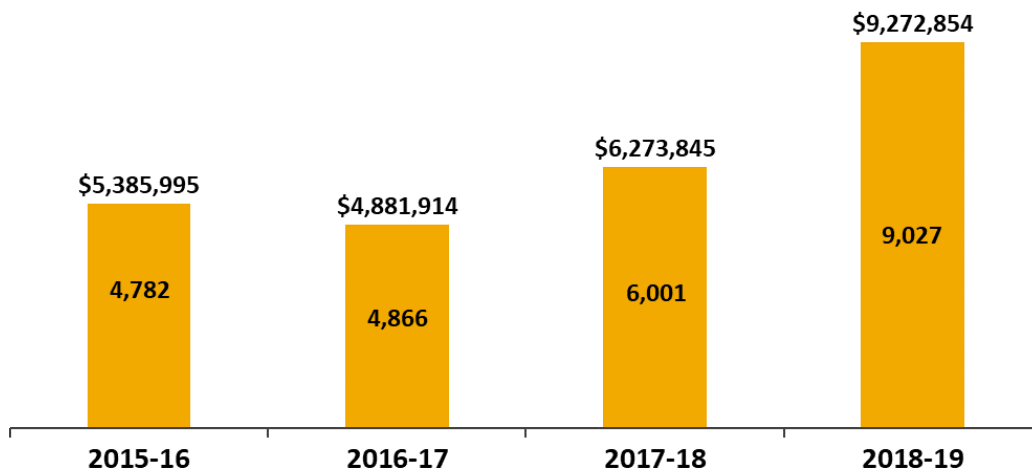


Figure 1-11 Bursaries Awarded

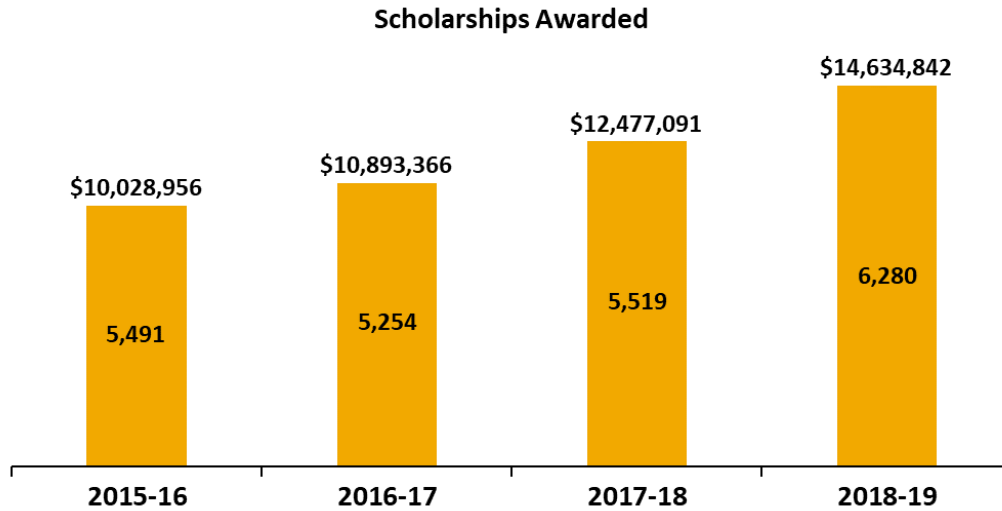


Figure 1-12 Scholarships Awarded

e. Increase opportunities for experiential learning.

UM is committed to increasing experiential learning opportunities for students.

A UM-wide environmental scan of all experiential learning opportunities has been conducted that demonstrates the variety of opportunities available to students through both curricular and non-curricular experiential learning. This scan also noted that there could be enhanced coordination both internally and with external partners and that additional opportunities could be established in a number of faculties.

In 2018, an Experiential Education Task Force was created. Their final report and recommendations to the Provost were subsequently shared with Deans and Directors for consideration and further input. A focus for experiential education has also now been established within the portfolio of the Vice-Provost (Teaching and Learning) to implement the task force recommendations and to establish a more coordinated and expanded approach to experiential education through supports, funding and faculty development. UM offers several co-curricular opportunities and many are delivered or coordinated within the Division of Student Affairs. Examples include work study, peer mentoring, leadership, service learning and volunteer opportunities.

UM has begun a partnership with other Manitoba post-secondary institutions to engage business and industry in conversations about work integrated learning. These conversations are expected to grow over time.

Experiential learning is an increasingly important component of many academic programs at UM. Highlights of related recent initiatives are detailed in the faculty overviews in the Appendix of this report.

Co-operative education (Co-ops)

Co-operative education allows students to put theory into practice while deepening learning as students test and enhance skills learned in the classroom. This is an area in which the university has seen significant growth. Since 2015, there has been a 35% increase in annual participation rates in co-op programming.

In 2019 a new co-op education policy was approved through Senate, which defines terms and sets out standards for these important work-integrated learning opportunities.

UM has a long history of offering co-op education within its faculties. There are currently over 40 programs offering co-op options to students in the Faculties of Agricultural and Food Sciences; Architecture; Arts; Engineering; Environment, Earth and Resources; Asper School of Business; and Science. Since 2015, co-op options have been approved for programs in the following areas of study:

Undergraduate Programs

Applied Mathematics
Environmental Design
History
Human Nutritional Sciences
Labour Studies
Mathematics
Physics and Astronomy
Political Studies
Psychology

Graduate Programs

Architecture
City Planning
Interior Design
Landscape Architecture

f. Expect, recognize, promote and reward high quality and innovative teaching.

To advance the goals for high quality and innovative teaching, UM has committed to three areas of action:

- Review faculty/school tenure and promotion guidelines to ensure teaching and the scholarship of teaching are appropriately and consistently recognized
- Establish 'teaching chairs' to lead and facilitate teaching excellence
- Increase opportunities for academic staff to complete the Teaching and Learning Certificate program through the Centre for the Advancement of Teaching and Learning

A committee led by the Vice-Provost (Academic Affairs) undertook a review of all faculty/school tenure and promotion guidelines to evaluate recognition of teaching and the scholarship of teaching at UM. Feedback from this process was provided to each faculty in 2017 to inform the revision of tenure and promotion guidelines.

The UM-wide Olive Stanton Teaching Award and the Saunderson Teaching Award have been re-established with enhanced and more explicit criteria and a peer-review selection process. The awards are presented at the Spring Convocation ceremonies to highlight and celebrate outstanding teaching. A Provostial Program in the Scholarship of Teaching and Learning (SOTL) has recently been established to provide, through a peer-review process, both project and personnel funding. Project funding includes small (<\$7,500) and large (<\$25,000) projects, while the personnel funding includes three annual Teaching Scholar positions (one term each) and two annual Teaching Fellowships (two-year awards). This unique Program provides an opportunity for faculty to engage with SOTL, investigate innovative teaching strategies, develop educational leadership amongst faculty, build a strong nominee base for internal and national teaching awards, share findings and expertise through an annual teaching and learning symposium and promote SOTL as a legitimate addition to evidence for both teaching and research through promotion and tenure applications.

The Faculty of Graduate Studies offers annual awards to recognize outstanding mentorship of graduate students.

The Centre for the Advancement of Teaching and Learning has established the three programs outlined to facilitate professional development for all instructors and teaching assistants:

- The Teaching and Learning Certificate program is an intensive two-year (part time) mentor-supported program for pre-tenured faculty. 30 faculty members have graduated from the program, while an additional 32 are in process.
- The Instructional Skills Workshop established in 2018 is a three-day intensive program for sessional instructors with three intakes per year. Since its inception, 47 sessional instructors have completed the program.
- The Graduate Student Program is a new internationally accredited program focused on building fundamental teaching and communication skills in graduate students. As of Fall 2019, 150 graduate students were enrolled in the program.

g. Enhance student mobility.

UM has committed to three areas of action in support of the goal of enhancing student mobility. These are:

- Increasing the number of articulation agreements and transfer-credit agreements, including with Indigenous educational organizations
- Establishing university-level policy and support for the recognition of prior learning, with specific attention to the prior learning of Indigenous peoples
- Becoming a founding partner in the creation of a provincial transfer credit data-base designed to encourage student mobility
- Related activities under this goal include the creation of a new policy on the transfer of external grades for academic credit and a revised official transcript format.

UM provided leadership in the initial development of a provincial transfer credit database designed to facilitate student mobility between Manitoba post-secondary institutions. This project was undertaken in partnership with the University of Winnipeg, Brandon University, Université de Saint-Boniface, the University College of the North, Red River College and Assiniboine Community College.

The development of local, national and international articulation agreements is incorporated into the undergraduate program approval process to ensure that these are of high quality and beneficial to students. These Senate-approved bilateral or multi-lateral agreements between UM and other recognized post-secondary institutions define the terms and conditions for consideration of admission and recognition of prior learning within the context of specific programs or credentials. Upon successful admission, students may receive established credit within a program at UM, shortening the path to the credential (typically a three-year or four-year degree) that is ultimately sought. Recognition of prior academic achievement may be in the form of advance standing or credit recognition, reducing the total credit hours required for credential completion.

The Faculty of Graduate Studies has also introduced a collaborative PhD structure, which provides an opportunity for outstanding graduate students to receive training and exposure to research and scholarship at both UM and a collaborating university outside of Canada. This structure is also expected to facilitate collaborations between UM faculty and researchers at other international institutions.

The International Centre has also played a key role in student mobility. Between 2015 and 2020, the centre facilitated a total of 142 student mobility agreements including 10 articulation agreements, 92 Bilateral student exchange agreements and 40 other types of student mobility agreements.

h. Ensure every student graduates with a basic understanding of the importance and contributions of Indigenous peoples in Manitoba and Canada.

UM is committed to identifying options to ensure that Indigenous content is included in academic programs and to providing educational opportunities for academic staff members that will facilitate the incorporation of Indigenous knowledge into all program areas. Additional detail is provided in this report's section on Indigenous Achievement (Priority 3) and in the Appendix.

Course content

The Centre for the Advancement of Teaching and Learning has established a number of workshops and introduced a blanket exercise to support instructors in the inclusion of Indigenous content within courses and introduce discussion of Indigenous concepts. The KAIROS blanket exercise was initially developed in response to the 1996 Royal Commission on Aboriginal Peoples and offers a powerful interactive learning experience that simulates the histories and stories of colonialism. More than 250 staff from across campuses have participated in the blanket exercises. Through their Flexible Learning Team, the Centre for the Advancement of Teaching and Learning also supports instructors through the development of learning resources related to Indigenous content and offers sessions to utilize Indigenous knowledge(s) and teaching method in the classroom.

Faculty orientation and workshops

Information on UM's commitment to Indigenous achievement is also included in the new faculty orientation. New faculty are provided with resources including workshops to increase awareness of Indigenous peoples and perspectives.

To further support this goal, workshops for academic administrators have been offered addressing topics such as:

- Decolonizing UM: What Can Academic Leaders Do?
- Indigenous Student Experience in Post-Secondary Education
- Decolonizing Education
- Integrating Indigenous Perspectives and Knowledges into the Curriculum
- Historical Overview and Indigenous World View
- Contemporary Manifestations of Indigenous History – the Canadian Context
- Ten Ways Organizations Get in Their Own Way on Indigenous Achievement, Reconciliation, Diversity, Inclusion and Anti-Racism

Since spring 2019, UM Libraries (UML) has offered Indigenous Cultural Competency Training. Almost half of UML have completed the blended learning experience where UML meet with Indigenous members of faculty and staff while completing a certificate in the Indigenous Canada MOOC (UAlberta) training.

Indigenous Scholars

UM continues to incorporate Indigenous perspectives into learning, discovery and engagement programs through a comprehensive approach.

Indigenous Scholars are leading the integration of Indigenous knowledge(s) and perspectives into curriculum, programs and initiatives. The Indigenous Scholars Fund was established to support the recruitment of Indigenous scholars. Funding for 12 positions was provided (six in 2016 and six in 2017) in the Faculties of Agricultural and Food Sciences; Arts; Education; Engineering; Architecture; Kinesiology and Recreation Management; Science; Asper School of Business; Rady Faculty of Health Sciences and School of Art.

Indigenous Initiatives Fund

Since 2015, 61 unit-based projects have been supported through an Indigenous Initiatives Fund. Several examples of funded projects are summarized below.

- The Price Faculty of Engineering is offering a series of workshops for faculty and instructors to learn how to incorporate Indigenous perspectives into engineering courses in significant and culturally sensitive ways.
- The Faculty of Education is reviewing and revising course curricula and pedagogy in the area of Inclusive/Special Education to incorporate Indigenous knowledge(s), pedagogy and worldviews.
- The Rady Faculty of Health Sciences is reviewing midwifery and nursing undergraduate curricula to ensure that an understanding of Indigenous perspectives is established as an important learning outcome.
- The Faculty of Kinesiology and Recreation Management (FKRM) is working with the Manitoba First Nations Education Resource Centre to develop a land-based curricular framework that will provide the foundation for the development of FKRM undergraduate courses.
- The Faculty of Social Work is revising the Bachelor of Social Work (BSW) program with the primary goal of integrating Indigenous Knowledge(s) throughout the BSW curriculum.
- Ongomiizwin Education is developing the Traditional Medicine Garden at the Rady Faculty of Health Sciences campus to include on-site and video teachings on traditional medicines and their uses.

Indigenous Senior Leadership

At the time of the strategic plan mid-term report, UM was in the process of introducing the position of Vice-Provost (Indigenous Engagement). Given the importance of increasing participation of Indigenous students and increasing engagement with Indigenous communities, a committee was established to review the role and mandate of Indigenous senior leadership at UM. A report was submitted to the Provost and all recommendations were accepted by the President and the Board of Governors in early October 2019. The report provides a series of recommendations for the development of a UM-wide approach to advancing Indigenous engagement, addressing anti-Indigenous racism and working collectively toward Reconciliation.

Amongst the top recommendations was the establishment of a Vice-President (Indigenous) to lead this work. Dr. Catherine Cook was appointed to this position to begin on January 1, 2020 to work to determine how best to help UM meet its goals of reconciliation and support for Indigenous peoples.

i. Provide accessibility and reasonable accommodation in all of our programs for students with disabilities.

Senate had previously mandated that Bona Fide Academic Requirements (BFARs) be developed for all programs. A BFAR is a component of an academic program that has been determined as essential and cannot be waived without compromising the integrity of the program.

Faculties and schools developed BFAR statements and rationales for their graduate programs with feedback from the Cooper Commission Implementation Working Group and resources available from the Centre for the Advancement of Teaching and Learning. Senate has approved BFARs, or in lieu of these essential skills and abilities documents which already existed in some units as accreditation requirements, for all graduate programs.

Other initiatives in support of this goal include:

- Revision of UM's Accessibility Policy and Procedures, which were approved effective January 1, 2015 and distributed to UM community
- Creation of faculty/college/school Accessibility Advisory Committees and Accommodation Teams help to facilitate accommodations for students and monitor trends
- Creation of an Academic Accommodation Appeals Policy and Committee
- An Assistive Technology Centre opened in February 2016 to provide services to students with disabilities and support for staff members using accessible technology
- Development of an Accessibility Plan in support of and compliance with the provincial Accessibility for Manitobans Act, including creation of an online training course on the customer service standard in conjunction with other post-secondary institutions in Manitoba
- Accessibility presentations and development of online materials (e.g. faculty and staff handbook) to assist UM community in providing accommodations to build awareness and understanding

Student Accessibility Services (SAS) provides support to all students with disabilities to fully access their chosen course of study for which they are academically qualified. The majority of supports are provided through accommodations such as extended time for tests and exams, note-taking services, transcription and volunteer note sharing services. Other supports offered include ASL-English interpreters and academic attendants who assist on campus and improved classroom equipment for accessibility. The assistive technology lab, opened in 2016, provides training on assistive technology for coursework and exams as well as access to alternate formats for texts and course materials. The test/exam centre provides distraction-reduced space and access to exam accommodations. SAS also provides additional support to students by way of programming and referrals to other supports on campus.

The number of students registered with the SAS office had increased from 1,310 (2016-2017) to 1,480 (2017-2018) and to 1,517 (2018-2019). Data for the period of 2018-2019 shows that 99% of students registered with SAS have permanent disability and 21% of the registered students present more than one disability. The category of students with mental health disabilities has increased significantly. In 2015, students with mental health disabilities comprised 39% (n=451) of students registered with SAS. In 2019, this had grown to 46% (n=701), an increase of 64%.

A UM Multi-Year Accessibility Plan (2016-2019) was developed to identify, prevent and remove barriers to accessibility.

A SAS handbook for faculty and staff is revised annually to provide detailed information about standard academic accommodations for registered SAS students at UM. Workshops are also offered on how to support students with disabilities.

In compliance with the Accessibility for Manitobans Act, UM has also ensured training has been provided through in person training, an online course and unit specific training where appropriate. All faculty and staff members were required to take training by November 01, 2017. Since January 2018, over 6,000 faculty and staff members have received training through Learning and Organizational Development.

Finally, the Student Accessibility Appeal Procedures were revised and approved by Senate in April 2018. Through this, a Senate Committee on Academic Accommodation Appeals was established as a standing committee of Senate with a role to hear and decide upon appeals related to accommodation.

j. Ensure students have the information required to understand the goals and anticipated outcomes of our programs.

UM is committed to providing students with a greater understanding of the goals and anticipated learning outcomes for all programs. The Centre for the Advancement of Teaching and Learning offers expertise and supports to instructors and academic units in course and curriculum development. They have developed an interactive course development guide that provides instructors with guidance on the establishment and communication of course outcomes and objectives.

The proposed revised academic program review procedures as discussed earlier in this priority, also requires that units undergoing review reflect and articulate the objectives and learning outcomes of their programs. A revised Responsibilities of Academic Staff with Regards to Students policy was developed and came into effect September 1, 2016 to ensure all course syllabi provide clear information to students regarding course content and assignments. The Centre for the Advancement of Teaching and Learning has also conducted workshops on the development of course syllabi and provides templates for both online and face-to-face courses.

The BFAR initiative, discussed above, provides students with a clear understanding of the essential requirements of a graduate program.

II. DRIVING DISCOVERY AND INSIGHT *through excellence in research, scholarly work and other creative activities*

The University of Manitoba — Manitoba’s research university — has a tradition of excellence in research, scholarly work and other creative activities spanning over 140 years, having made seminal contributions in many fields and finding life-changing solutions to problems being faced by peoples of Manitoba, Canada and the world through fundamental and applied research.

Over the past five years, we championed excellence in research, scholarly work and other creative activities and increased our position within the top fifteen research-intensive universities in Canada. We retained our strong commitment to research that advances knowledge and understanding in the natural sciences, health sciences, applied sciences, social sciences, humanities and creative activities.

Our broad research directions continued to evolve through developing and expanding research collaborations at institutional, regional, national and international levels. Through strategic investments, we built and grew existing and emerging areas of research excellence and generated ideas and knowledge that helped address the most pressing issues facing Indigenous peoples, other Canadians and global citizens. We enhanced our reputation on the international stage and provided our undergraduate and graduate students with an exceptional and transformative research experience to succeed in their chosen careers.

GOALS

- a. *Expect, recognize, support and reward high quality and innovative research, scholarly work and other creative activities.***

RESEARCH SUPPORTS

UM has continued its commitment to supporting a comprehensive range of research, scholarly work and creative activities. Early in the strategic plan implementation, the Office of Research Services (ORS) underwent changes, including specialized staff to assist with research grants and contracts, streamlined processes, pre-approved contract forms and the creation of several internal research programs. Funds were also allocated to assist with enhanced start-up funding for new faculty members. Early in 2020, the terms for use of the funds was extended from three to five years, an additional effort to help support new hires and early-career researchers establish their research programs.

Research Services continues to provide dedicated support to researchers who are seeking information and submission advice on the ever-increasing number of internal national and international research

funding opportunities. ORS works with researchers to ensure successful grant and contract submissions and manages the post-award process, which includes meeting the growing accountability requirements by external agencies and regulatory bodies for oversight of grants and contracts and overall research compliance.

In 2017, this reorganization implemented a separate director for grants and contracts, thereby improving services to researchers.

The Office of the Vice-President (Research and International) (VPRI) continues to support and coordinate the UM's seven research facilitators that work with researchers to review all research grants and contracts to improve their success with all funding applications.

All Canada Research Chair (CRC) and Canada Foundation for Innovation (CFI) applications must address how they align with UM's Strategic Research Plan as well as the signature areas of research, as appropriate. This ensures strategic investment in emerging and established areas of research excellence. To encourage multi-faculty collaboration, in 2019-20, internal guidelines for the annual CFI John R. Evans Leaders Fund competition were revised to increase the amount of funding for which groups of two or three researchers, can apply.

RESEARCH CHAIRS AND PROFESSORSHIPS

UM is committed to increasing the number of research chairs and professorships to develop and lead research in a range of areas. Since 2015, the following have been established:

Research Chairs:

- Endowed Research Chair in Leadership Research (2016-17)
- Endowed Research Chair in Leadership Education (2016-17)
- Waugh Family Chair in Multiple Sclerosis (2016-17)
- H. E. Sellers Chair in Internal Medicine (2016/17)
- Endowed Research Chair in Interprofessional Collaborative Practice (2017-18)
- Endowed Research Chair in Child Health Evidence-Based Medicine (2017-18)
- Endowed Research Chair in Human Rights and Social Justice (2017-18)
- Endowed Research Chair in Pediatrics and Child Health (2017-18)
- Endowed Research Chair in Pediatric Emergency Medicine (2018-19)
- Endowed Research Chair in Clinical Stroke Research (2018-19)
- Evelyn Wyrzkowski Chair in Cardiology at Saint Boniface General Hospital (2019-20)
- NSERC Industrial Research Chair in 4R Nutrient Stewardship (2020-25)
- NSERC Chair in Design Engineering for Sustainable Development and Enhanced Design Integration (2018-23)
- NSERC Chair for Women in Science and Engineering (Prairie Region) (2017-21)
- NSERC Industrial Research Chair in Power Systems Simulation (2016-20)
- NSERC Industrial Research Chair in River Ice Engineering (2014-19)
- CIHR Chair Sex and Asthma: Immunomodulatory mechanisms of airway inflammation (2020-24)

Conversion from Professorship to Chairs:

- Professorship in Pediatric Asthma and Allergy to a Chair (2016-17)
- Ivan Bihler Professorship in Stem Cell Research to a Chair (2016-17)
- Bryce Douglas Professorship in Corporate Finance to a Chair (2016-17)
- Dr. Lyonel G. Israels Professorship in Hematology to an Endowed Research Chair (2018-19)

Professorships

- Endowed Professorship in Business Ethics (2015-16)
- Endowed Professorship in Traumatology (2015-16)
- Rudy Falk Clinician Scientist Professorship (2018-19)
- Professorship in Endocrinology (2018-19)
- Professorship in Business Sustainability (2019-20)

RESEARCH AWARDS

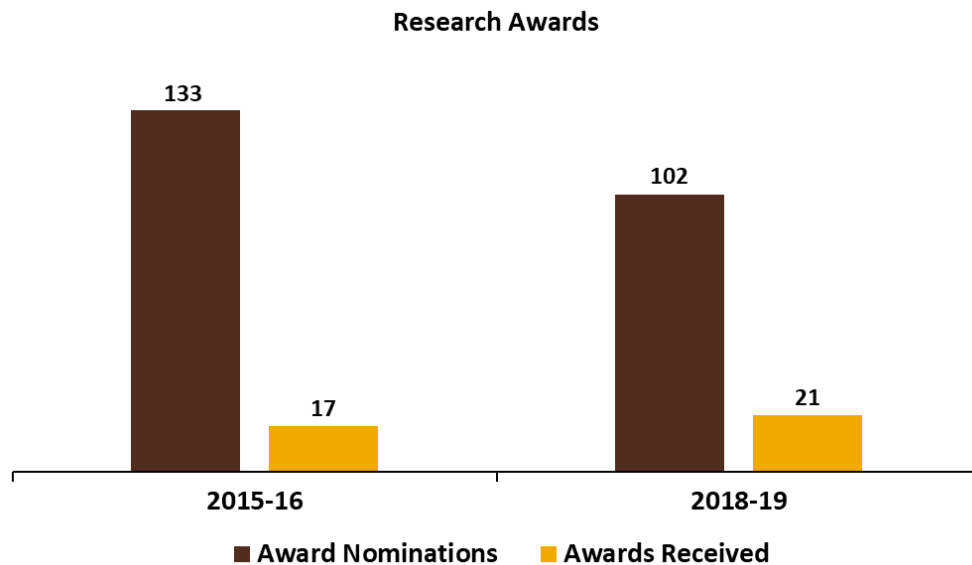


Figure 2-1 Research Awards

In general, the proportion of nominations to awards received has improved during this time. The Rhodes Scholarship Program comprises a significant component of research awards. Beginning in 2017, UM implemented an internal selection process for the Rhodes Scholarship Program, limiting the number of applicants officially endorsed by UM and resulting in a decline of total award nominations as reflected in Figure 2-1.

STUDENT RESEARCH SUPPORT

There are several funding initiatives through VPRI that provide research support to students:

UNDERGRADUATE RESEARCH AWARDS

The Undergraduate Research Awards (URA) are jointly funded by VPRI and the UM Students' Union (UMSU), with contributions from faculties. This program supports 170 undergraduate students each year, allowing them to work on research projects with UM professors. The number and amount of the awards have consistently increased from 2015, in both total dollars awarded and the total number of awards, resulting in a considerable increase over this period (see Figure 2-2). Ten percent of awards are dedicated to Indigenous students. Two additional awards are funded by the Social Sciences and Humanities Research Council General Revenue Fund and are allocated to community-based research.

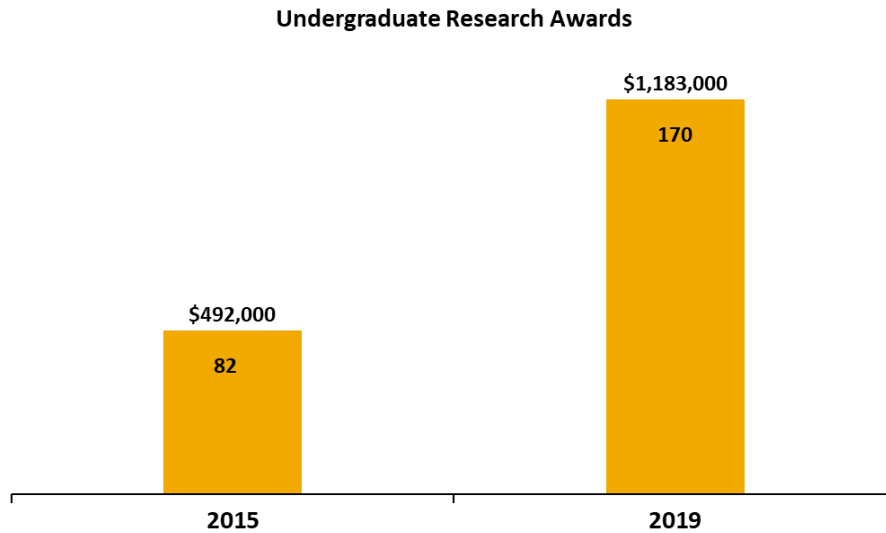


Figure 2-2 Undergraduate Research Awards

UNDERGRADUATE RESEARCH POSTER COMPETITION

Each fall this annual showcase of undergraduate students' expertise and passion for research provides an opportunity for students to display the research projects they have worked on with their researcher. Participation in this event includes students from all faculties and areas of study. The number of students participating has steadily increased overall each year since 2015. (see Figure 2-3).

Undergraduate Research Poster Competition Number of Registrations by Category

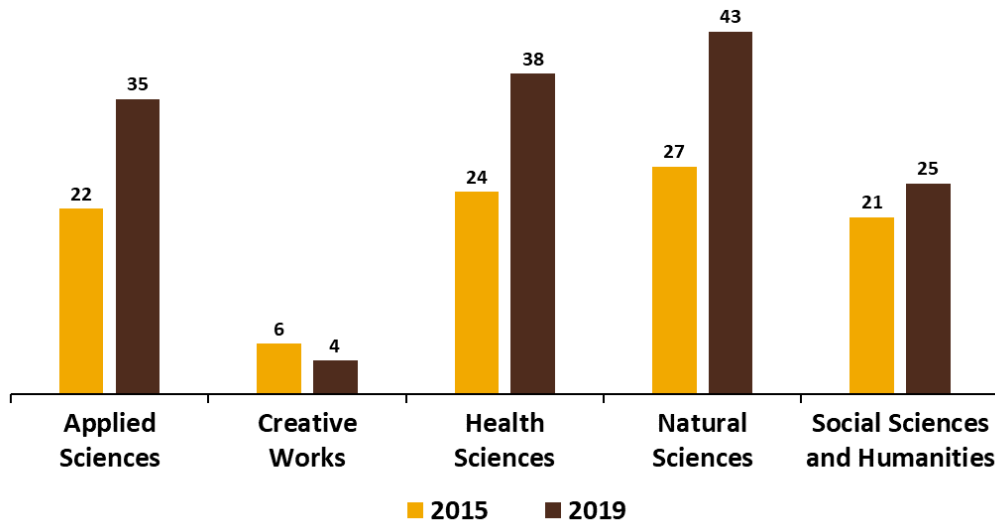


Figure 2-3 Poster Competition Registrations

CONFERENCE SPONSORSHIP PROGRAM

VPRI administers the Conference Sponsorship Program and Travel Support to Competitions three times per year. This program is designed to support the attraction of conferences to UM as well as to provide funding for proposals from Student Groups for Student Group Travel Competitions representing UM in the competition.

SET DAY

Science, Engineering and Technology Day (SET Day) gives Grade 11 and 12 students an opportunity to see what the future may hold for them in many life-changing fields of research conducted at UM. Activities include cutting edge science presentations, breakout sessions and lab activities. SET Day is open to all Manitoba high schools and has been supported by VPRI since 2007.

MANITOBA SCHOOLS SCIENCE SYMPOSIUM

UM hosts the annual provincial science symposium for students from grades 4 through 12 from Manitoba. VPRI is a Gold Sponsor and supports a significant portion of the costs. Three UM Entrance Scholarships are offered at \$700 each to any faculty and one Faculty of Science Entrance Scholarship at \$750.

MANITOBA FIRST NATIONS SCIENCE FAIR

UM hosts this annual science fair that provides extensive opportunities for students of First Nations schools to become engaged and excel in science. VPRI supports a significant portion of the costs.

CANADA-WIDE SCIENCE FAIR

The Canada-Wide Science Fair (CWSF) brings together the country's top young scientists in grades 7 – 12. It has been held every year since 1962. In addition to scientific, social and cultural activities, the 500 finalists compete for medals, cash prizes, scholarships and exclusive science opportunities. The Office of the Vice-President (Research and International) offers a renewable entrance scholarship valued at \$5,000 for students who have been awarded a Gold Medal for a senior project at the CWSF.

SANOBI BIOGENIOUS

Sanofi Biogenius Canada is a national science research competition open to high school students that has helped almost 4,000 young Canadians pursue real-world scientific research projects that have been the launch pads to future studies and careers.

GRADUATE STUDENT SUPPORTS

Graduate students have access to student conferences and/or travel support and Graduate Enhancement of Tri-Council Stipends (GETS), administered by the Faculty of Graduate Studies. The program was recently expanded to support research assistant appointments, and as well, the grants for which GETS support is eligible, was reviewed and expanded. As well, research discussions, seminars and workshops are held in many faculties, colleges and departments, providing numerous networking and collaboration opportunities.

RECOGNITION OF RESEARCHERS

To ensure recognition of UM researchers and their work and to celebrate their scholarly accomplishments, annual nominations are held for national and international awards (See Figure 2-1). UM faculty received a number of awards between April 2015 and October 2019, including:

Royal Society of Canada Fellows

The Royal Society of Canada (RSC) is the senior national body of distinguished Canadian scholars, artists and scientists. The primary objective of the RSC is to promote learning and research in the arts and sciences. The RSC consists of researchers who are selected by their peers for outstanding contributions to the sciences, arts and the humanities. Ten UM faculty members were elected to the RSC.

Canadian Academy of Engineering Fellows

Election to the Canadian Academy of Engineering (CAE) is one of the highest professional honours accorded to an engineer. Fellows have distinguished themselves in different sectors including business, academia and government and in different roles such as business management, executive management, technical and university faculty. Eight UM faculty were elected Fellows of the CAE.

Women's Executive Network – Canada's Most Powerful Women – Top 100 Awards

Canada's Most Powerful Women: Top 100 Awards is the country's most recognizable award for the highest achieving female leaders in the private, public and not-for-profit sectors. These awards were created to recognize the incredible accomplishments of women, develop a community of support and

increase the visibility of strong leaders in order to inspire future generations. Eight researchers were recognized with this award.

Canadian Academy of Health Sciences Fellows or Distinguished Fellows

Fellows elected to the Canadian Academy of Health Sciences (CAHS) are health and biomedical science leaders who are well recognized by their peers nationally and internationally for their contributions to the promotion of health science. They have demonstrated leadership, creativity, distinctive competencies and commitment to advance academic health sciences. Six scientists were elected to the CAHS.

Royal Society of Canada – College of New Scholars, Artists & Scientists Members

In 2011, the Fellowship of the Royal Society of Canada established the College of New Scholars, Artists and Scientists. The mandate of the college is to gather exceptionally talented new scholars, artists and scientists at a highly productive stage of their careers into a single collegium characterized by the interaction of diverse intellectual, cultural and social perspectives. Six faculty members were elected by the RSC as new members.

Canadian Medical Hall of Fame Inductees

The Canadian Medical Hall of Fame (CMHOF) laureates are individuals, living and posthumous, whose outstanding contributions to medicine and the health sciences have led to extraordinary improvements in human health. Their work may be a single meritorious contribution or a lifetime of superior accomplishments. Pioneers in their field, they are considered role models who inspire young Canadians to pursue careers in the health sciences. Four UM faculty members were inducted into the CMHOF.

Institute of Public Administration of Canada – Lieutenant Governor’s Award for Excellence in Public Administration in Manitoba

The Institute of Public Administration of Canada (IPAC) Lieutenant Governor’s Award for Excellence in Public Administration in Manitoba recognizes the exceptional achievement of a person who has shown distinctive leadership in public administration. Three UM administrators received this award.

Governor General’s Innovation Awards

Launched in 2016, the Governor General’s Innovation Awards inspire Canadians to embrace innovation and to emulate innovative, entrepreneurial risk-takers who have developed new or better ways of creating value and who are having a meaningful impact on our quality of life. The awards are given to individuals, teams and/or organizations whose innovations are truly exceptional, transformative and positive in their impact on quality of life in Canada. Two UM researchers received this award.

Manning Awards – Ernest C. Manning Principal Award

Valued at \$100,000, the Ernest C. Manning Principal Award recognizes and encourage innovation in Canada. Two UM faculty received this award.

Canada Gairdner Foundation – Wightman Award

Valued at \$100,000, the Gairdner Foundation Wightman Award recognizes a Canadian health researcher who has demonstrated extraordinary leadership paired with exceptional science. Successful recipients demonstrate research excellence in the health sciences at an international level as well as superior leadership among their peers, with local, national and international impact. One health researcher received this award.

Canadian Institutes of Health Research Gold Leaf Prize for Outstanding Achievements – Early Career Investigator

Valued at \$100,000, the Canadian Institutes of Health Research (CIHR) Gold Leaf Prize for Outstanding Achievements – Early Career Investigator is awarded every two years to an investigator at the beginning of their career who shows great potential and is expected to continue to produce research of exceptional merit. One faculty member was awarded this prize.

Royal-Mach-Gaensslen Prize in Mental Health Research

Valued at \$100,000, the Royal-Mach-Gaensslen Prize for Mental Health Research was established to recognize and support Canadian early-career researchers in the area of mental health. It recognizes those with a demonstrated track record in research with excellence in scientific rigor, innovative thinking, imagination and originality and a clear ability to work in partnership with other disciplines and/or research teams external to the institution with which they are affiliated. One health researcher was awarded this prize.

Graham Boeckh Foundation – Dr. Samarthji Lal Award for Mental Health Research

Valued at \$25,000, the Dr. Samarthji Lal Award recognizes a researcher working in a Canadian institution in the area of psychiatry, with a focus on major mental disorders, who is mid-career and making an outstanding contribution to the field. The recipient demonstrates excellence in scientific rigor, excellence and promise in research outcomes (contributing to the ultimate goal of bringing hope and relief to patients) and innovative “out-of-the-box” thinking. One faculty member received this award.

Health Research Foundation – Medal of Honour

Valued at \$20,000, the Health Research Foundation - Medal of Honour has been awarded to remarkable individuals whose research or contributions to public policies supportive of research and development in Canada have achieved international recognition. All recipients have made pivotal contributions to the advancement of knowledge in the health sciences and/or the improvement of therapeutics healthcare. One faculty member received this medal.

Rhodes Scholarship

The Rhodes Scholarship is a postgraduate award supporting exceptional students from around the world to study at the University of Oxford. The program was established in 1903 and first awarded in Canada in 1904. Up to 11 Rhodes Scholarships are awarded annually in Canada, including three in the Prairie Region of Alberta, Saskatchewan and Manitoba. One UM student received this scholarship.

In addition to these awards, there are also internally administered faculty research awards through VPRI, such as:

Dr. John M. Bowman Memorial Winnipeg Rh Institute Foundation Award

Established in 1997 and renamed in Dr. Bowman's memory in 2005, to recognize outstanding research accomplishments by a non-retired established university faculty member. The award consists of a research grant in the amount of \$25,000 and a medal.

Falconer Emerging Researcher Rh Awards:

Established in 1973 by the Winnipeg Rh Institute Foundation Inc. to recognize academic staff who are early in their research, scholarly work and other creative activities; and who display exceptional promise, demonstrate high qualities in innovation and stimulate research colleagues in their own and related discipline. Each award consists of a research grant of \$12,000.

GAME CHANGER COMPETITION

In 2015, UM successfully established the Game Changer Competition. This program provides opportunities for emerging entrepreneurs to work with potential employers, advisors and partners. The competition stimulates entrepreneurial thinking by students, the public and faculty; and encourages teamwork within and among wide-ranging disciplines, engaging non-traditional fields to collaborate with traditional entrepreneurial fields. This multi-phased competition first has individuals and teams submit problems and challenges, from which up to five problems or challenges are chosen for solutions to be provided (see Figure 2-4).

RESEARCH AND SCHOLARLY EXCELLENCE CELEBRATION

The annual Research and Scholarly Excellence Celebration was initiated in 2018 and is held on the UM campus. It honours faculty members who are new inductees to national academic societies, new and renewed sponsored and endowed research chairs, new Distinguished Professors and other special award winners. In its first two years, 44 faculty members were recognized for their accomplishments. Guests include the academic community, industry, government and funders.

RESEARCHLIFE MAGAZINE

ResearchLIFE magazine was launched in 2009. It is published twice per calendar year (winter, summer), both in print and digital format. Distribution includes local and national funders, Winnipeg libraries and medical offices, on campus distribution and to subscribers. The subscription is free. Each issue highlights research, scholarly works and creative activities conducted by UM faculty, students and postdoctoral fellows. In addition, it celebrates research accomplishments such as award recipients, books published, the annual Science, Engineering and Technology (SET Day) and other UM activities of interest to a wide public audience. Each issue contains a self-written research profile by a graduate student and an invited opinion piece related to the theme by an external partner. Magazine feature stories are shared on the UM Today news channel and on UM social media channels.

CAFÉ SCIENTIFIQUE

The UM Café Scientifique series is funded, hosted and organized by the Office of the Vice-President (Research and International). More than 65 Cafés have been held at McNally Robinson Booksellers since the fall of 2008. Topics of interest to the public are chosen based on a call for proposals to the UM community. From those submissions, each year's series of Cafés is chosen.

The purpose of the Cafés is to share with the public the amazing research, scholarly activities and creative works that our researchers engage in. The panels are multidisciplinary and cross-faculty and often include community stakeholders. This demonstrates how research is conducted not in an 'ivory tower' but collaboratively and how it strives to solve problems/issues of importance to the community. Café topics draw a different audience every time, dependent upon the topic. In the 12 years of the program, it is estimated that attendance has been more than 6,000 people.

CONVERSATION CANADA

UM is a founding member of The Conversation Canada, a daily independent online publication, delivering analysis and explanatory journalism from the academic and research community directly to the public. It is a not-for-profit collaboration, where professional editors work directly with academics and researchers to publish articles for a wide audience. All faculty members and doctoral candidates are encouraged to take advantage of this opportunity to share their research with this network.

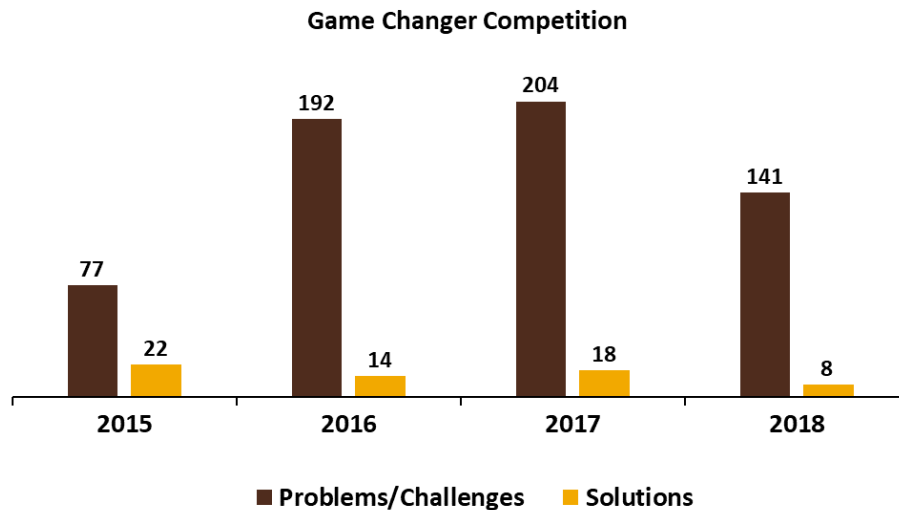


Figure 2-4 Game Changer Competition

PARTNERSHIPS & INNOVATION (FORMERLY TECHNOLOGY TRANSFER)

In 2019, the former Technology Transfer unit changed its name to Partnerships and Innovation, which is a more accurate reflection of their role to the community. This coincided with a move to the Smartpark Innovation Hub.

Partnerships & Innovation is charged with capturing value of research through commercialization of inventions created by UM researchers and with increasing partnerships between researchers and companies in the community who can benefit from their expertise.

AIMDay events are a structured process where industry challenges are presented to diverse groups of researchers to facilitate knowledge transfer from post-secondary institutions to industry. In other jurisdictions where they have been done, the number and scope of industry partnerships with research has increased significantly. An AIMDay event is planned for the fall of 2020.

UM normally receives 40 – 50 new invention disclosures annually. This is consistent with other universities based on the Association of University Technology Managers (AUTM) statistics that suggest one invention per \$3-4 million in research funding. Additionally, it is typical for about five to eight percent of inventions to be licensed to companies, which is also consistent with UM's numbers. There has been a proactive approach in the management of patent costs and due to increased attention to due diligence, somewhat fewer patents have been filed.

Figure 2-5 demonstrates the ways in which activities within Partnerships and Innovation are changing. While a similar number of inventions (represented by disclosures), patents and licenses continue to occur, activity has shifted to include more partnership activities (as represented by other agreements). During this same period, royalties received has remained relatively stable (Figure 2-6).

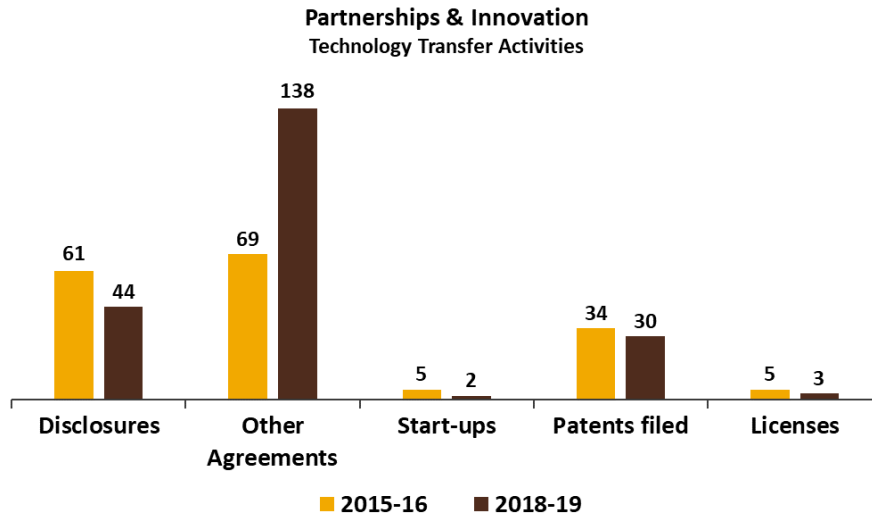


Figure 2-5 Technology Transfer Activities

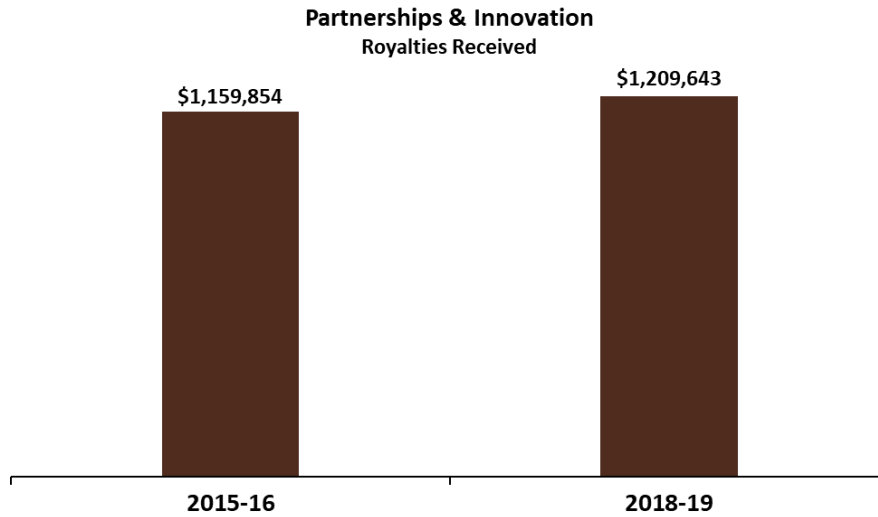


Figure 2-6 Royalties Received

b. Foster meaningful and sustained collaborative research, scholarly work and other creative activities within the institution and with provincial, Canadian and global partners.

To support this goal, UM has committed to increasing the role of research institutes, centres and groups in facilitating collaborative research. A noteworthy accomplishment in this regard is the ongoing development of an agreement to be used between affiliated institutions (UM with Winnipeg Regional Health Authority/ Shared Health and Health Sciences Centre) to decrease the review time necessary for multi-party contracts.

Several internal grant programs were created to facilitate collaborative research and support scholarly activities:

University Research Grants Program

The University Research Grants program (URGP) supports the development of research at UM to enhance our national competitiveness in terms of tri-agency research funding. In 2019, funding was increased from \$7,500 to \$10,000 per project, to help support the increased costs of research and to allow for adequate student support. Priority is given to new faculty to help position them in competing successfully for external research support. Two annual competitions are held – one for new faculty (defined as less than three years from their start date at UM) and one for established faculty.

University International Programs & Projects Seed Fund

University International Programs and Projects Seed Fund (UIPPSF) supports faculty members in the development of new international initiatives that contribute towards UM’s International Strategy objectives for academic and research enhancement.

University Indigenous Research Program

The University Indigenous Research Program (UIRP) fosters the inclusion of Indigenous perspectives in research and/or to seed community-based research in partnership with First Nations, Métis and Inuit communities, including community-based opportunities with global Indigenous communities. This program supports building partnerships and supporting communities, as well as sharing Indigenous knowledge and research.

University Collaborative Research Program

The University Collaborative Research Program (UCRP) supports the development of new interdisciplinary/multidisciplinary research collaborations between researchers from different disciplines, which will nurture the overall development of research at UM.

University Creative Works Grants Program

The University Creative Works Grants Program (CWGP) supports high quality creative works to enhance the overall quality of artistic production at UM. In 2019, the amount of eligible funding doubled per creative work project, from \$2,500 to \$5,000. Between 2015 and 2019, over \$100,000 was awarded through this program.

Small Research Equipment Funding Program)

Established in 2017, the Small Research Equipment Funding (SREF) program supports the purchase, repair or fabrication of research equipment. VPRI provides a maximum of \$25,000 to researchers who have specific, lower-cost equipment needs required to support their research program.

Tri-Agency Bridge Funding (CIHR, NSERC, SSHRC)

Provides funding for the further development of unsuccessful tri-agency program applications to ensure future success. VPRI matches faculty fund contributions 2:1, up to:

Canadian Institutes of Health Research (CIHR) – up to \$40,000 per application maximum from VPRI

Natural Sciences and Engineering Research Council of Canada (NSERC) – up to \$20,000 per application maximum from VPRI

Social Sciences and Humanities Research Council (SSHRC) – up to \$10,000 per application maximum from VPRI

Internal Grants Programs		2015-16	2018-19
University Collaborative Research Program (UCRP)	Applications	33	28
	Funded	18	14
University Indigenous Research Program (UIRP)	Applications	12	7
	Funded	8	5
University International Program & Project Seed Fund (UIPPSF)	Applications	11	4
	Funded	6	2
Small Research Equipment Funding Program (SREFP)	Applications	--	60
	Funded	--	11

Figure 2-7 Collaborative Internal Grants Programs

COLLABORATIVE RESEARCH

To increase the role of institutes, centres and groups in facilitating collaborative research, the Senate Committee on University Research has begun a process to clarify the procedures to establish and review research centres and institutes.

Since 2015, the following have been established:

Research Groups

Manitoba Chemosensory Biology Research Group established (2015-16)

Violence & Injury Prevention Research Group established (2015-16)

Program and Policy Evaluation Research Group (2017-18)

Food Systems Research Group (2017-18)

Research Centre/Institute

Institute for Global Public Health (2019-20)

Figures 2-8 and 2-9 show the percentage of UM publications with national and international collaborations, both of which have increased during the period of this report.

Percentage of UM Publications with National Collaboration

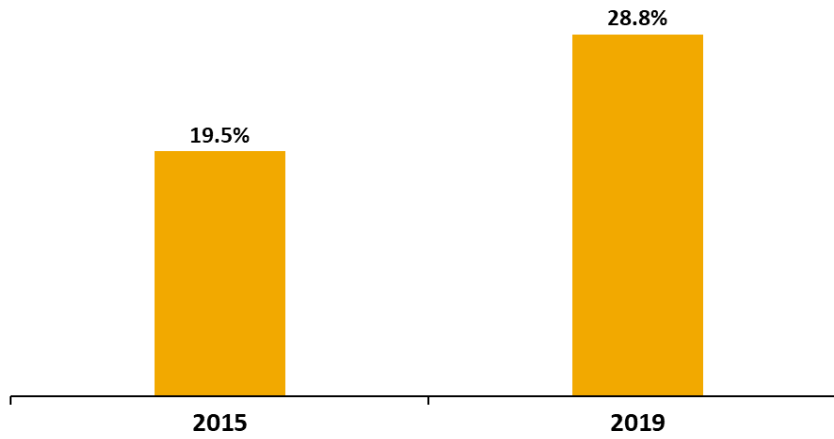


Figure 2-8 Percentage of UM Publications with National Collaborations

Source: Scopus

Percentage of UM Publications with International Collaboration

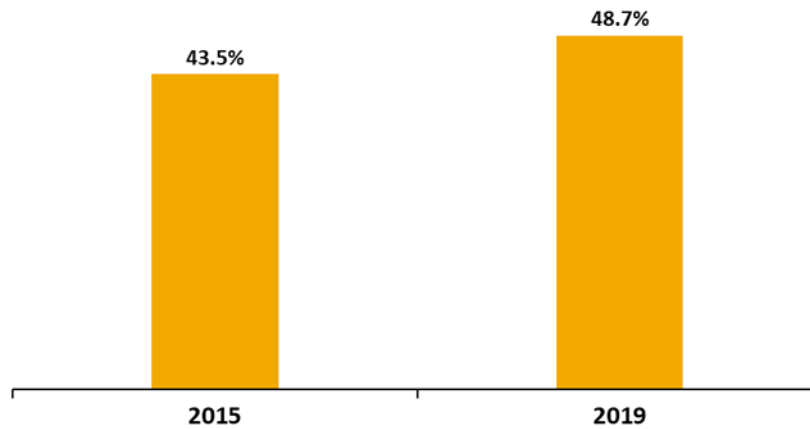


Figure 2-9 Percentage of UM Publications with International Collaborations

Source: Scopus

TENURE AND PROMOTION GUIDELINES

A committee led by the Vice-Provost (Academic Affairs) undertook a review of all faculty/school tenure and promotion guidelines to assess the extent to which developing partnerships and engaging in community-based and international research are recognized. Feedback from this process was provided to each faculty in 2017 to inform the revision of tenure and promotion guidelines.

c. *Provide education and training opportunities for graduate students that recognize their diverse career paths.*

To accomplish this goal, UM has committed to providing discipline-specific and interdisciplinary opportunities for graduate students to explore diverse career paths. GradSteps is one example of achievements during this reporting period. GradSteps offers professional development workshops for graduate students through the Faculty of Graduate Studies in collaboration with various academic and student support units on and off campus. These not-for-credit workshops are designed to help graduate students navigate their programs and prepare them to transfer their skills and knowledge into a range of workplaces including traditional academic settings and for-profit or not-for-profit organizations. Between 2015 and 2019, over 4,000 students attended more than 500 GradSteps workshops.

The following workshops were offered by VPRI units through GradSteps since 2015:

- Partnerships and Innovation (formerly Technology Transfer Office): Intellectual Property: Have you invented something?
- International Centre: Cross-cultural Understanding and Building Relationships
- Animal Care: Understanding and Navigating the Path of Research Using Animals
- Fort Garry Research Ethics Board: CORE'd out? A Guide to Fort Gary Research Ethics Board Submissions
- Bannatyne Research Ethics Board: Beyond Acronyms. The Bannatyne REBs on the Research Ethics Approval Process and Participant Protection

d. *Foster the inclusion of Indigenous perspectives in research, scholarly work and other creative activities.*

As part of this work, UM has committed to establishing a development grants program to seed community-based research in partnership with First Nations, Métis and Inuit communities

The University Indigenous Research Program (UIRP), established in 2015, fosters the inclusion of Indigenous perspectives in research and/or to seed community-based research in partnership with First Nations, Métis and Inuit communities (see figure 2-7 for detail). From 2015 to 2019, 33 projects were funded at an average of \$25,000 per project. From 2015 to 2019, \$763,000 was awarded in this program.

UM became the host of the National Centre for Truth and Reconciliation (NCTR) in the summer of 2015, following passage of the National Centre for Truth and Reconciliation Act, which enshrines its mandate. As the permanent home for all statements, documents and other materials gathered by the Truth and Reconciliation Commission of Canada, the NCTR ensures that:

- Former Residential School students and their families have access to their own history
- Educators can share the Indian Residential School history with future generations of students
- Researchers can more deeply explore the impacts of Residential School experience
- The public can access historical records and other materials to help foster reconciliation and healing
- The history and legacy of the Residential School system are never forgotten

Since its establishment, NCTR has engaged in the following key activities:

- Received all records from the Truth and Reconciliation Commission of Canada
- Launched an archival website marking first time site-specific information on Residential Schools has been made available
- Community engagement work across Canada with Indigenous communities
- Launched a dedicated Survivor and Intergenerational Survivor archive access process
- Launched dedicated access processes for general users, media, researchers and film/documentary producers
- Hosted major conferences
- Initiated major public outreach
- Continued ongoing collection of objects
- Participated in major court efforts to protect and preserve records detailing Residential School history, with Survivors leading the charge
- Worked with tri-agencies to initiate national reconciliation research strategy
- Opened partner office at Dalhousie University
- Designed and delivered the National Student Memorial Register

Other related work in fostering the inclusion of Indigenous perspectives included support for:

- Rising Up: A Graduate Student Conference offered annually from 2016 to 2019. Indigenous students across all disciplines were invited to come together, rise up and present their knowledge and research.
- Honouring the Voices: 40 years of First Nations, Métis, Inuit and Indigenous Health Research in Manitoba was a 2016 exhibit and online portal highlighting work UM has done in partnership with Assembly of Manitoba Chiefs, Manitoba Metis Federation and Manitoba Inuit Association.
- Continued work through the Create H₂O program, which addresses research, science and training gaps preventing effective, culturally appropriate investments in water and sanitation security on First Nations reserves.

e. Advance Indigenous research and scholarship.

UM has committed to increasing its research capacity on Treaty and First Nations, Métis and Inuit rights, including the right of self-determination. An important component of this commitment involved the recruitment of Indigenous Scholars who specialize in topics relevant to Indigenous experience. Indigenous Scholars have been recruited to join UM in the Faculties of Agricultural and Food Sciences, Arts, Education, Engineering, Architecture, Kinesiology and Recreation Management, Science, Health Sciences and School of Art.

UM Press is recognized as a leading publisher of books on Indigenous issues, with a total of 83 Indigenous issue titles available and 34 new Indigenous titles since 2015.

As discussed in more detail above, NCTR is an important focal point for First Nations, Inuit and Métis research at UM. As part of its work in providing support to researchers in this area, NCTR launched a ground-breaking archival website for use by Survivors, researchers and others.

f. Enhance our national and international research recognition and the quality and impact of our research, scholarly works and creative activities.

UM has continued to encourage researchers, scholars and artists to publish and showcase their work through high quality, peer-reviewed journals, presses, performances and exhibitions, as well as through knowledge mobilization activities including policy development and legal opinions. UM remains committed to increasing collaborative research, scholarly work and creative activities with institutions and organizations of global standing.

Collaborative research begins within the institution and our UM Collaborative Research Program awards have fostered numerous intra-UM collaborations.

Over the period of this report, publications by UM Scholars, including faculty and research associates with a UM affiliation, increased consistently from 2015 to 2018, but experienced decline in 2019 (see Figure 2-10).

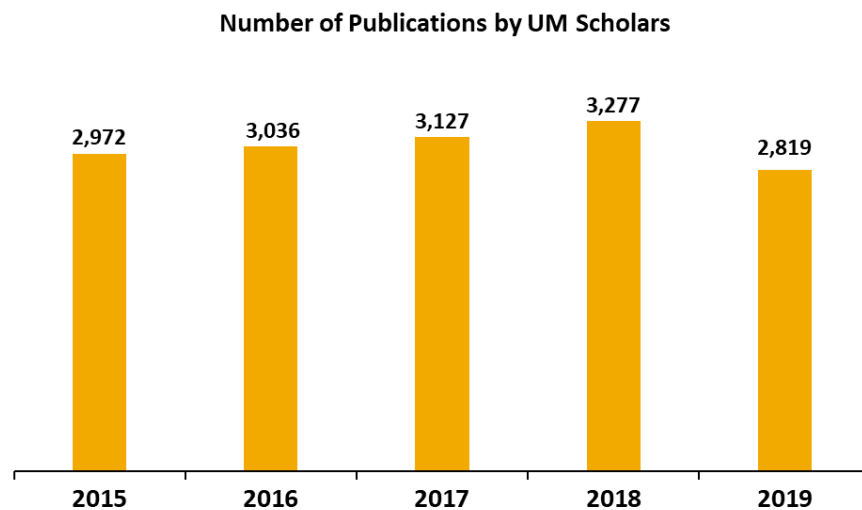


Figure 2-10 Number of Publications by UM Scholars

Source: Scopus

In September 2019, a Nature Publishing Group Masterclass workshop was held for over 100 UM researchers. This workshop was designed to increase researchers' chances of publishing in the Nature group of journals, which are recognized as having very high impact.

III. CREATING PATHWAYS *to Indigenous achievement*

The University of Manitoba acknowledges the need to work respectfully and collaboratively in partnership with First Nations, Métis, and Inuit communities in all of our activities. Manitoba's population is younger and growing at a faster rate than the non-Indigenous Canadian population. In fact, it is predicted based on Statistics Canada Census data that Indigenous peoples will comprise nearly 19 per cent of Manitoba's population by 2026. The success of First Nations, Métis and Inuit peoples and communities is vital to the health and well-being of our province and, indeed, our nation.

By incorporating Indigenous perspectives into our learning, discovery and engagement programs, the University will help to transform the lives of both Indigenous and non-Indigenous peoples and communities, and make Manitoba and Canada a better place to live. Through the sharing of Indigenous knowledge, cultures and traditions across our campuses, we will build a stronger foundation for students, staff and the wider community.

We are committed to fostering the development of the next generation of Indigenous leaders by providing an inclusive and supportive learning environment that promotes Indigenous student success from the time of admission through graduation and beyond. As Manitoba's research university, we are dedicated to advancing Indigenous research and scholarship, becoming a centre of excellence for this work. In addition, we seek to play a greater role in reaching out to First Nations, Métis and Inuit K-12 students to better support academic success, building a more prosperous and fulfilling future through post-secondary studies for Indigenous families, communities, Manitoba and the rest of Canada. In all our activities, the University acknowledges the need to work respectfully and collaboratively in partnership with First Nations, Métis and Inuit communities.

Taking Our Place was structured so that goals related to Indigenous achievement are threaded throughout all priorities. This approach reflects UM's understanding of the interdependence of its success with the achievement of Indigenous students, scholars and staff and a recognition that while each of the priorities are interconnected, it is particularly the case with Indigenous achievement. This approach is reflected in the structure of this report.

Efforts to advance Indigenous achievement at UM are supported by, and undertaken in consultation with, Indigenous peoples. A number of UM-wide, as well as unit and project-based, advisories have provided guidance so that Indigenous perspectives, knowledge, cultures and traditions are incorporated into UM in a respectful way.

A key example of this consultation is a 2019 committee established to assess the existing mandate and support structures for Indigenous senior leadership and provide recommendations about role, mandate, appropriate reporting structures and necessary reports. A Vice-President (Indigenous) position was approved as a first step, who will work on implementation of these recommendations.

GOALS:

a. Foster a greater understanding of Indigenous knowledge, cultures and traditions among students, faculty and staff.

More opportunities are being provided for students, faculty and staff to learn about Indigenous perspectives, through curricula, service learning, research projects, workshops, lectures and events.

CURRICULA

Course development occurs within faculties and more detailed information about faculty-specific initiatives is contained in the Appendix. Notably, for the first time in UM's history, four Indigenous language courses are being taught in the Department of Native Studies. While multiple levels of Ojibwe and Cree have been previously taught, in 2019, Dakota and Michif were also added to the course calendar. In addition, in December 2018, Senate approved two language concentrations for a Bachelor of Arts (General Major) in Native Studies: Anishinaabemowin (Ojibwe) and Cree.

This initiative is further supported, through an Indigenous Languages Elders-in-Residence Program, which facilitates connection between students and first-language speaking Elders.

COMMUNITY SERVICE LEARNING

Community Service Learning (CSL) programming offered through Student Affairs uses an experiential pedagogy that integrates community engaged work, social justice education and critical reflection. As part of this work, CSL provides an important component of UM's approach to fostering a greater understanding of Indigenous knowledge through:

- Providing training on identity, power and privilege and relationship with Indigenous lands and peoples in all of its community engagement training
- Developing a framework guide, assessment conversation, online training modules and Indigenous community engagement advising opportunities
- Advising on relationship-building and community engagement between Indigenous and newcomer communities in partnership with Immigration Partnership Winnipeg
- Developing immigrant orientation resources on Indigenous history, knowledges and experiences, such as treaty and land, in collaboration with partners such as Treaty Relations Commission of Manitoba and KAIROS Canada

Since 2015, CSL has partnered with nine Indigenous organizations, developed six Indigenous-focused student programs, facilitated their delivery over 25 times and engaged over 140 students in Indigenous-focused programs. These programs are enabled through a number of local partnerships:

- Ma Mawi Wi Chi Itata Centre, Circle of Life Thunderbird House, Two Spirited Peoples of Manitoba and Wahbung Abinoonjiaag Inc. partnered with CSL to deliver Alternative Reading Week (since 2015).
- R.B. Russell Vocational High School and Hugh John Macdonald School partnered with CSL on Careers that Fight Climate change programming (2016).

- R.B. Russell Vocational High School, Aboriginal Youth Opportunities and individual members of the Indigenous community partnered with CSL on Land and Water programming with attention to Métis perspectives (since 2017).
- Grow North, and Leaf Rapids Education Centre (Frontier School Division, Area 1) partnered with CSL on the Northern Community Engagement program with Leaf Rapids, a rural community with a predominately Cree population from O-Pipon-Na-Piwin Cree Nation, Nisichawayasihk Cree Nation and Granville Lake (Mathias Colomb Cree Nation) (since 2015).
- Skownan First Nation and Career Trek partnered with CSL on the Children Rising Mentorship program (2015 – 2018).

WORKSHOPS, LECTURES, EVENTS

In 2019, the Centre for the Advancement of Teaching and Learning partnered with the Department of Native Studies to pilot a summer institute to support faculty who wish to indigenize their existing courses or to work on creating an Indigenous content course that would potentially meet a future Indigenous content requirement. The pilot has since developed into the Indigenous Content Literacy Institute and is scheduled to run annually from 2020-2022.

The annual Indigenous Awareness Week launched in winter 2015 became Indigenous Awareness Month in 2018. Open to all students, faculty, staff and the public, more than 30 unique learning opportunities were held in faculties and units across campus during the month of March 2019. Due to an overwhelming response from campus members interested in hosting and attending Indigenous Awareness activities, opportunities are now offered throughout the year. These, as well as foundational activities that are led by Indigenous faculty, staff and students include:

- Métis Mondays – weekly learning opportunities highlighting Métis culture, history and resources
- Pow Wow Practice Group – free, family-friendly weekly sessions for anyone interested in learning different pow wow styles, along with song and drum teachings
- Jigging – free weekly Métis jigging lessons
- Fireside Chats – weekly talks by Elders and Cultural Knowledge Keepers
- Department of Native Studies Colloquium – open weekly seminars sharing Indigenous community and academic perspectives
- Indigenous Scholars Speaker Series – monthly talks highlighting the research and expertise of UM Indigenous Scholars
- Indigenous Student Talks – monthly sessions for Indigenous graduate students to present their research, receive feedback and build relationships/mentorship opportunities
- Unsettling Ideas Book Club – opportunity for students, staff, faculty and community to engage in discussions about anti-racism, decolonization and reconciliation
- Decolonizing Lens – monthly film and discussion series featuring Indigenous filmmakers
- Miyo We’citowin – student-led discussions on political events of significance to Indigenous communities.
- Indigenous Book Club – monthly book club conversations on Indigenous texts led by Faculty in the department of Natives Studies
- Indigenization sessions – bi-weekly drop-in question and discussion sessions hosted by the Department of Native Studies to support academics working to include more Indigenous content in courses and more community-engaged research with Indigenous communities

- Zongjigabowin – weekly gathering for Indigenous men
- Full Moon ceremonies – monthly gathering for women
- Pipe Ceremonies – monthly ceremony led by Unkan (Grandfather)-in-Residence
- Medicine Talks – seasonal cultural teachings led by Unkan (Grandfather)-in-Residence
- Workshops offered through Learning and Organizational Development for staff including: Building Cultural Capacity; Guided Conversations Toward Reconciliation; Equity, Diversity & Inclusion 2.0; and the Power of Belonging
- Annual events – Indigenous Orientation, Indigenous Homecoming, Orange Shirt Day, Louis Riel Day, Elders and Traditional Peoples Gathering, Traditional Graduation Pow Wow, National Indigenous Peoples Day
- Workshops for academic administrators
- Indigenous leaders, scholars, and community members regularly featured as guest lecturers and panellists, presenting viewpoints on topics of importance such as Indigenous culture and history
- Additional events as described in the Appendix.

b. Build a culturally rich, safe and supportive learning and work environment in which an increasing number of Indigenous students, faculty and staff succeed.

Through activities such as those described previously in this report, UM continues to develop a learning and work environment which is culturally rich, safe and supportive. To measure its success in attracting and retaining Indigenous students, faculty and staff, a number of indicators are relevant.

STUDENTS

Based on self-declaration, Indigenous students at UM are predominantly Métis and First Nations.

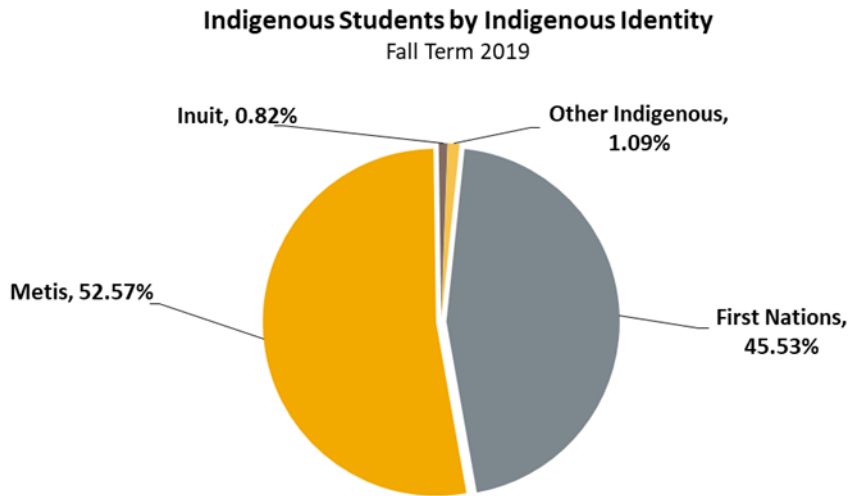


Figure 3-1 Indigenous Students by Indigenous Identity

There is variability in the participation of Indigenous students. For example, the Faculty of Social Work as well as Extended Education see the highest rates of participation by Indigenous students as a percentage of their total study bodies [Figure 3-2].

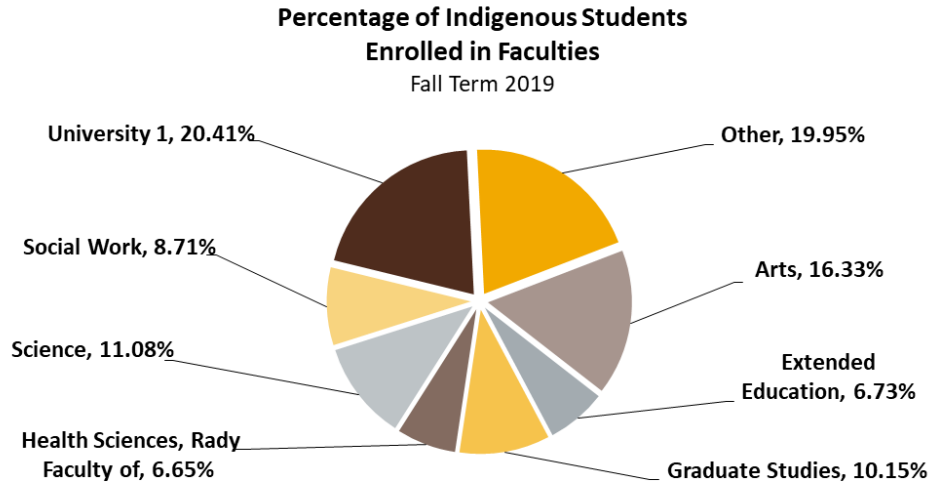


Figure 3-2 Percentage of Indigenous Students Enrolled in Faculties

When we look across UM, Indigenous student enrolment is most concentrated in U1, Arts, Science and Graduate Studies [Figure 3-3].

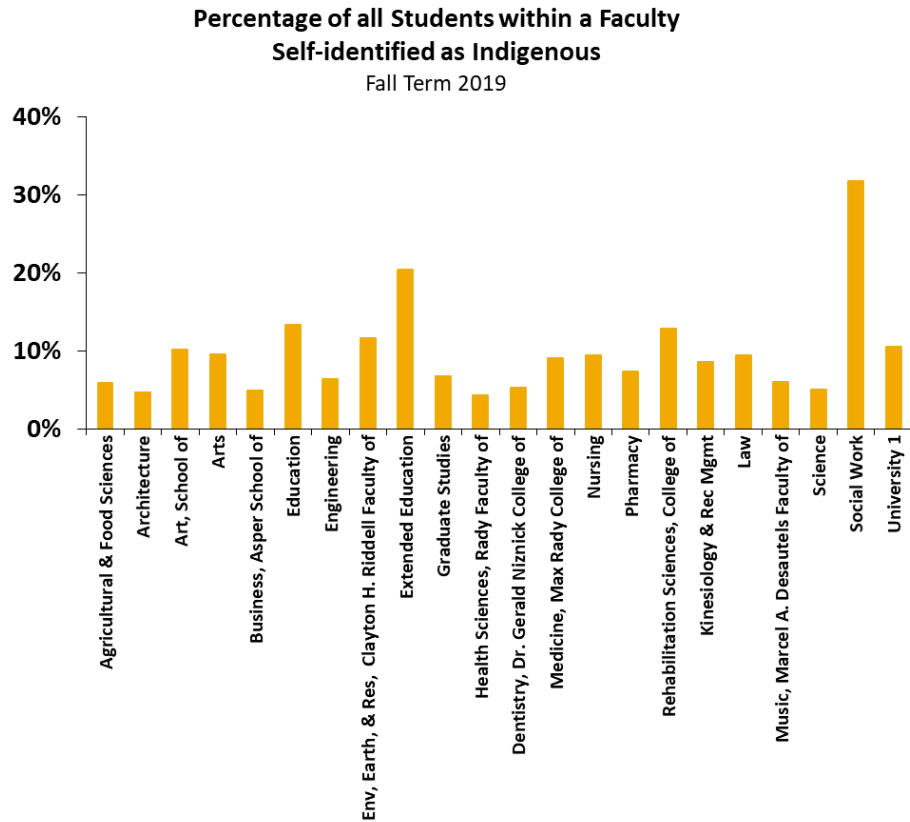


Figure 3-3 Percentage of Students Self-identified as Indigenous

An important measure of success is the completion of degrees. Since 2016, Degrees conferred has risen since 2015 with a peak in 2017.

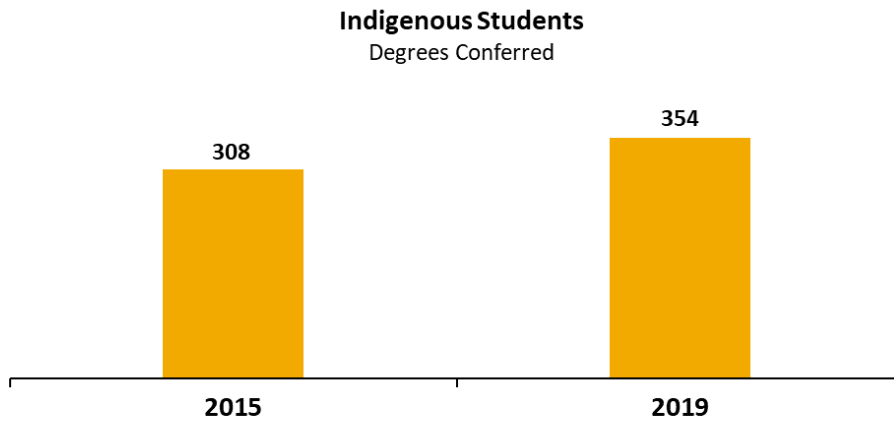


Figure 3-4 Indigenous Students, Degrees Conferred

Programming

A network of activities contributes to the creation of a culturally rich, safe and supportive learning environment for Indigenous students.

The Indigenous Student Centre team welcomes and supports Indigenous students through student advisors, Elders-in-Residence, tutoring, cultural teachings and ceremonies, career planning, the Indigenous Circle of Empowerment (Indigenous student leadership program) and Neechiwaken Peer Mentor program. Since 2015, a number of new supports have also been introduced:

- Supporting Aboriginal Graduate Enhancement (SAGE) programming was introduced in 2018 with a goal of creating emotional, physical, mental and spiritual connection between Indigenous students, their peers, their university and their communities. Open to all Indigenous graduate students, activities include weekly gatherings, writing retreats, cultural activities, ceremonies, Elders' teachings, Indigenous-focused research workshops, research presentations, social activities and family-friendly events.
- The Blankstein Momentum Program, introduced in 2018, supports up to 25 returning Indigenous students looking to improve their academic performance.
- The EmpoweringU – Financial Wellness Program provides workshops about how to apply for scholarships, bursaries and financial assistance as well as information about banking, budgeting and related topics.
- A Métis inclusion coordinator, who began in 2017, creates learning opportunities about Métis history, culture and knowledge(s), political and legal status, as well as information about specific resources for Métis students.
- The Qualico Bridge to Success Program, started in 2016, offers summer boot camps inviting all incoming Indigenous students an opportunity to familiarize themselves with UM. This program also supports Indigenous students transitioning to university through academic learning support, advising, peer mentoring and other special events.
- The bi-weekly Indigenous Student Newsletter, introduced in 2016, has 2,253 subscribers (90 per cent of self-declared Indigenous students). This resource includes information about supports, programs, financial aid and other opportunities available to Indigenous students.

Financial support

Financial Aid and Awards also has programs specifically for Indigenous students. Financial supports awarded to self-declared Indigenous students steadily increased during this period, with new supports in scholarships, bursaries, four new prizes and a new fellowship. In particular there has been an increase in bursaries and scholarships awarded since 2015 (Figures 3-5 and 3-6).

UM Bursaries Awarded to Indigenous Students

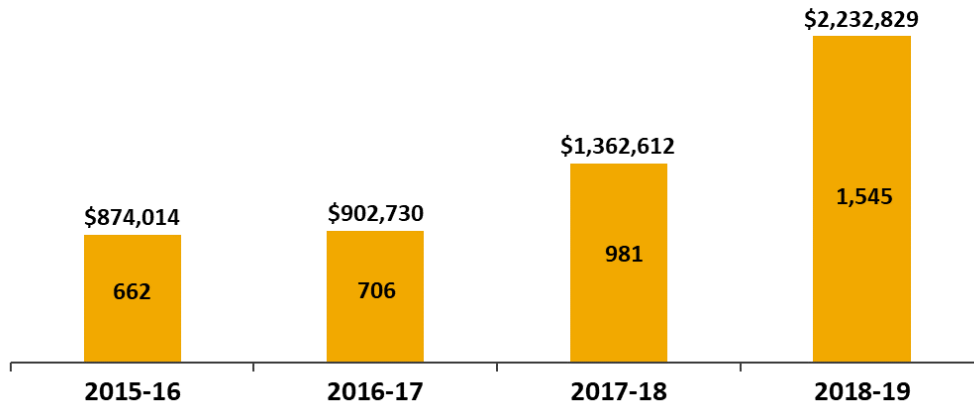


Figure 3-5 UM Bursaries Awarded to Indigenous Students

UM Scholarships Awarded to Indigenous Students

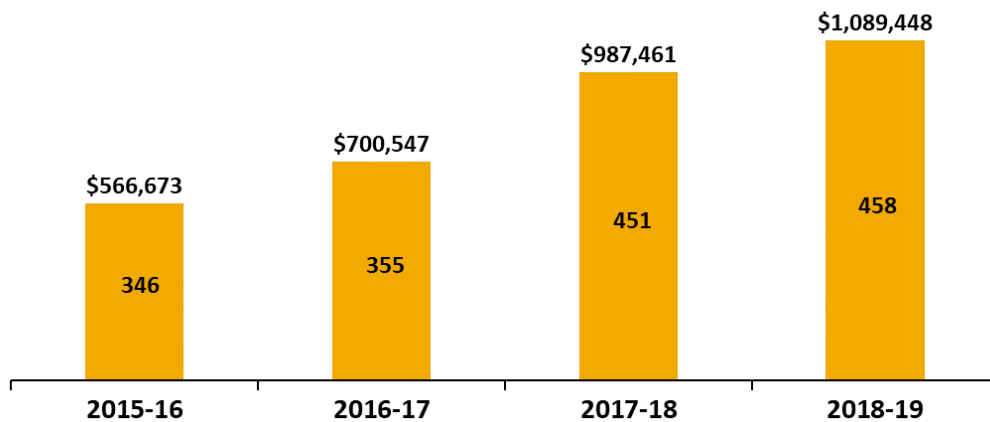


Figure 3-6 UM Scholarships Awarded to Indigenous Students

Ten per cent of Undergraduate Research Awards are dedicated to students who self-declare as Indigenous. These rewarding experiences give student an opportunity to be mentored full-time with a professor of their choice for 16 weeks between May and August, to gain valuable experience in their field of interest and include a monetary award.

STAFF AND FACULTY

As discussed throughout this report, a number of initiatives have been undertaken to promote a culturally rich working environment and further discussion continues in Priority 4. One important initiative has resulted from a collaboration between Human Resources and the National Centre for Truth and Reconciliation who co-created two videos to be used as an online tool for faculty and staff to gain an understanding of the intergenerational impacts of colonization, build relationships with one another and commit to truth and reconciliation with a sense of personal responsibility.

c. Foster K-12 Indigenous student participation in post-secondary education

In order to encourage Indigenous youth to pursue post-secondary education, UM has committed to a number of initiatives including increased community outreach and engagement activities that build Indigenous student interest in and preparedness for post-secondary studies, establishing new and further developing existing pre-university programming and activities for Indigenous youth and exploring collaborative opportunities with the K-12 system.

Engagement Activities

The Indigenous Student Recruitment and UCrew Team deliver presentations to Indigenous students in select Winnipeg high schools on applying to UM, provide campus tours and information about Indigenous programs and attend career fairs. In 2018/19 alone, this resulted in contact with over 5,400 Indigenous students and family members.

The Indigenous Student Recruitment Officers also participate in the planning, preparation and delivery of general recruitment events such as the Manitoba Metis Federation Annual General Assembly, Counsellors' Seminar, Evening of Excellence, Open House, Indigenous Leader of Tomorrow interview day, two on-campus Post-Secondary Club days, Rotary Career Symposium and Brandon Symposium. The team often designs Indigenous-specific presentations or activities for attendees.

Since 2016, several initiatives supported by the Indigenous Initiatives Fund identified the goal of increasing community outreach and engagement activities that build Indigenous student interest in and preparedness for post-secondary studies. A number of these are described in the Appendix. Other examples include:

Indigenous Storytelling: An Alternative Path to Understanding and Reconciliation

Led by respected Dakota Grandfather Wanbdi Wakita, a Dakota Spiritual Leader and Sundance Chief, this initiative brought storytellers from Indigenous Nations to campus for a series of events in 2018-2019 with grade 11 and 12 Indigenous students.

Inuit Education Connections Program

This program identifies the supports necessary for Inuit students studying in Manitoba to succeed in their educational objectives, increase graduation rates for Inuit in post-secondary education and ultimately increase Inuit participation in the economy. It is the result of a partnership between UM, the Winnipeg School Division and the Manitoba Inuit Association.

Path2Math Academy

This 2018 pilot aimed to improve outcomes of Indigenous Students in math and science courses and increase representation of First Nations, Métis and Inuit students in science courses and programs at UM. The one-week, pre-fall semester program provided one-on-one interactions with math and science instructors, upper-year Indigenous undergraduate peer mentors and introduces students to Indigenous supports on campus. This program is now expected to be delivered annually to 2021.

Other new partnerships have resulted in additional pre-university programming and activities for Indigenous youth. These include:

The Shaw New Venture Camp in Entrepreneurship and Innovation

This camp for Winnipeg Indigenous high school students was held in summer 2019 where students worked with University instructors and business professionals to learn how to build and market an app. Eight students participated in the first year of this program.

Youth Leadership: Pathways to Post-Secondary Program in Extended Education

This program was developed and offered in partnership in 2019 with Community Education Development Association to provide inner-city high school students with the academic and leadership skills required to more successfully transition to post-secondary programs.

Pillar programs

In addition to these new initiatives, UM continues to collaborate with a number of partners on pre-university programming and activities for Indigenous youth. Pillar programs include:

Biomedical Youth Program

These science enrichment programs for grade school kids and youth from Indigenous, minority ethnic and inner-city communities nurture a sustained interest and curiosity toward health and biomedical sciences. Programming includes a bi-weekly science club for grade 5-12 students, an annual week-long summer science camp, a northern mobile science camp for students from grades 6-9 in First Nations communities and various science enrichment and mentoring opportunities.

Health Career Quest Camp

This program aims to assist northern high school, and particularly Indigenous, students, in pursuing health careers through an 11-day math, health and science camp that gives students an opportunity to stay in residence and take part in hands-on experiences in health career areas. The camp also offers academic assessment and remediation in math and sciences throughout Grade 12, life skills and recreational activities. Approximately 35% of participants have been admitted to UM's Access Program and others have applied to other universities.

Indspire Campus Visit

In 2017, more than 150 Indigenous students from Alberta, Saskatchewan, Manitoba, Ontario and the Northwest Territories visited UM as part of Indspire's Soaring: Indigenous Youth Empowerment Gathering. Five faculties (Arts, Asper School of Business, Education, Engineering and Kinesiology and Recreation Management) hosted workshops, introducing the students to a variety of academic opportunities and resources and supports available to them through the Indigenous Student Centre.

Manitoba First Nations Education Resource Centre's Annual First Nations Science Fair

This annual two-day event brings more than 500 First Nations students in grades 4-12 from across Manitoba to campus. In addition to having their projects evaluated by faculty, staff and students, Indigenous youth hear from UM leaders and students about post-secondary opportunities.

Post-Secondary Club

This leadership program delivers career, culture and community-focused programming for Indigenous students in grades 9-12 in five large urban high schools. On average 75 – 85 students participate in monthly meetings and 100 – 1,120 students attend on campus events where students are given a taste of life as a UM student.

Rec and Read

This program is designed by and for Indigenous youth and other young people from diverse populations to deliver weekly after-school physical activity, nutrition and education activities for early years students. The program also acts as an intercultural service-learning site for UM students. Currently offered at eight Winnipeg sites, since 2006, more than 2,997 high school, junior high and elementary students and 271 university students and community mentors have participated. In 2019, 46% of the participants were Indigenous.

Verna J. Kirkness Science and Engineering Program

This program offers Indigenous students in grade 11 the opportunity to spend a week interacting with faculty and researchers in their research labs. During their time on campus, the students are introduced to resources and supports that are available to them from how to apply, financial aid and awards, academic advising, Elders-in-Residence, cultural opportunities and more. Since 2016, over 170 students have participated with support from a committed volunteer base with additional faculty and researchers participating annually.

Women in Science and Engineering (WISE) and Kid-Netic Energy inspires youth to explore education and careers in the fields of engineering and science. They reach more than 30,000 students each year in Manitoba, delivering workshops and camps and running clubs in dozens of locations, including several First Nations communities.

Collaborations with K-12 system

Manitoba Collaborative Indigenous Education Blueprint

In 2015, UM signed this agreement to work in partnership with all provincial post-secondary institutions and the Manitoba School Boards Association to make excellence in Indigenous education a priority. The signatories, along with the Manitoba Federation of Independent Schools, the Manitoba First Nations Education Resource Centre, Louis Riel Institute, the Manitoba Inuit Association and the government of Manitoba have continued to work collectively to advance Indigenous education and reconciliation. Blueprint partners also evaluate and make recommendations on policies and practices across school divisions and post-secondary institutions for formal integration of Indigenous knowledges, teaching approaches and models and protocols to ensure a well-informed and respectful implementation.

Manitoba Aboriginal Languages Strategy

This strategy was created to revitalize, retain and promote the seven Aboriginal languages of Manitoba. UM is a partner representative, working with the four co-lead organizations and other partner representatives including grandparents from each of the Manitoba Aboriginal languages groups, representatives of leaders from the First Nations, Inuit and Métis education organizations, provincial school divisions and post-secondary institutions. Together this partnership explores joint work and resource sharing, identifies key issues and opportunities for ensuring Aboriginal language education, teacher training and the development of education programs and services in Aboriginal languages.

d. Enhance UM's research capacity on issues of importance to Indigenous peoples and populations.

Research on issues of importance to Indigenous peoples takes place across the institution; the National Centre for Truth and Reconciliation (NCTR) plays a particularly important role in enhancing this capacity at UM and nationally.

Since its official launch in November 2015, NCTR has grown to include a diverse staff of Survivors, Intergenerational Survivors, 60s scoop Survivors, First Nations, Métis, non-Indigenous peoples and

newcomers. NCTR draws on the knowledge, expertise and ambition of individuals across the country through secondments, student internships and contractual relationships and takes guidance from Elders and Knowledge Keepers.

NCTR safeguards records from the Truth and Reconciliation Commission of Canada (TRC) through its archive of over four million records; 6,757 statements and over 1,000 physical or material objects gathered by the TRC. This archive marks the first time that school-specific information including profiles, photos, school histories and maps are available. NCTR is dedicated to preserving these records and providing appropriate access to Survivors and to others, such as journalists, community-based organizations, students and members of the public.

NCTR has partnered with countless groups and organizations on a variety of projects that have educated and engaged audiences across Canada. Project-based partnerships have been important to ensuring that the history of Residential Schools and colonization is shared with as many people, organizations and leaders in Canada as possible.

Throughout UM, Indigenous faculty cover a wide range of research and study and provide a diverse set of experiences and expertise to UM. Many Indigenous faculty produce and share knowledge(s) and research on matters that specifically impact Indigenous communities.

Additional information on this topic is featured in Priority 2 of this report.

e. Strengthen global connections with Indigenous peoples and programming around the world.

The Community Service Learning program has developed multi-year relationships with three global Indigenous communities (Kichwa, Maya and Williche), including partnerships with two Indigenous organizations.

These relationships have resulted in the development of a guiding framework and resources for Indigenous community engagement, four faculty connections/partnerships, four Indigenous partner exchanges and 55 students participating in seven programs. In 2019-20, the program is expected to include participation of 80 students through seven exchanges.

Programs since 2015 have included:

- Amazon: Rainforest Experience (2017-2020) and Alternative Reading Week (2015-2017), partnering with AMUPAKIN, a Kichwa women's collective in Ecuador and Partnered with Fundación Ecuador Volunteer
- Belize: Indigenous Youth Movements (2017-20), partnering with Julian Cho Society, Laguna Ecotourism and CELA Belize and Alternative Reading Week (2015-2018)
- Chile: Art & Resistance (2018-2020), partnering with Escuela Rural Notuco, a rural school, and Colective Escénico Movimiento Insular, a local collective of dancers, performers, social activists and art lovers

f. Celebrate achievements by Indigenous faculty, staff, students, alumni and community partners.

UM relies on those whose contributions have transformed and continue to transform UM into a centre of excellence in Indigenous education and research. Since 2015, a number of new initiatives have celebrated these contributions.

Since 2015, two Indigenous alumni have been recognized by the UM with Distinguished Alumni Awards and eight Indigenous leaders have received honorary degrees.

In 2017, Indigenous Achievement established the Indigenous Awards of Excellence. Three students were recognized for their contributions to advancing Indigenous achievement and engagement at UM. In 2018, these awards expanded to honour six students, as well as two Indigenous faculty and two Indigenous support staff. To date, 21 students, six faculty and six support staff have been recognized. As of 2020, the student awards will include a cash prize and be recognized on students' co-curricular record.

In 2018, Indigenous Engagement launched an Indigenous Scholars Speaker Series to highlight the research and expertise of these scholars. Eighteen talks have been held since September 2018, with audiences ranging between 30 and 150 attendees. When possible, these were also streamed via Facebook with views ranging from 215 to 4,200. Additionally, Indigenous Engagement and the Department of Native Studies co-hosted two Teach-Ins for Reconciliation, where Indigenous scholars delivered full-days of lectures exploring colonialism, resistance, identity, relationships and economic development.

In 2018, UM Students' Union (UMSU) established the UMSU Award for Indigenous Community Leaders. Until at least 2030, up to 25 awards will be annually available to Indigenous undergraduate students, with each award valued at a minimum of \$1,000.

UM continues to host an annual Indigenous Homecoming event to celebrate the achievements of Indigenous alumni with an annual attendance of 75 to 100.

In 2019, the Traditional Graduation Pow Wow marked its 30th anniversary of honouring Indigenous graduates.

g. Weave Indigenous knowledges, cultures and traditions into the fabric of UM (people, programming, spaces).

UM has also committed to making First Nations, Métis and Inuit arts, cultures and languages more visible throughout our campuses. This begins by recognizing where UM is located. A Traditional Territories Acknowledgement is now shared before all major university events and is widely communicated to demonstrate commitment to create a learning environment that welcomes and supports Indigenous students and staff as part of the wider UM community. The acknowledgement reads:

The University of Manitoba campuses are located on original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation.

We respect the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.

PEOPLE

In support of this goal, and in order to ensure that all goals to advance Indigenous achievement are implemented and sustained, UM has committed to increase the number of Indigenous faculty and staff as a percentage of UM's employee population. This is addressed in Priority 4 of this report but a key initiative includes the establishment of the Indigenous Scholars Fund for 2016-17 and 2017-18 to advance the recruitment of Indigenous faculty members to UM, resulting in the recruitment of 12 new Indigenous Scholars.

Subsequently, as part of UM's Equity, Diversity and Inclusion Task Force, UM is evaluating the quality of our data to establish baselines on the number of faculty members from underrepresented groups

(including faculty and staff who self-identify as Indigenous). Self-declaration by Indigenous employees is also being encouraged through the UCount! initiative.

SPACES

Ensuring Indigenous knowledges, cultures and traditions are reflected in our physical campus is also important. To support this, an Indigenous Advisory Committee and Subcommittee was formed in 2015 to guide the drafting of Indigenous Planning and Design Principles for UM. This group composed of Indigenous leaders, Elders, designers and architects worked with the Campus Planning Office to craft the principles as a guide for physical development and spaces across UM's campuses and lands. The principles were formalized in 2016 and are supported by UM's Indigenous Advisory Circle.

To support implementation of these principles, a working group was established with representation from the Indigenous Student Centre, Elders-in-Residence and Indigenous Achievement to develop procedures for implementing the principles and applying them to campus development projects and physical spaces in partnership with the Campus Planning Office, Office of Sustainability, Architectural and Engineering Services and Operations and Maintenance. These processes continue to be refined based on ongoing engagement, with a commitment to reconciliation and to making Indigenous languages, knowledges and cultures more visible within our campus environments. Resulting initiatives include:

- Revision to UM's procurement process for consultant services
- An annual Land Blessing Feast, hosted by the Indigenous Student Centre and Elders-in-Residence, brings together units from the Associate Vice-President Administration's (AVP Admin) portfolio with Indigenous Elders and staff, to ask for blessings and to acknowledge the land and spaces to be affected by projects over the coming year
- Sharing of these principles with *Ordre des architectes du Quebec Esquisses* magazine, Vancouver Coastal Health, University of Lethbridge, McGill University and University of Victoria
- Use of the principles outside of physical development projects such as the Web Re-Design project, in academic courses and in the renewal of UM's Sustainability Strategy
- Hiring of Indigenous students in 2018 and 2019 to assist with planning and design projects managed by the AVP Admin portfolio
- Research project to analyze the physical and historical context of the present-day Fort Garry campus, providing insight into First Nations and Métis land use and occupation prior to campus establishment
- Creation of mobile land-based knowledge installations and accompanying website that feature imagery and traditional languages describing the historical use of campus lands, medicinal uses of native vegetation and important relationships with Mother Earth. The installation has been given the name Raven Medicine Cloud, representing winter as it is the season of the Raven, the spreading of seeds and the clearing of negative energy and sickness to make way for the process of healing.
- Creation of UMCycle Bike Kiosk in July 2019 with indigenous wayfinding and interpretive signage
- Installation of Indigenous artwork throughout campus, including murals, paintings, blankets and other art
- Prominent display of Indigenous suppliers' wares in campus stores
- Student residences have created a safe and welcoming environment in which smudging ceremonies can take place

IV. BUILDING COMMUNITY

that creates an outstanding learning and working environment

As the largest university in the province, the University of Manitoba is also one of the largest communities in Manitoba. Each of our more than 38,000 students, staff and faculty have ambitions, potential and promise that contribute to the diversity of our community and establish a unique environment for learning and working.

Our university community engages in programs that foster interchange and creation of knowledge, ideas and opinions in a respectful, mutually supportive climate of trust. In this collegial environment, each individual grows to achieve their full potential while concurrently contributing to the growth of colleagues, the community as a whole, and Manitoba.

At the University of Manitoba, we believe an outstanding and learning and working environment is foundational to achieving our mission and vision. We are committed to recognizing and celebrating the contributions of all community members and the diversity of our community, particularly the role of Indigenous peoples. We encourage dialogue and inclusivity for the continuous refinement of academic, administrative, and governance programs and processes. We are dedicated to providing all students, staff and faculty learning, research and leadership support and development opportunities.

GOALS:

- a. ***Make the University of Manitoba the institution of first choice for potential students, staff and faculty.***

Since the approval of *Taking Our Place*, the population of students, staff and faculty has risen to well over 39,000 (Figure 4-1).

UM Population	2015	2019
Undergraduate Students	25,460	25,710
Graduate Students	3,800	3,851
PGMEs	669	729
Total Students (Fall Term)	29,929	30,290
Academic Staff	4,993	5,485
Support Staff	4,058	4,045
Total Staff (April 1)	9,051	9,530
Total Students & Staff	38,980	39,820

Figure 4-1 UM Population, Fall 2019

UM maintains its designation as one of Manitoba’s Top Employers, with its 2019 award representing its seventh year on the list. UM is also recognized as one of Canada’s Top 100 Equity Employers, with its 2019 designation marking its third consecutive year. A new recruitment strategy guides the attraction of new staff, including expanding the avenues of where positions are advertised, through social media tools and through increased attendance at job fairs.

- b. Increase student, staff, faculty and leadership diversity that reflects society, especially with respect to the inclusion of women, Indigenous people, people with disabilities, gender and sexual minorities and racialized minorities.***

UM is working towards achieving gender balance in student, staff and faculty; to increasing the number of Indigenous students, staff and faculty and to building a culture of inclusion so that our leadership reflects the diversity of society.

A key initiative related to this work is the establishment of the President’s Task Force on Equity, Diversity and Inclusion. This committee, comprised of representation from a cross-section of leadership, students, faculty and staff, was created in October 2019 to provide recommendations to the President and the Vice-Presidents on the process and actions required to identify and eliminate obstacles to inequities facing faculty, staff and students at UM, and to advance the principles of equity, diversity and inclusion.

STUDENT DIVERSITY

As noted in the Priority 1 section of this report, the Strategic Enrolment Management (SEM) Plan establishes goals to increase the numbers of Indigenous and international students enrolled at UM. See Priority 1 and 3 for additional information.

STAFF DIVERSITY

Figure 4-2 provides a picture of UM employment by equity group. While UM is ahead of the Canadian labour market availability in female employment, there is still work to be done to improve rates of employment in each equity group as we continue to be an inclusive and diverse workplace.

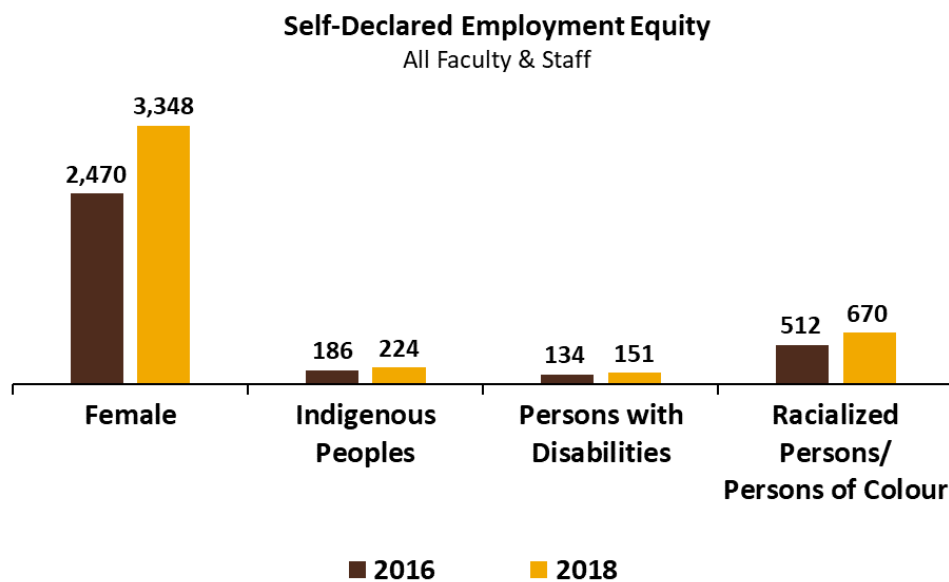


Figure 4-2 Self-Declared Employment Equity (All Faculty & Staff by Equity Group)

Female Faculty

Available data indicates that there was a small increase in the total number of female faculty (including tenured/probationary faculty, instructors and librarians) from 529 in 2015 to 543 in 2018.

When we look at full-time faculty exclusively, there has been a slight increase in the ratio of female faculty to total faculty between 2015 and 2018 (from 37.7% to 38.6% among tenured and probationary faculty and from 60.9% to 63.5% among full-time instructors). As of 2018, the percentage of female tenured/probationary faculty at the ranks of assistant, associate and professor was 50.4%, 42.4% and 26.7% respectively. Work continues to increase the number of female faculty at the rank of professor.

In 2018, the Joint Committee of Gender-Based Salary Differentials was formed. The committee is comprised of six representatives of which three are nominated by UMFA and three are nominated by UM. Following their review in January 2019, they released an independently-authored technical report which provided an overview of their findings and seven recommendations. The findings of this review will help guide continued efforts to enhance equity and inclusion and support the commitment to create an outstanding learning and working environment.

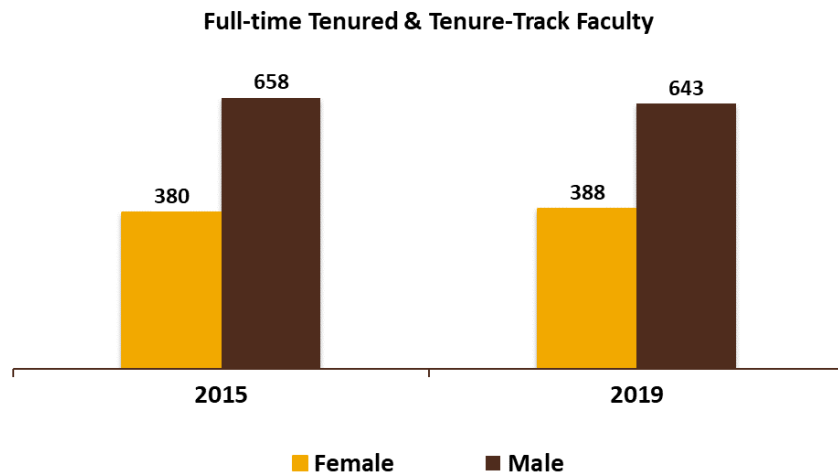


Figure 4-3 Full-time Tenured & Tenure-Track Faculty

Indigenous Peoples

Manitoba Indigenous Senior Leadership Review

In 2019, UM conducted a review to enhance the mandate for Indigenous Senior Leadership and support Indigenous engagement and achievement. The resulting [report](#) made five primary recommendations covering 29 actionable items. On October 2, 2019, President Barnard announced UM's acceptance of the report and recommendations.

One significant recommendation was to establish a position of Vice-President (Indigenous) to provide UM-wide leadership to advance the systemic and structural changes required for the achievement of equitable outcomes for First Nations, Métis and Inuit peoples within and external to the institution. On October 29, 2019, Dr. Catherine Cook was announced as the inaugural Vice-President (Indigenous) effective January 1, 2020.

Review of Current State Indigenous Recruitment

In 2017, a research project was undertaken to better understand recruitment and selection processes related to the attraction and hiring of Indigenous employees. This analysis of non-academic job competition results between 2011 and 2017 quantified the percentage of UM jobs with Indigenous candidates, how often those Indigenous applicants were selected for an interview and how often those same Indigenous applicants were chosen as the successful candidate for the job. It went on to analyze the reasons why an Indigenous applicant was or was not the successful candidate in a given posting, broken down by job classification and department/faculty.

One crucial finding of this project involved the recruitment of Indigenous applicants and their success rates. Approximately 60% of non-academic job postings during this period had not attracted an Indigenous applicant, but when Indigenous candidates applied, their chance of being hired was over 20%, a much higher rate than non-Indigenous applicants. It is clear that improving the rates of Indigenous applicants is key to increasing the representation of Indigenous staff.

In response to these findings, UM has worked to increase the number of Indigenous applicants through communicating with a broader network of Indigenous communities and employment organizations about career opportunities, increased participation in Indigenous career fairs and collaborating with academic units to better support Indigenous recruitment. An Indigenous human resources advisor role was also established in 2017 to provide support on Indigenous hiring initiatives.

Indigenous Summer Student Internship Program

In 2018, UM launched an Indigenous Summer Student Internship Program to increase awareness of the wide range of meaningful employment opportunities for Indigenous students following graduation. Up to fifteen Indigenous student interns work full-time over the summer months in a wide range of job opportunities aligned with their field of study.

The Indigenous Staff Mentorship Program

This program supports participants to have successful careers at UM through regular meetings and development activities that promote community and facilitate peer networking and exchange.

Indigenous Scholars

An Indigenous Scholars Fund was created to support the recruitment of Indigenous Scholars who specialize in topics relevant to Indigenous experience. As a result, a number of Indigenous Scholars have been recruited to join UM in the Faculties of Agricultural and Food Sciences, Arts, Education, Engineering, Architecture, Kinesiology and Recreation Management, Science, Health Sciences and School of Art.

Our Path to Reconciliation

This project was built on the 2011 UM Statement of Apology and Reconciliation to Indian Residential School Survivors. Human Resources partnered with the National Centre for Truth and Reconciliation to produce online interactive training videos on:

- Addressing anti-Indigenous racism on campus
- Promoting cultural competence
- Raising awareness

- Opening people up to other ways of knowing
- Building respect, empathy and understanding
- Fostering cultural safety
- Strengthening reconciliation

Ensuring Accessibility

Accessibility for Manitobans Act

To build a community welcoming to those with disabilities and in response to the Accessibility for Manitobans Act (AMA), an AMA Steering Committee was established. The committee helped develop UM's first Accessibility Plan, which was published in late 2016. The committee also developed online videos and in-person training materials on the AMA's customer service standard, one element of the Act.

There are four remaining standards still to be rolled out with the Employment Standard that came into effect on May 1, 2019. Sub-committees have been established and a review of the following is underway for completion by May 2021:

- Emergency response plans (completed)
- Recruitment processes
- Offers of employment
- Training
- Performance management
- Employee communications
- Return to work processes
- Accommodation plans

It is expected that implementation of the Employment Standard will in turn help to promote the hiring and support of employees with disabilities.

Related Training

Many training initiatives have also been launched to increase knowledge about equity, diversity and inclusion (EDI). These include:

- Implicit bias training for search and selection committees to encourage hiring within under-represented groups with a focus on women, racialized persons, persons with disabilities, Indigenous peoples and members of the LGBT2SQ+ community
- EDI modules in all leadership training programs
- EDI modules in all new employee onboarding sessions
- Building cultural capacity workshops
- Indigenous perspectives on leadership workshop

c. Increase student, staff and faculty satisfaction with the learning and work environment.

UM is committed to promoting a respectful work and learning environment. To support this goal, a number of initiatives were created to review practices relating to both the prevention and response to discrimination, harassment and sexual violence; promotion of safe, inclusive and equitable work and learning environments and increase of supports and resources.

RESPECTFUL WORK AND LEARNING ENVIRONMENT (RWLE)

As Manitoba's largest post-secondary institution, UM fosters a student and staff community that is complex and dynamic. In order to continually remain well-informed, to ensure that best practices are consistently applied, and to advance and improve the state of our community, four distinct reviews of UM's approach to prevention and response to discrimination, harassment and sexual violence were conducted to deepen the understanding of its community's needs. These form part of an ongoing cycle of consultation and review within UM.

Campus Climate Survey

In 2018, UM undertook a Campus Climate Survey on Sexual Violence to identify areas of greatest risk, determine gaps in service and collect information helpful for the development of a comprehensive sexual prevention, education and response strategy. The survey provided insight into students' attitudes and experiences regarding sexual violence, their knowledge and perception of resources, preferences for receiving information and supports and beliefs about the safety and values of UM in responding to sexual violence.

While the participation rate was too low to generalize the findings to all students, important and helpful information was collected. More than 80% of participants reported being happy and feeling safe at UM: more than two-thirds agreed that administrators would handle a crisis situation well. Female and gender minority participants were more likely than male participants to perceive a risk of sexual violence on campus.

Survey participants who reported having experienced sexual harassment were much more likely to feel that UM supports are inadequate and even more so when they experienced harassment by a faculty/staff member. When asked what services were needed at UM, there was strong overall endorsement for mandatory training for staff/faculty on responding to disclosures, awareness training on supports and reporting processes for students and establishment of a 'one-stop' sexual assault centre on campus.

A new survey was initiated in early 2020 to assess the experiences of faculty, staff and students in relation to EDI as part of the work of the President's Task Force on EDI. The results will inform the recommendations of that task force.

Policy Review

To comply with legislated obligations under the Advanced Education Administration Act, UM mandated the review of Respectful Work and Learning Environment (RWLE) and Sexual Assault Policies and Procedures every three years. In 2018, the RWLE and Sexual Assault Policy Review Committee undertook consultations requesting feedback on the policies and procedures from all members of UM's community, including current and graduating students, staff and faculty. Feedback was sought through a variety of mediums, including an online confidential feedback mechanism, in-person targeted consultation sessions,

community town hall meetings and written requests for feedback. In total, the committee received 124 unique online responses and consulted with over 260 stakeholder representatives and town hall community members.

Key themes were identified and are outlined in the RWLE and Sexual Assault Policies and Procedure Consultations Report. This feedback has been incorporated into the policy revisions.

Procedures Development

In 2018, the Office of Human Rights and Conflict Management conducted an internal review of its processes related to the RWLE and Sexual Assault Policies to ascertain gaps and best practices towards identifying a fair, timely and effective process for responding to discrimination, harassment and sexual violence. The result of this review was the development of comprehensive Standard Operating Procedures (SOP) to support existing procedures by providing additional guidance on roles and responsibilities, as well as more detailed processes, timelines, flowcharts, checklists, templates and other tools to assist in managing formal complaints. The SOP will be further revised to reflect and incorporate any changes to the policies or procedures as a result of the policy review.

Independent External Review

In 2018, UM commissioned an independent external review of its current practices relating to both the prevention and response to discrimination, harassment and sexual violence. The resulting report [*Responding to Sexual Violence, Harassment & Discrimination at The University of Manitoba: A Path Forward*](#), includes 43 recommendations to improve the current practices. On September 17, 2019 President Barnard announced UM's acceptance of the report and all of its recommendations, as well as the creation of an Implementation Committee tasked with overseeing the progress and implementation of the recommendations. The committee is chaired by the Vice-President (Administration) and includes all Vice-Presidents as active members. Several recommendations have already been implemented, with work continuing on this important initiative.

Other Initiatives

In tandem with the above, there have been other initiatives to promote safe, inclusive and equitable learning environments.

A Sexual Violence Steering Committee was established in 2017 to guide the planning, implementation and evaluation of assault and sexual violence prevention, education and response initiatives. One such initiative includes the online Sexual Violence Awareness Modules, available to all staff and students, which outline UM's community values, define key terms, review sexual violence policies and procedures and introduce UM's Sexual Violence Support and Education website. A series of new videos discuss power dynamics, conflicts of interest and common myths about sexual violence.

A Sexual Violence Awareness Campaign was launched in 2019 to take a strong stand against sexual violence, and to broadly share the programming and resources available to students, faculty and staff who have experienced sexual violence. The 'together we are stronger' campaign focused on collective responsibility. With the goals of reducing sexual violence and ensuring that all members of the university community know how to get and give support; the campaign featured newspaper ads; large and small scale signage; numerous digital media ads; and distributed 11,100 bracelets; 30,000 postcards and 30,000 buttons.

RWLE and Sexual Violence Education and Training

A number of new education sessions and initiatives introduced to train students, faculty and staff on the importance of a respectful learning and work environment. These include:

- New Student Orientation that includes training on consent and sexual violence
- Student Residences orientation presentations on 'staying safe in residences'
- 'Bringing in the bystander,' an evidence-based sexual assault prevention training program for student leaders, residence staff and other groups by request
- Consent culture workshops offered to students and student leaders by UM Students' Union
- Healthy U, a peer-based outreach program with community-based activities on healthy sexuality and prevention of sexual violence across campus
- New Faculty Orientation and New Academic Administrators Orientation sessions on the RWLE and Sexual Assault policies
- New Faculty Workshops and Academic Administrator Workshops on sexual harassment, sexual assault and responding to disclosures
- Enhanced education opportunities for students, faculty and staff, through the development of unit-level educational initiatives
- Additional by-request training sessions for community members including staff, faculty and students on topics such as sexual harassment, sexual assault, consent, discrimination, personal harassment, respectful workplaces and responding to disclosures
- Two-day Retreat for Senior Administrators (2017) focused on equity, diversity and inclusion with specific sessions on responding to allegations and disclosures of sexual harassment and assault and creating a climate free from harassment
- Office of Human Rights and Conflict Management continues to deliver targeted seminars to hundreds of community members per year to educate the campus community regarding their rights and responsibilities under the RWLE and Sexual Assault Policies.

Supports and Resources

UM continues to invest in supports and resources to create and nurture respectful work and learning environments and to respond quickly and effectively to incidents of discrimination, harassment or sexual violence.

The Sexual Violence Resource Centre began operations in early 2020, established to coordinate services through a single location and make it easier and more comfortable for individuals who have experienced sexual violence to receive support.

The Student Counseling Centre has expanded its range of services and continues to provide free, confidential crisis support and trauma counselling to students on both campuses, including urgent crisis counselling and emergency triage services. These services now also include access to a Sexual Assault

Counsellor from the Klinik Community Health Centre, operating out of the Sexual Violence Resource Centre.

The Office of Human Rights and Conflict Management has expanded to include a full-time Human Rights and Conflict Management Advisor at the Bannatyne Campus, ensuring students and staff have improved access to mediation, conflict coaching and the formal complaint mechanism under the RWLE and Sexual Assault Procedure.

WORK-LIFE BALANCE

UM is committed to improving workload distribution to ensure staff are able to maintain an appropriate work-life balance consistent with their career objectives. To this end, a variety of leave options have been introduced that benefit employees who require flexibility in their work schedule. Since 2015, new options include the Vacation Purchase Plan, the Voluntary Days Off program and improvements to maternity leave provisions for all staff. Other initiatives to improve work-life balance include:

Success Through Wellness

The Campus Mental Health Strategy, Success Through Wellness, focuses equally on students, staff and faculty, examining all aspects of UM and identifying ways in which the community can be committed, caring, healthy, responsive, supportive and resourceful. Seeking help is promoted as a strategy for academic and career success and faculty, staff and students are educated about how to identify, respond to and refer a person with mental health problems to appropriate resources. Consultations are now underway for Success Through Wellness 2.0 to guide UM's mental health priorities for 2020-2025.

Live Well at Work Campaign

This campaign combines a variety of online resources, in person training opportunities and a week-long wellness fair for all staff on both campuses and includes events geared to maintaining mental health, wellness and work-life balance.

Performance Feedback

UM wishes to ensure all faculty, staff and students receive regular feedback to support individual growth, development and success. To this end, managers are trained on the importance of regular constructive feedback to employee success and satisfaction through a variety of professional development programs. Human Resources identifies units that are not regularly conducting performance reviews and encourages them to give feedback more often. A new performance review form was developed to enable managers to spend less time on completing the form and more time on performance conversations with their employees.

Employee Wellness Workshops

A number of workshops were offered to staff by Learning and Organizational Development focused on employee wellness and dealing with workplace stressors. These included monthly podcasts on self-awareness, building resiliency and collaboration.

SERVICES

BookStores

The BookStore has expanded the selection of affordable course material options such as used textbooks, custom course packs, digital and rental textbooks. Custom course packs are being produced almost exclusively by UMSU's digital copy centre and sold in the BookStore.

Dining Services

Dining Services has implemented food symbols and calorie indicators on standard menu items to make healthy food choices easier to identify. They have also increased the availability of fresh, sustainable and healthy options on campus.

A 2015 renovation of CAMPO in UMSU University Centre focused on fresh food preparation, healthy options, local vendor opportunities, increased speed of service, better lighting and expanded seating. Soft seating and additional dining area seating were also installed on the main floor.

Food Services were enhanced at the Bannatyne Campus in 2019 through a full-service kitchen expansion in Brodie Centre to provide hot meals and catering options for staff and students.

Other Dining Services improvements since 2015 include the addition of service at various locations including the Fort Garry BookStore and enhancing service at the Active Living Centre, EITC, Armes, Fletcher Argue, Elizabeth Dafoe Library, University College and sports canteens.

Student Residences implemented a Resident Dining Advisory Committee to review Dining Services offerings and meal plan options. Regular surveys and meetings are designed to improve student satisfaction.

Parking

Licence plate recognition technology was introduced in phases from 2016 to 2018 so that physical permits are no longer required, enabling increased carpooling. A self-service portal now allows users to add or change licence plates and submit waiting list requests through their virtual permit anytime.

A pay by app solution was implemented in 2016, allowing casual parking customers to pay for parking from their smartphone, tablet or by calling in. This expedites the payment process and allows customers to pay from the comfort of their vehicle, UM Shuttle bus or once inside a building, which is especially convenient on days with inclement weather.

Carpool stalls were added between 2015 and 2018 and electric vehicle charging stations were implemented in 2018. These offer customers preferred parking spots for choosing a more sustainable method of transportation than a single occupant or gas-powered vehicle. Bike lockers were added in 2017 to provide alternate secure locations in a variety of areas across campus.

Residences

Living Learning Communities are small clusters of residences where students with similar academic or personal interests live near each other and where programming and community structure are designed to

meet the unique needs of the students. Since 2015, communities of Health Living, Graduate Students and Engineering have been added.

Community kitchens were created in Mary Speechly Hall, Arthur V. Mauro and University College residences to address the need for student cooking facilities, particularly for summer and holiday breaks, when access to food services is limited or unavailable.

Replacement cycles for beds, room and lounge furniture was accelerated in Student Residences.

Financial Services and Student Residences partnered on a centralized payment system so that both academic and residence fees are reflected on the Aurora student account, giving students access to their complete financial picture at one location.

Student Residences collaborate with the First Year Centre, Academic Learning Centre, Career Services and the International College of Manitoba to connect resident students with academic supports and resources.

Children's Centre

The new UM Campus Children's Centre opened in January 2019, creating 54 new childcare spaces at the Fort Garry Campus for a total of 138 spaces for staff and students' children, fostering a more enriching and supportive environment.

Pharmacy

The University Centre located Pharmacy offers complimentary screening for blood pressure, cholesterol and diabetes. They also purchase healthy snacks, nutritional supplements and meal replacements and focus on sustainable products for their retail offerings.

An expanded scope of practice now means that pharmacists provide injection and minor ailment prescription services.

Art Collection

The Art Collections staff and committee (ACC) support the ongoing acquisition, tracking, documentation, security, conservation, storage, relocation, research and installation of over 1,600 artworks. Of that total, 350 paintings, drawings and sculptures have been added to the Art Collections database since 2015.

Displayed in virtually every UM building, unit and campus these artworks enliven learning and work spaces, contribute to research and teaching, build relationships with valued donors and compellingly demonstrate UM's ongoing commitments and current priorities, including the care and display of over 250 artworks by Indigenous artists.

ACC also offered consulting support to a number of units undertaking mural projects by Indigenous artists. Of particular note is a mural by internationally recognized Michif (Métis) artist Christi Belcourt, whose inspiring artwork, Thunderbird Uprising, was painted on a wall in the Isbister Building in 2019.

d. Develop a culture of leadership and teamwork among our students, staff and faculty through professional development programs.

The President's Student Leadership program ran its first cohort starting in June 2019. This program provides students from diverse backgrounds and experience with a broad perspective on leadership, including ethical implications, problem solving, the role of leaders in social change and the challenges of leading in critical sectors of the economy and society. It is designed for participants from a variety of fields and disciplines and features hands-on workshops, opportunities for peer collaboration and contact with renowned leaders from social services to the arts, Indigenous leadership, the justice system, healthcare, information technology (IT) and construction and trades.

UM has expanded professional development opportunities available to faculty and staff. Learning and Organizational Development now offers almost 200 sessions annually. These include topical individual sessions, as well as formal programs such as the Supervisory Excellence Program. Significant emphasis is now placed on developing leadership skills through the new UM Leadership Learning Program (UMLLP) and programs offered through the Provost's Office specifically for academic administrators. In 2017, a Leadership Community of Practice was created to encourage UMLLP alumni to connect and engage in learning and dialogue across units and roles.

A UM Management Fundamentals Program was launched in September 2018 for managers, supervisors and those who wish to advance their career into management and supervisory roles. A Peer Coaching Program was also launched at this same time to allow for peer to peer coaching for new leaders and encourage cross unit teamwork.

e. Provide information technology systems that support the needs of students, staff and faculty.

UM is committed to renewing information technology infrastructure to better support teaching, learning and research programs for students, staff and faculty. Infrastructure continues to be modernized as demands for faster, more reliable and more robust information technology infrastructure increase.

IT Infrastructure

A six-year local area network upgrade plan is well underway and scheduled to be completed in 2022. This is expected to result in a baseline network capacity of 100 MB/sec. Additional capacity of up to 1 GB/sec has been added to the Science complex at the Fort Garry campus to ensure researchers are able to work with large data and image files as needed. In general, the resiliency of the entire network has been improved by providing the Bannatyne campus with a dedicated internet connection and firewall which the Fort Garry campus can utilize if required. More than 2,200 wireless access points provide support in all buildings and tunnels on both campuses.

Cloud based solutions are used for administrative, student and research functions where appropriate. A pilot of Microsoft 365 with faculty and staff is underway with potential to provide a common collaboration and communication infrastructure. In early 2020 4,000 licenses were deployed.

In order to support researchers, the operation and maintenance of a GREX computing platform began in April 2018. More than 100 users from the Faculties of Agricultural and Food Sciences, Engineering, Science and others have benefited from its high-speed compute, storage and network capabilities. In addition, high speed internet is now provided to Churchill, Manitoba through a partnership with CANAIRIE (Canada's National Research and Education Network), as the first leg towards completing a high-speed internet connection to the future Churchill Marine Observatory.

The legacy telephone system’s life has been extended by transitioning all Bannatyne users to the Fort Garry telephone exchange and using decommissioned Bannatyne technology as spare parts, providing time to plan the continued migration to newer technical platforms for communication and collaboration.

The IST Service Desk continues to be the primary point of contact for UM’s community technology needs with a 25% increase in annual utilization from 2015 to 2019.

IT Security

Ensuring security of IT remains a priority. Mobile encryption has been implemented to improve security on mobile devices in particular and the rollout of a multi-factor authentication program has begun.

A new identity and access management solution which improves security through annual password changes has also been implemented along with improved self-service capacity to ensure ease of use.

- f. Create a learning and work environment that meets the needs of the university’s future, recognizes the Indigenous reality of Manitoba, integrates with surrounding communities and supports environmental and resource sustainability.**

STAFF COMPOSITION

An important element of any work environment relates to who is employed. Figure 4.3 provides the composition of employees at UM as of 2018.

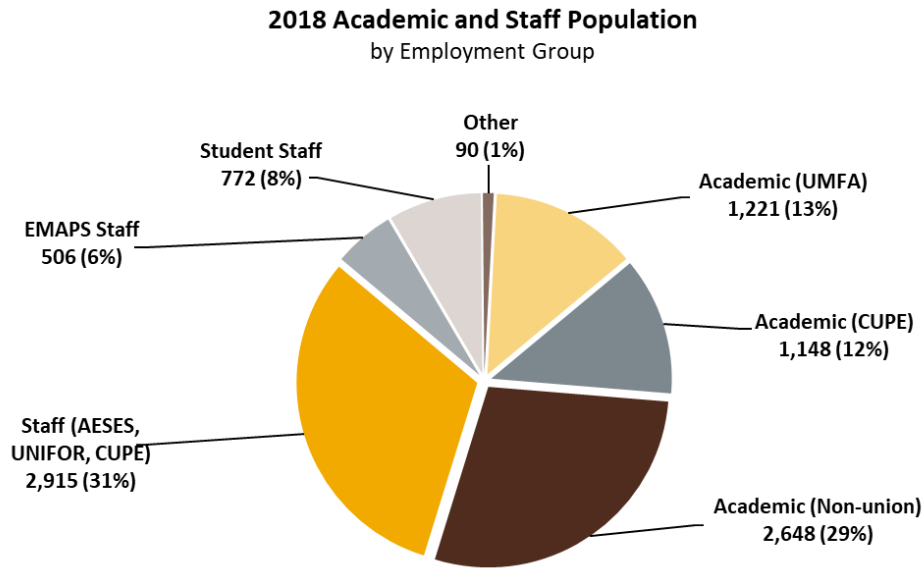


Figure 4-4 2018 Academic and Staff Population by Employment Group

The academic mission is at UM's core but the academic community cannot function effectively without appropriate supports. UM aims to ensure that its academic community is well supported and an appropriate ratio of support staff to academic staff is retained. Ensuring an appropriate number of administrative staff are in place to buttress the academic work of the institution requires ongoing monitoring. In addition, UM must ensure that it continually renews its academic staff and allows for an evolution of the types and expertise of academics to adjust to a changing world. Voluntary programs have been created to help encourage turnover and change in faculties. A one-time program, known as the Voluntary Early Retirement Program (VERP) was run in 2016-17, followed by a longer-term program, known as Retirement Allowance Program (RAP), which commenced in 2017-18.

CAMPUS PLANNING

Visionary (re)Generation refers as a whole to the process of planning, designing and reimagining the Fort Garry campus. Completed in 2016, the Visionary (re)Generation Master Plan is a long-range plan that will guide development over the next 30 years.

The plan is a tool for planners and designers that contains detailed policy, maps and diagrams used to evaluate future capital projects on campus and ensure development supports the type of campus environment that is vibrant, pedestrian-friendly and mixed-use. It is also a public resource for the entire Fort Garry campus community. As such, its direction was informed by a comprehensive public engagement process. It is used by students, staff, faculty and neighbouring community members to familiarize themselves with general UM design and planning directions.

A campus plan implementation process was established in 2016 and has become an important part of all campus projects. This includes earlier front-end planning analysis for new projects with ongoing collaboration between the Campus Planning Office and project managers in Architectural and Engineering Services. Recent examples include:

- The Stanley Pauley Engineering Building, a new 46,000 square-foot facility opened in 2019, provides additional student-support space and laboratories. The building design responds to the plan's vision by creating an active and transparent street presence along Dafoe Road and promotes density and walkability through its siting within the campus core.
- The Smartpark Innovation HUB, a new 75,000 square-foot building located in UM's Smartpark Research and Technology Park, opened in summer 2019, to house space for partnership and collaboration between UM, government and industry, furthering Smartpark's vibrancy. The facility is the first of its kind for Smartpark and embodies the plan's vision for the area - an urban form prioritizing walkability, community space and social interaction.

SPACE MANAGEMENT

UM recognizes that managing space efficiently is fundamental to the effective function of our activities. Because space is limited, space is managed strategically through improving space utilization and space optimization to ensure appropriate space allocation among all units. Improved space utilization reduces energy use, as well as long-term maintenance and operating costs.

To support these objectives, a Space Management Committee was established in 2015 to approve changes in space allocation and space use. Space use is monitored to identify surplus or poorly utilized facilities, resulting in plans for more efficient and functional use of space. Surplus space is reallocated to new priority needs and creates opportunities to consolidate occupancy, providing more productive unit co-locations.

To inform this work, in 2018 a space inventory was completed of all 20,880 interior spaces owned and leased by UM to provide detailed room data that could support space planning, design and construction, as well as operations and maintenance activities. Space data is also used as an input into UM's budget model.

Since 2018, space optimization initiatives have reclaimed 4,770 ft² for reallocation and accommodated an additional 1,930 ft² of new activity in existing space. In total, 6,700 ft² of new space requests have been resolved without any new construction for a capital savings of \$4M, in addition to ongoing operations/maintenance savings. This process improved space quality, functionality and efficiency for seven units.

MAJOR CAPITAL PLANNING

In 2019, a major capital planning process was established which set out how proposals for major capital renewal or plans will be considered. To join the ongoing work of the Space Management Committee, a Major Capital Projects Committee was established to provide advice to the executive on prioritization of major capital projects. Membership of the committee includes representation from faculty, deans, research, external relations, administrative units and is led through the Office of the Provost.

SPACE RENEWAL

Teaching and Learning Spaces

UM made significant strategic investments in the renewal of classrooms and laboratory spaces between 2015 and 2019, during which 131 spaces were renewed (Figure 4-6). These figures do not include projects solely focused on AV upgrades and ranged in scope from modest renovations to major redevelopment.

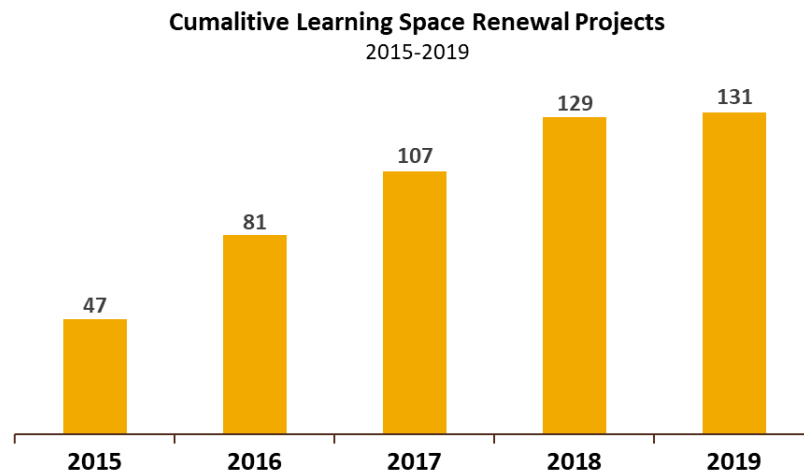


Figure 4-5 Cumulative Learning Space Renewal Projects.

It is expected that classroom renewal will continue to be a priority to ensure appropriate learning spaces for students. In 2017, an ad hoc Learning Space Committee began with representatives of the Office of the Provost, Registrar's Office, IST, Architectural and Engineering Services, the Centre for the

Advancement of Teaching and Learning and the Campus Planning Office. In 2019, this committee was formalized to prioritize the learning spaces to be renewed over the coming years and guide the development of classroom development standards.

The majority of classrooms in use today were built for a previous preference for traditional, stand-and-deliver, sit-and-listen instructional delivery. However, with advancements in technology, pedagogy and a better understanding of how we learn, the landscape of teaching and learning is evolving. Members of the committee will work together to guide UM in continuing to responsibly upgrade our learning spaces based on pedagogical innovations.

In addition to formal learning environments, attention is also given to informal learning spaces. A survey of existing informal learning spaces was completed in late 2019 that identifies opportunities for the development of new informal learning spaces.

Public Spaces

There has been significant investment by UM since 2015 to enhance public spaces on campus. Key examples include:

- Saunderson Street and Dysart Road area improvements will be phased in over approximately five years including road renewal (completed in 2019), tree planting, native prairie revegetation (in progress), a multi-use path (in progress), seating, signage and wayfinding and alignment with the Visionary (re)Generation Master Plan's vision of this as a 'green corridor.'
- The eastern transportation corridor is becoming a 'working landscape' as part of the long-term plan for the campus. This gateway to the river bottom forest and future learning landscape of the Point Lands will transform over time, providing education and engagement for numerous faculties as well as a new recreation destination for pedestrians and cyclists alike.
- A new Faculty of Science Courtyard was opened in fall 2019 between the Parker Building, Armes Building and Machray Hall as a greenspace for collaboration, inspiration and quiet contemplation of students, faculty and staff.
- A Robson Hall West Portico Refurbishment provides a new seating area on the west side of Robson Hall with additional landscape improvements are included through use of native plantings. While initially spurred by a maintenance concern, this significant reconstruction project provided an opportunity to re-envision the use of the space and incorporate more seating and social gathering/outdoor study opportunities for students, faculty and staff.
- Following the introduction of two-way transit service on Dafoe Road, pedestrian and vehicle activity was analyzed to ensure it remained pedestrian and transit-friendly. A plan for enhanced crosswalks and other pedestrian infrastructure was developed in 2019 for construction in 2020.

TRANSPORTATION PLANNING

UM collaborates with multiple stakeholders in partnership with the City of Winnipeg to determine long-term plans and goals related to transit, cycling and pedestrian activity.

Transit infrastructure at the Fort Garry campus has recently seen significant enhancement with the implementation of new routing and two-way bus service along Dafoe Road as part of the City's Bus Rapid Transit project. Following on the 2017 completion of a portion of the Southwest Rapid Transitway within the Southwood Lands, University Station was completed in 2018.

Active transportation is a priority for UM, with an ultimate goal of realizing a more pedestrian and cycling-friendly environment at both the Fort Garry and Bannatyne campuses. An inaugural Pedestrian and Cycling Strategy was launched in 2018. As work continues on implementation, focus has turned to integrating the routing and facility recommendations into the campus environment enabled by other development. Recent active transportation amenities and projects include:

- Construction of a new UM Cycle bicycle repair facility constructed at a key entrance point to the Fort Garry campus, along the Sidney Smith corridor
- Dedicated pedestrian and cycling infrastructure, separated from vehicular traffic completed in 2017 along the Sidney Smith corridor at the north entrance of campus from the Southwood Lands, strengthening the Active Transportation network into campus and linking to the Great Trail network
- Installation of bike lockers in 2017 at the Fort Garry and Bannatyne campuses, providing more secure bicycle storage options
- Relocation of the Bannatyne campus bike cage to an area with enhanced visibility and lighting in 2019 to improve security

IMPROVING MAINTENANCE

Hydro

Hydro reservicing is the highest maintenance priority, in order that a stable and supported electrical distribution network exists on campus. Work is progressing with Manitoba Hydro to convert the campus from 4,160 V to 24,000 V with initial installation taking place over the next one to two years and the new service being in place in many areas in the next five years. The overall conversion to the new electrical distribution system at the building level will then be sequenced and planned over the next 10 to 20 years, as required and feasible.

Capital Renewal Process

In alignment with the Major Capital Planning process outlined above, in 2019 a Capital Renewal and Maintenance Committee was established to prioritize capital maintenance initiatives and serve as stewards of the real property portfolio of all campuses and research facilities, including all buildings, utilities, roads, sidewalks and sewer systems. The committee aligns repair and replacement planning with that of the overarching UM Strategic Plan, in the context of other capital projects and the Campus Master Plan(s).

Maintenance

It is challenging to balance preventative with corrective maintenance at UM. The focus in the past five years has been to increase the level of preventative maintenance in relation to the demand for corrective maintenance. While corrective maintenance has remained generally consistent, with aging infrastructure, preventative activities have notably increased. This effort ensures that the life of infrastructure is extended through increased attention to maintenance activities.

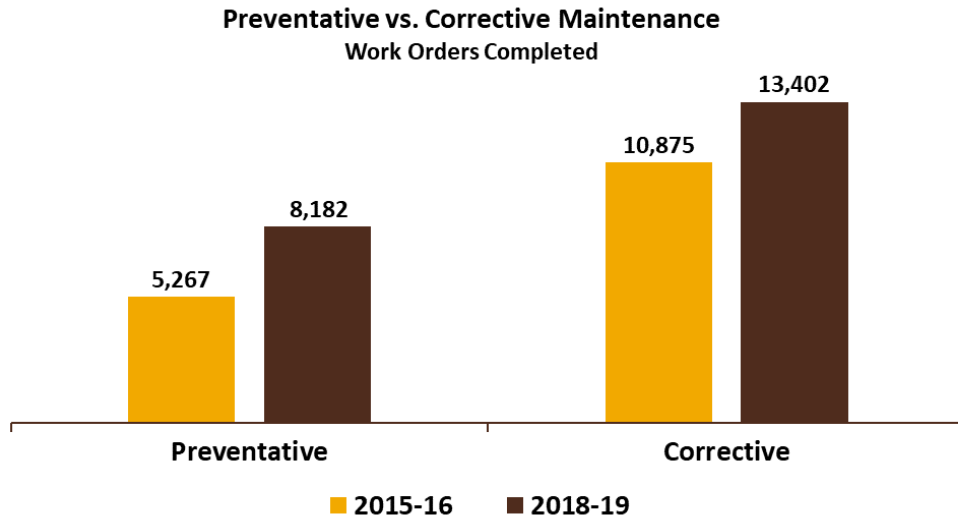


Figure 4-6 Preventative vs. Corrective Maintenance Work Orders Completed

Service Levels

Physical Plant has made changes to the Customer Service Desk processes and improved tracking methods of work orders through the use of an online service request system.

Planning has been completed for a new Operations and Maintenance work order system to improve service response, tracking and reporting across campus. Implementation is expected to be complete in 2020.

LANDSCAPE PLANNING

Landscape Master Plans are underway for the Fort Garry and Bannatyne campuses to guide development initiatives and provide a general direction for preserving and enhancing campus landscapes. Recent landscape planning has focused on developing baseline data that will inform the Fort Garry Master Plan while also providing operating and maintenance resources. Related initiatives include:

Tree Inventory

A completed tree inventory for the Fort Garry campus has been completed: this data will enable urban forestry management decisions to be informed by overall canopy health and patterns in tree mortality. It will also assist in the preparation of future management plans to ensure the urban forest remains a healthy and integral part of the campus environment by highlighting opportunities for conservation and enhancement. Plans for a Forest Management Strategy are underway.

Exterior Space Inventory Project

An exterior space inventory project, currently in progress, will establish a centralized database of the campus landscape identifying and categorizing exterior spaces and equipment at the Fort Garry and Bannatyne campuses. The inventory will support planning and maintenance of the exterior campus environment.

Native Revegetation Strategy

A native revegetation strategy for the Fort Garry campus is underway as part of campus infrastructure upgrades including road renewal and riverbank stabilization. Reforestation and native revegetation include the planting of hundreds of trees and shrubs, live willow cuttings, bio-bag, and seeding of native grasses and shrubs.

Native revegetation sites at Fort Garry campus include the Russell Building south lawn and planting beds south of the new Stanley Pauley Engineering Building and a new courtyard between the Parker Building, Armes Building and Machray Hall.

Native prairie plantings, when planned and implemented properly, require significantly less ongoing maintenance and are considered a more sustainable alternative to conventional plantings. The revegetation will complement adjacent natural areas on campus and contribute to local native biodiversity. Healthy riparian forests are by their nature resilient to environmental fluctuations and disturbance such as flooding.

Riverbank Stabilization

A Riverbank Stabilization Study is underway of the nearly 4 km of riverbank frontage on UM lands. Led by a multi-disciplinary team of engineers, landscape architects, ecologists and biologists, the study will provide a greater understanding of the riverbank condition, threats, risks and opportunities. The project team will prepare recommendations towards a 15-year implementation strategy for protecting the riverbank corridor and infrastructure against ongoing shoreline erosion.

Two infrastructure projects related to riverbank stabilization at the Fort Garry campus are underway to address erosion at the north side of campus near the Wallace building and the south side of campus near Drake Centre. Native revegetation and reforestation will be a component of these projects, as will the extension of a multi-use path in order to connect all areas of the campus perimeter.

A partnership between UM and a local company that works with reclaimed wood will ensure that all suitable trees are salvaged and prepared for reuse. Possible reuse projects include indoor and outdoor furnishings such as benches and tables, sculpture, wall finishes, general use lumber, etc. Smaller trees from the site will be donated to faculties such as the School of Art for use in the ceramics studio's wood-fired kiln, while unsuitable trees suffering from decay, brush and stumps will be chipped and used for mulch in planting areas on campus.

Wildlife Management

A Goose Education and Awareness Committee was established to propose and implement a wildlife management plan for UM. This collaboration between operations and maintenance staff with faculty, including bird and avian experts, is aimed at ensuring effective cohabitation with wildlife on campus. A Wildlife Management Plan was completed in February 2020.

INDIGENOUS DESIGN AND PLANNING PRINCIPLES

UM has committed to making Indigenous culture, language and symbols visible throughout our campuses. As part of this commitment, Indigenous Design and Planning Principles, developed collaboratively under the guidance of the Indigenous Advisory Committee and Subcommittee, and supported by the Indigenous Advisory Circle, were established to guide planning and design on UM lands and campuses. The Principles are to:

- Commit to relationships and listening
- Demonstrate culturally relevant design
- Respect mother Earth
- Foster a sense of belonging and community
- Embrace a ‘Seven Generations’ view

These principles are rooted in the concept of interdependence, where various components of campus planning and design are interdependent and interconnected. Under these principles effective planning must recognize that all components of a place—such as the land, water, transportation networks, buildings, infrastructure, open spaces and the people that inhabit it—are linked in complex ways. Each affects the other and are viewed holistically.

The following projects address the principles in various ways, from engagement and relationship building, to design and construction:

- A team of Indigenous artists were engaged for *Cyclical Motion: Indigenous Art & Placemaking*, to create a mural on the UMCycle Bike Kiosk and a series of artworks and signage elements at various locations within the Fort Garry campus on the themes of transportation, movement, connections to land and water, Indigenous student experiences, language reclamation and reconciliation and Indigenous advocacy and activism.
- A ground blessing and water ceremony was led by Elders-in-Residence with daycare children and staff and other university staff to launch the Campus Daycare addition in June 2017. A ground blessing also preceded the construction of the Stanley Pauley Engineering Building in May 2017. In 2017 and 2018, campus Elders hosted traditional feast and blessing ceremonies during the fall equinox to acknowledge upcoming projects.
- A restorative outdoor gathering space was established on the south side of campus along Freedman Crescent featuring 13 reclaimed boulders used as resting areas and as seating for Elders during ceremonies.
- Indigenous Design and Planning Principles also informed the development of a new Indigenous Classroom and Gathering Space in the Faculty of Education.
- In spring of 2020 the cultural history document, *The Cultural Landscape of the Fort Garry Campus: Landform, Use, and Occupancy Prior to 1900*, was completed. This project is the culmination of extensive archival research and engagement within the university community, focused on illustrating the pre-colonial history of the lands in which the Fort Garry campus is situated. This report is a tool to help inform the planning and design of the Fort Garry campus by emphasizing the Indigenous and environmental histories of the land on which the campus sits, making them visible and significant components of the campus environment and recognizing them as a crucial part of campus’ culture, heritage and identity.

RESOURCE SUSTAINABILITY

Maintaining and planning for resource sustainability is essential to creating a work and learning environment that meets the future needs of UM.

STARS Performance

UM uses a performance management framework developed by the Association for the Advancement of Sustainability in Higher Education (AASHE) called the Sustainability Tracking and Rating System (STARS) to measure its sustainability performance. STARS is a transparent, self-reporting framework used by colleges and universities in North America to enable meaningful comparisons over time and across institutions. The system uses a common set of measurements and creative incentives for continual improvement in sustainability. UM achieved a Gold STARS rating in October 2018, with a goal of reaching a Platinum STARS rating within the duration of UM Sustainability Strategy 2019-2023.

In fall 2019, UM ranked in the top 10 for the AASHE STARS Sustainable Campus Index in the categories of Coordination and Planning and Research.

United Nations Sustainable Development Goals

In 2018, UM created a United Nations Sustainable Development Goal (SDG) report, which identified current work underway and advanced conversation about the 2030 Agenda for Sustainable Development. UM has also been named the United Nations Academic Impact Hub for SDG 6, clean water and sanitation. Seventeen institutions from around the world have been designated as SDG Hubs for three-year renewable terms. The only Canadian institution on the list, UM was selected as the SDG Hub for Goal 6 on the basis of our research, innovation and scholarship in the field.

To build on this work, the new Sustainability Strategy 2019-2023 was passed by the Board of Governors in June 2019, which incorporates the United Nations SDGs into goals and commitments to make UM more sustainable. Implementation of the new strategy would put us on track to achieve an AASHE Platinum STARS rating.

UM also hosted a session for Manitoba youth to learn about the SDGs and develop skills to implement projects on their campus. Over 260 youth attended with more than 180 students from UM.

Specific Sustainability Initiatives

An Education for Sustainability Working Group was created to further integrate sustainability into teaching and learning across all faculties.

The Bannatyne campus received a Fair Trade Campus designation, the first campus to achieve this in Manitoba.

An organics collection program was developed for all UM food service locations to collect preconsumer waste at Fort Garry and Bannatyne campuses. In addition, collection occurs at 32 communal department spaces across campus. Between July 2019 and March 2020, 18.1 tonnes of organics were collected.

g. Ensure university governance processes are meaningful, transparent, engaging and effective in advancing the university's mission and strategic priorities.

UM has committed to improving opportunities for student, staff and faculty participation in university governance.

UM has significantly expanded its educational offerings on governance through presentations to faculty, school councils and groups of support staff; targeted workshops for new faculty and through the academic administrators workshop series. Senate Orientations have been broadened to include all Senate Committee members. Specific workshops have been developed and offered on developing curriculum and program proposals and on effective appeal hearings. In addition to the specific content of these sessions, they situate the specific activities within the greater context of university governance, have engaged many members of the community and provide an opportunity for learning and networking.

An online Senate Committee interest form allows faculty to self-identify their interest in serving on Senate Committees. The call for nominations and expressions for interest is more broadly disseminated and these initiatives have led to a significant increase in interest to serve on Senate Committees and added new and more diverse membership.

Online access to Senate and Board meeting materials continues to be enhanced: the Office of the University Secretary has worked in partnership with Archives and Special Collections to digitize historical Senate and Board records to facilitate quicker responses to queries for information. In partnership with IST, a governance portal has been implemented, which provides a single-point access for members of Board and Senate Committees for meeting and background materials.

h. Develop a culture of continuous dialogue, collaboration, and consensus building to improve communication and inform institutional development within the context of stable and diminishing resources

Dialogue and collaboration are central to the functioning of UM. New and enhanced opportunities have been created for faculty, staff and students to discuss a range of important issues and initiatives and other tables for collaboration continue this essential work. Key examples include:

Student Experience Committee

University of Manitoba/UMSU Meetings

Accessibility for Manitobans Act (AMA) Steering Committee

Champions for Mental Health Group

Copyright Advisory Committee

Substance Awareness Advisory Committee

Campus Wide Occupational and Environmental Safety and Health (OESH) Committee

Campus Wide Integrated Marketing and Communications Committee

Human Resource Information System (HRIS) Renewal Project

University Human Resources Group

Collective Bargaining Activities

Campus Wide Food Services Committee

Dining Services Subcommittee

Business Continuity Committee

Parking Advisory Committee

Parking Appeals Committee

Many of the above are ongoing discussions that we expect to continue beyond this strategic plan. There have, however, been initiatives that have had significant attention since 2015 for which dialogue and consultation were central. Specific initiatives include:

BUDGET MODEL DEVELOPMENT

Planning for the future is informed by availability of resources and budgeting is one important part of planning. UM has implemented a more decentralized approach to budgeting, developed based on extensive consultations and recommendations from the Budget Model Redesign Initiative, a campus-wide, comprehensive and consultative process to review and redesign UM's budget model. In 2016, the Budget Model Redesign Steering Committee, chaired by the Provost and Vice-President (Academic), examined the approach to resource allocation and developed a set of recommendations for a new resource management, allocation and planning process, including a new technology-based budget and planning solution to streamline and improve the financial planning and management of resources.

The new budget model is based on the following principles:

- Aligning resource management, planning and allocation with UM's mission and strategic priorities
- Enhancing collaboration between and within academic and support units
- Incenting creativity, innovation and the pursuit of revenue opportunities to position UM for a strong, sustainable future
- Promoting fiscal understanding, responsibility and accountability throughout UM
- Being straightforward and transparent

INDIGENOUS SENIOR LEADERSHIP

In 2019, a committee chaired by Dr. Catherine Cook, Vice-Dean Indigenous, Rady Faculty of Health Sciences, assessed the existing mandate and support structures for Indigenous senior leadership and provided recommendations on the role, mandate, appropriate reporting structures and units and necessary supports. The committee, which also included an Elder, Indigenous faculty, staff, students and senior academic leadership, concluded its work and presented its report, University of Manitoba Indigenous Senior Leadership: Report and Recommendations to the Provost and Vice-President (Academic).

IT GOVERNANCE

A campus wide IT Governance process was enhanced since 2015 to create an environment where planning, investment and priority setting is transparent, controlled and coordinated to ensure IT

investment remains aligned to the strategic direction of UM. The process includes subcommittees aligned by strategic stakeholder groups—teaching and learning, research, administration and information technology—who vet proposals to ensure potential projects further key initiatives. These vetted proposals are then reviewed for cross-campus alignment and benefit by the University Information Technology Advisory Council (UITAC)—chaired by the Vice- President (Administration)—and comprised of representatives from key stakeholder groups including undergraduate and graduate students, academic leadership, research and administrative leadership.

NEXT GENERATION WEBSITE EXPERIENCE AND NEW UM BRAND

As part of the Next Generation Website Experience project, an extensive stakeholder consultation process was undertaken to ensure wide ranging perspectives and needs are incorporated into the redesign of umanitoba.ca. The project is jointly led by External Relations and IST, along with an 18-member project board representative of the broader UM community. The initial phase of the website launched in August 2019 was the result of a highly collaborative effort involving units across campuses contributing to the creation of the top-level pages of the website. These collaborations will continue throughout the planned migration cycles required to address all website content.

Extensive consultation with UM community also helped inform the direction of the new brand, resulting in a successful launch in June 2019. The implementation of the brand across UM involved significant change and will require extensive collaboration and commitment to effectively represent UM in a new and innovative way. Collaboration continues throughout the implementation phase with faculties and units across campus.

i. Enhance and support meaningful connections between faculties and units within the university.

Just as dialogue and collaboration are central to the functioning of UM, so too is the interaction between faculties and the rest of the campus community. With *Taking Our Place* as a central guiding plan, faculties and administrative units are encouraged to plan for their unique circumstances. Encouraging awareness of each other's challenges and opportunities and plans for the future is an important element of this work. A number of initiatives have built on this cross-unit awareness and planning:

FINANCE WORKING GROUP

A Finance Working Group has been established to support stronger financial stewardship, management and planning at UM by collaborating in addressing financial issues across faculties and administrative units, improving partnerships, enhancing communication and serving as an advisory group. The Finance Working Group consists of senior finance representatives from UM faculty and administrative functions and is co-chaired by the Comptroller (permanent) and one senior faculty finance representative (rotating two-year term). A notable outcome of this group's work includes improved monthly financial reporting with the creation of a set of high-level executive financial reports intended to support Deans and Directors in monitoring their unit's financial condition, for decision-making and for financial planning purposes.

COMMUNITIES OF PRACTICE

A number of Communities of Practice have been established to build community and foster collaboration. Examples include a Leadership Community of Practice, comprised of alumni of the UM Leaders Learning

Program, and the UM Plan Community of Practice, involving users of the recently implemented financial planning and budgeting software. In many units, operations have continued to evolve to incorporate increased inputs and participation from faculties and units. This includes establishing ad hoc or project working groups with representation from across campuses and encouraging more frequent engagement through a range of tools and opportunities such as social media, conferences, committees, focus groups, forums and other events.

SUMMER TERM TRANSITION PROJECT

In response to feedback from faculties, the delivery of Summer Term was transitioned from Extended Education to academic faculties. To facilitate this transition, the Office of the Provost led a working group composed with representatives from the Registrar's Office, Human Resources and Extended Education who worked with faculty schedulers, advisors and other faculty representatives. Summer 2019 marked the first year of the new delivery model.

A Summer Term Academic Schedule Review Committee was also formed to examine scheduling practices over the current Summer Term (May to August), which has a complex schedule comprised of a variety of unstandardized class lengths which causes challenges for students who wish to take courses in more than one faculty. Representatives from across campuses, including seven faculties, students and central units consulted with UM community through surveys and in person forums. They have developed a new schedule to be proposed to Senate in 2020 for introduction in summer 2021.

TRAVEL BOOKING AND EXPENSE PRACTICE REVIEW

A project to review and improve travel booking and expense claim practices across the institution was undertaken and sponsored by the Provost. Through engagement of stakeholders from all areas of UM and extensive gathering of data, the project developed several recommendations, which have been implemented including discontinuing paper receipt collection, broadening options for booking airfare and allowable categories of airfare, creating more categories of meal per diems reflective of international costs and streamlining processes.

V. FORGING CONNECTIONS

to foster high-impact community engagement

Our mission includes the traditional aspect of service to the community, yet we have embraced a shift in thinking to better reflect the reality that we don't simply serve our communities, we engage with them. Our relationships with our colleagues, alumni, friends, donors, and partners — local, national and international — are both reciprocal and collaborative.

We believe in the importance of forging strong connections, ones that join our efforts with those in other organizations, that embed members of our community within others, or that create opportunities for the University of Manitoba to be the place where those joint efforts take shape. We are firmly committed to engaging with communities beyond the University, to closer collaborative relationships with them, and more integration of the University and community. We believe in being present in the communities we serve, and to welcoming them in return.

We are committed to sharing our knowledge and expertise, and to developing and fostering relationships that enable the University and our alumni, donors, and partners to have a direct and positive impact on people's lives.

GOALS:

- a. Establish, strengthen and support meaningful connections between the university community and key stakeholders.***

UM uses a number of key methods to maintain connections within the university community and with key stakeholders. These include:

UM TODAY THE MAGAZINE

UM Today The Magazine was launched in 2015 and is delivered twice a year to more than 130,000 alumni and friends around the world. This essential storytelling vehicle features UM students, researchers, faculty and staff, donors and alumni who are making an impact locally and globally. The publication has been recognized by the Canadian Council for the Advancement of Education with several awards including a bronze award in 2016 and silver award in 2020 for best print magazine as well as gold and silver awards for best feature writing in 2017 and 2018. In 2018, the advancement profession's premier organization recognized the magazine's feature writing with both gold and bronze awards at the international Council for Advancement and Support of Education (CASE), competing against universities from around the world.

UM TODAY

UM Today News, UM's online news site, highlights the achievements of students, staff, faculty, researchers and alumni, generating over 130 stories per month. Readership has increased year-over-year since 2015, with readers spending 28% more time each session since 2016.

SOCIAL MEDIA

Eight social media channels (UM Facebook, UM Twitter, UM Instagram, UM LinkedIn, UM Student Instagram, UM Indigenous Instagram, Alumni Facebook, Alumni Twitter) produced over 6,000 posts and generated approximately 1 million engagements from our community of more than 260,000 followers. These social channels drive over 20% of traffic to our UM Today platform. The number of followers to UM social media channels is increasing year-over-year, seen in Figure 5-1.

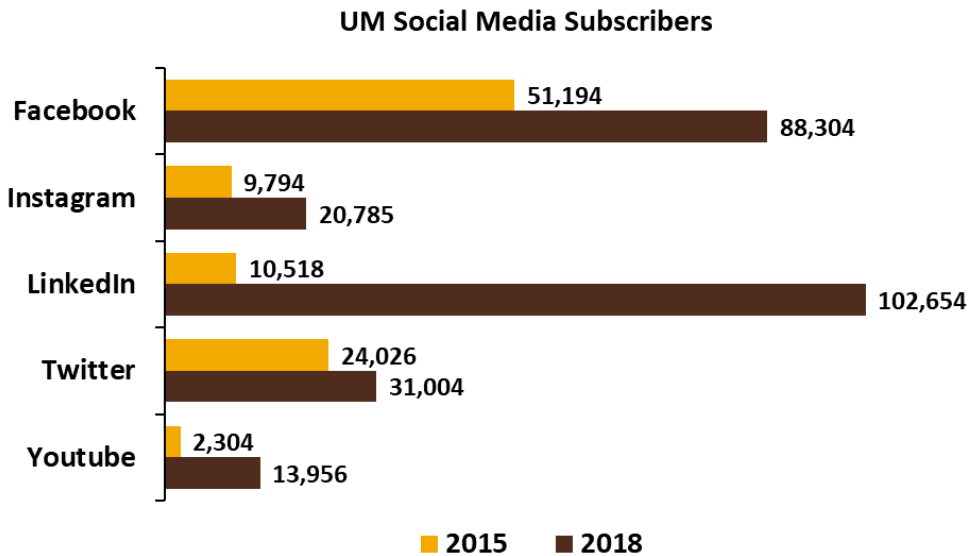


Figure 5-1 UM Social Media Subscribers

b. Foster a dynamic relationship between alumni and the university.

Alumni are an essential part of UM community. Ninety-three per cent of UM alumni live in Canada. Within the 133,766 alumni living in Canada in 2019, 69% reside in Manitoba, with 53% of those living in Winnipeg. UM alumni number 145,000 globally and are located in 140 countries.

UM Alumni	2019	
Winnipeg	48,918	33.8%
Manitoba (excluding Winnipeg)	43,380	30.0%
Canada (excluding Manitoba)	41,467	28.7%
United States	6,214	4.3%
China	1,446	1%
Malaysia	452	0.3%
Australia	305	0.2%
England	276	0.2%
Singapore	160	0.1%
Trinidad and Tobago	129	0.1%
India	112	0.1%
Other countries	1,680	1.2%
Total Alumni	144,540	100.0%

Figure 5-2 UM Alumni

DISTINGUISHED ALUMNI AWARDS

In 2014, UM launched a refreshed format for the Distinguished Alumni Awards Celebration of Excellence to celebrate exceptional alumni achievements in the following categories: Professional Achievement, Service to the University of Manitoba*, Community Service, Outstanding Young Alumni and Lifetime Achievement.

UM strives to celebrate distinguished alumni throughout the years: however, the Celebration of Excellence is a unique opportunity to bring together students, faculty and staff, alumni, government representatives and community members to acknowledge the achievements of our award recipients. Since 2015, UM honoured and celebrated 27 outstanding alumni with prestigious Distinguished Alumni Awards, joined by more than 1,600 event guests.

*Note, in 2020, the Alumni Association Board of Directors adopted to remove the Service to the University of Manitoba award as it was seen as duplicating other internal awards that honour alumni who make outstanding contributions to the institution.

UM HOMECOMING

Each year, UM invites alumni to return to campus to celebrate Homecoming week through over 25 events with faculties, sports teams and other alumni groups. Since 2015, UM has hosted over 200 class reunions, assisting groups to mark their milestone reunion year in a meaningful way and has welcomed more than 4,000 alumni and community members back to campus for this special alumni celebration.

VISIONARY CONVERSATIONS

President Barnard's signature event, launched in 2015, to engage the UM community in a dialogue on matters of national and global significance are informed by UM faculty, researchers and alumni who are experts in their field. Through the program, 75 researchers and alumni experts have presented at 17 different Visionary Conversations events to over 4,500 attendees. These public discussion sessions have addressed many critical issues including: "The power of one: what's my responsibility as a global citizen?,"

“What does a decolonized Canada look like?” and “How can our community come together to combat the impacts of drug addiction?.”

SENIORS’ ALUMNI PROGRAM

The Seniors’ Alumni Learning for Life Program was launched in 2015. This lecture series provides exclusive opportunities for seniors who are 60 and over to explore new ideas, hear from professors, researchers and fellow alumni who are innovators in their field and engage in lively discussion with others who share their love of learning. To date, all fall and spring series have sold out. Based on alumni feedback, in 2018, a 4-week February mini session was also added and in November 2019, a 3-week session on the topic of the Winnipeg General Strike of 1919 was offered. A total of 71 lectures were offered between 2015 and 2019, with topics such as “The Science, Business and Politics of Climate Change,” “From Truth to Reconciliation” and “Alzheimer’s Disease Early Diagnosis & Treatment Strategies.”

STUDENT MENTORSHIP

UM actively engages alumni and industry partners to participate in student mentorship activities. These activities provide alumni with the opportunity to share their time and professional expertise with students and to provide career advice and guidance. Annual events include the Career Café, the Health Sciences Career Roundtable, the Arts Roundtable, the Faculty of Science Roundtable, the Graduate Students Roundtable and UM Graduate Student Association-Alumni Relations reception.

In 2019, the Alumni Relations and Career Services units launched UM’s first online career-mentoring platform, UM Café, in the Faculties of Engineering, Asper School of Business and Kinesiology and Recreation Management, with the goal of onboarding alumni in all faculties into 2020. Powered by the Ten Thousand Coffees platform, UM Café introduces students, alumni and industry partners to share knowledge and advice over an in-person or virtual coffee. Joining UM Café provides alumni the potential to share industry-specific knowledge, proven advice and build relationships that will shape the career and education aspirations of UM students. UM Café was launched campus-wide in June 2020.

The Career Mentor program, offered through Career Services from September to April, helps students explore occupational options by connecting with industry professionals. Mentors provide advice and share experiences and knowledge to help students formulate their career plans.

UMQUEER

UM also supports the UMQueer Committee, comprised of student, faculty and staff from both the Bannatyne and Fort Garry campuses. This committee works to advance 2SLGBTQ community initiatives such as Steinbach’s inaugural Pride March in July 2016, the Portage La Prairie Pride March and Winnipeg Pride initiatives with a variety of events across both campuses. Since 2016, UM has proudly sponsored the Winnipeg Pride Festival and marched with over 200 members of UM community.

In April 2019, UM hosted a Visionary Conversations panel discussion titled “Healthcare as a Human Right: How do we break down barriers for Queer Manitobans?” with the UMQueer Committee.

ALUMNI EVENTS AROUND THE WORLD

UM community extends across the globe with alumni, former faculty and staff members, research partners and friends in over 140 different countries. Between April 2015 and November 2019, UM held 35 events in 19 different centres outside of Winnipeg to engage UM in the lives of our stakeholders, highlighting the work of our students and researchers and supporting our national and international student recruitment efforts.

c. Be an internationally engaged university with local relevance and global impact.

MEDIA RELEASES

UM issues an average of nearly 130 media releases each year that result in stories appearing in a variety of publications across the world. In 2019, UM was referenced in the media over 40,000 times including almost 30,000 times in print and on-line and over 11,000 times in radio and television.

The work of UM researchers was referenced in a number of high-profile publications including the New York Times, Washington Post, the Globe and Mail and National Geographic.

CONVERSATION CANADA

Conversation Canada, an independent source of news and views from the academic and research community, provides UM researchers and graduate students a venue to showcase their work and have it seen by news organizations and readers across the globe. During this period there has been a steady increase in UM articles from 12 in 2017-18, to 26 in 2018-19 and 30 in the first half of 2019-20. This has resulted in a total readership of almost 1 million globally.

GOVERNMENT VISITS

Engagement with government occurs on multiple levels for UM. Welcoming government representatives to the university is an important part of this engagement. UM regularly hosts meetings with the province and federal government and welcomes dignitaries such as the Prime Minister, the Governor General, the Lieutenant Governor of Manitoba, federal ministers, provincial ministers and the mayor of the City of Winnipeg.

d. Enhance engagement and build and strengthen relationships with Indigenous communities in urban, rural and northern settings.

In addition to the initiatives discussed under Priority 3, such as the Manitoba Collaborative Indigenous Education Blueprint and the Indigenous Scholars Speaker Series, UM has conducted significant outreach to Indigenous communities through a number of communications initiatives.

One key initiative was the November 2017 launch of the @umindigenous Instagram account which encourages students, staff, faculty, alumni and others to connect with the vibrant Indigenous community on UM campuses through the sharing of images that reflect First Nations, Métis and Inuit perspectives, traditions and cultures. This initiative won a 2019 CCAE Prix d'Excellence award in the category of Best

Indigenous Relations Initiative. Followers of this account have grown from its establishment in 2017 to over 1,200 in fall 2019.

In January 2017, a bi-weekly Indigenous Student e-newsletter was launched to provide information on upcoming events, programs, resources, awards and jobs that are specific to First Nations, Métis and Inuit students. Indigenous students have the opportunity to sign up to receive the newsletter when they self-declare as part of the application process to UM. Staff and faculty are also welcome to sign up for the newsletter to stay apprised of opportunities for Indigenous students. As of Fall 2019, there were over 2,200 subscribers.

e. Demonstrate the principles of inclusion, consultation and integration in finalizing a long-term vision and implementation plan for the development of the Southwood precinct.

Planning for the use of the Southwood lands at UM is guided by the six main principles of the Visionary (re)Generation Master Plan for the Fort Garry campus, with an aim to position the campus as:

- Connected, networking the campus and connecting to the city
- A Destination, offering reasons to come and reasons to stay
- Sustainable, functioning as a living lab
- A Community built for density and designed for people
- An example of Indigenous Design and Planning
- Transformative in terms of research, learning, working and living

As part of the Visionary (re)Generation process, the Southwood lands were included in a collaborative planning process that incorporated input from a broad range of people. Numerous engagement events were held during that process and a vision for UM's lands was discussed and developed. The Visionary (re)Generation planning process consisted of three phases of collaborative dialogue with stakeholders. The first exploratory phase focused on hearing input from stakeholders based on conceptual plans. Input was then incorporated into the creation of draft plan concepts. In the second generative phase, more detailed plan concepts were brought back to stakeholders for comment. This step was crucial in communicating feedback from the first phase, which helped shape the evolving design concepts. The third evaluative phase involved sharing the final plan and communicating its content and purpose.

A variety of engagement methods were utilized throughout the Visionary (re)Generation planning process, including:

- Eight large-scale events, open houses and community engagement fairs
- Fifteen community conversations held with specific stakeholder groups
- Six Neighbourhood Network meetings
- Six meetings with the Planning Working Group
- Three meetings with the Energy & Sustainability Performance Management Group
- Two meetings with the Indigenous Advisory Committee
- Seven meetings with the Indigenous subcommittee
- Seven meetings with the Campus Planning & Design Committee
- A final presentation to the Senate Planning & Priorities Committee
- A final presentation to the University Senate
- A final presentation to the University Board of Governors

These collaborative efforts and engagement events tested the Plan's directions and vision, informing its development.

In 2018, the Board of Directors for UM Properties GP Inc. was appointed to lead the development of the Southwood Lands into a vibrant, mixed-use, transit-oriented neighbourhood. They will ensure Southwood Lands development aligns with the principles developed through community consultation and articulated in UM’s Visionary (re)Generation Master Plan. Community engagement will continue to guide planning decisions as the Southwood Local Area Plan is finalized.

f. Ensure UM is seen as an open resource for members of the community, offering space and opportunity to pursue education, recreation, arts and music and sporting interests.

UM hosts tours of our campuses’ recreation, research, arts and music spaces for government representatives and community organizations in order to convey the importance of UM’s role in the community. Many events are hosted at UM for community organizations and groups throughout the year.

One important way in which UM acts as a resource is by the offering of the Mini U Program, through which children have the opportunity to improve their skills through various sport-focused programs, arts program, special interest areas such as robotics and architecture and engage in leadership development. In addition to the high concentration of activity during the summer, from September through June, Mini U’s offerings include swimming programs, school programs and programs for homeschool children. Since 2015, registrations for the Mini U Summer Program registration have grown by 37.4% (see Figure 5-3).

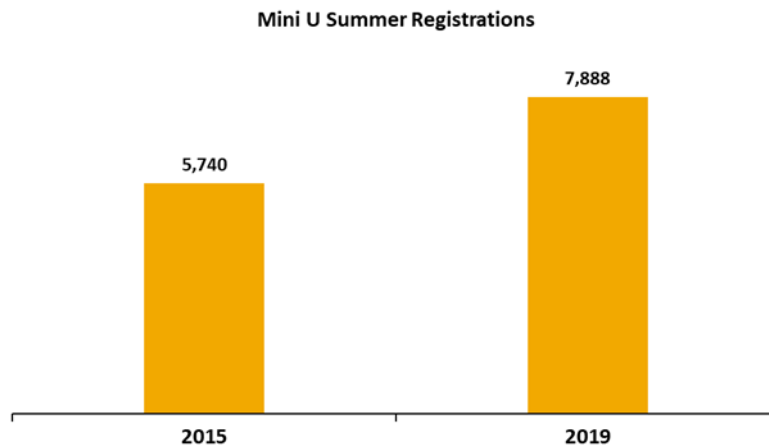


Figure 5-3 Mini U Summer Registrations

UM also offers community access to some of Manitoba’s best sport and recreation facilities, including the Active Living Centre, which opened in 2015. Facility membership, recreation program options and sports leagues are offered to community members throughout the year.

Bison sports hosts more than 80 home sport events each season, attracting over 30,000 sports fans to campus every year to cheer on the “herd.” Bisons student-athletes also make an impact beyond sports through the student-led University of Manitoba Athletic Council (UMAC). Student-athletes lead and participate in community outreach programs such as Bisons Against Bullying and Bison Book Buddies and volunteer for various community programs including Siloam Mission.

UM’s creative and performing arts also play an active role building a culturally vibrant community on campus. This cultural hub brings together artists, musicians and performers and audiences from UM

community and the public who are engaged in these arts activities. The School of Art houses the third largest gallery space in Manitoba and presents 7-10 exhibits every year. Each exhibit is celebrated with an opening and guest lecture that provides an opportunity for deeper engagement with the artist.

In 2016, the John J. Conklin Theatre-opened in Taché Hall as home to the Black Hole Theatre as well as other productions. Since its opening in 2016, this active theatre has presented over 180 performances featuring hundreds of artists to audiences of over 10,000 people. Each year, the Desautels Faculty of Music also hosts dozens of public performances.

g. Build a culture of advancement and philanthropy across UM community.

NATIONAL PHILANTHROPY DAY

Each year UM conducts activities in recognition of National Philanthropy Day, an international day to commemorate, recognize and pay tribute to the impact that philanthropy has made on our university community and our world.

This annual celebration provides a unique opportunity for UM to highlight the student awards and programs, space enhancements and research projects that have been supported by donors and to thank them for their generosity.

Past activities include nominating and celebrating donors for recognition through Manitoba Philanthropy Awards by the Association of Fundraising Professionals and communicating gratitude to the entire community of alumni, donors, faculty, staff and students on National Philanthropy Day through phone calls and at booths on campus.

STUDENT GIVING

Since 2015, the student giving program has raised \$24,885,334, with opportunities for all faculties, colleges and schools to participate.

Beginning in 2018, each participating student council has been encouraged to adjust their contributions to be made over three-year terms with an increase of 10% per student upon renewal. Depending on renewal cycles, this program generates between \$2 million to \$4 million annually. The impact of these contributions is evident through a broad range of initiatives that enhance UM student experience, such as professional development and experiential learning opportunities, accessibility improvements around campus, technology and lab upgrades, as well as over \$500,000 towards the completion of the new Stanley Pauley Engineering Building.

Most participating student groups are now providing online voting options and we have expanded the promotion of student giving to include online tools such as email and social media over and above the traditional classroom presentations, ensuring maximum engagement.

In addition to our regular student giving program, UM students also made significant contributions to the Front and Centre campaign through the University of Manitoba Students' Union (UMSU) and the University of Manitoba Graduate Students Association (UMGSA), donating \$20,779,999 and \$306,000 respectively. These gifts supported priorities such as construction and renovation of student space at the university, creating an addition to the childcare facility on campus, scholarships and bursaries and undergraduate research grants.

FACULTY, STAFF & RETIREES CAMPAIGN

Since 2015, over \$5.9 million has been raised from faculty, staff and retirees. Of this total, over \$2.9 million has been designated to student support in the form of scholarships and bursaries, \$1.2 million allocated to improving infrastructure across campus and more than \$650,000 committed to the advancement of graduate studies and research at UM.

The University of Manitoba Retirees' Association also promotes philanthropy to its membership and has established several student awards funded by gifts from its members.

- h. Tell the story of UM, engage alumni and community partners and secure funds through philanthropy and government support.***

UMANITOBA.CA

In fall 2017, work began on reimagining UM's website with the goal of delivering an outstanding digital experience. Throughout 2017-18, over 400 stakeholders including students, faculty, staff and alumni were engaged in focus groups and workshops to explore potential features and inform direction for the new site. Over 1,000 participated in online surveys and user testing throughout the development of the website. In summer 2019, the first phase of the redesigned website was successfully launched, reflecting the first expression of UM's new brand. The balance of content migrations is occurring throughout 2020.

BRAND

UM launched the first phase of a new brand in summer 2019. Beginning in late 2017, the branding initiative provided an opportunity to evolve our brand story, refresh the visual expression and update UM's twenty-year-old logo. Through significant consultation with our community, a new brand framework was developed that embraces Indigenous perspectives, shedding outdated, colonial symbols and introducing a new visual expression and storytelling approach. A 25-member Brand Advisory Council was established to provide perspectives from a diverse range of internal and external stakeholder groups including faculty, staff, students and alumni. Over 20 stakeholder sessions were held throughout the year on UM campuses, in Winnipeg, in rural Manitoba and in both Calgary and Toronto. More than 7,000 people informed the project through various touchpoints. The logo received an overwhelmingly positive response - both online and through direct feedback from our community.



FRONT AND CENTRE CAMPAIGN

On April 2, 2020, the UM's Front and Centre campaign came to a resounding, record-breaking, conclusion: 62,075 donors from 48 countries came together to raise \$626,260,908.66, surpassing the campaign's initial \$500 million goal and making it the largest philanthropic endeavour in Manitoba's history.

These gifts will have a tangible and immediate effect: 702 new scholarships, bursaries and prizes to support our students; 21 research chairs and professorships established and enhanced to inspire our teaching and learning; 37 buildings upgraded to create an outstanding educational environment and over 331 estate gifts pledged for UM's future.

The campaign also made its mark on the footprint of our campuses, helping build seven new spaces that serve as places to learn, research and engage with our community, such as the Active Living Centre, the Stanley Pauley Engineering Building, Taché Arts Complex (Desautels Concert Hall & Rehearsal Building), Campus Children's Centre, Churchill Marine Observatory and Dairy Farmers of Manitoba Discovery and Learning Centre.

Beyond the financial impact, the Front and Centre campaign also fostered a strong culture of philanthropy across the university community, with 20.07% of alumni (or 25,806) participating in the campaign, along with 30,000 students from UMSU and GSA. Of all donors, 13,732 gave to UM for the first time through the campaign. These relationships, built with passion and commitment to higher education, have created a strong foundation for future philanthropy and engagement between the university and our community.

CONCLUSION

UM has made meaningful progress since 2015 in all five of the strategic priorities articulated in *Taking Our Place*. Though a report of this kind cannot cover all of the work being undertaken, evaluating and reflecting upon the activities at this point can inform the development of future strategic plans.

Getting to this point involved an entire campus community. What has been learned through implementation of *Taking Our Place* will fuel our priorities for the future.

Appendix: Faculties/Schools/Libraries Initiatives

FACULTY OF AGRICULTURAL AND FOOD SCIENCES

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Renewed curriculum to equip students to be locally and globally engaged citizens, including increased flexible learning opportunities for students, co-op work experiences and experiential learning opportunities
- Enhanced connections with industry and confidence in graduates preparation through curriculum renewal process: degree and diploma graduates now eligible for Professional Agrologist and Technical Agrologist designations
- Introduced dedicated design courses in each year of Biosystems Engineering program
- Incorporated Indigenous farming systems (3-sister cropping system) into relevant courses
- Developed New Dairy Club to allow students to gain experience with dairy food product development and distribution

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Created Agronomist in Residence program
- Developed Agronomy team that includes new Senior Industrial Research Chair
- Invested in core plant breeding programs
- Enhanced national and international research recognition, including through papers in top-ranked international journals such as *Science*, *Nature Geosciences* and *Proceedings of the National Academy of Sciences*
- Funds secured by our researchers in the five-year period 2014-18 increased to \$18.6 million per year from \$17.0 million per year in the 2009-13 period
- Introduced new equipment in Grain Storage Research Laboratory as a result of successful large CFI grant
- Biosystems Engineering researchers secured a CFI grant on sustainable northern food production to enable research into integrated systems that use sources of renewable energy for the growth of fresh produce in northern communities

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Recruited an Indigenous Scholar, leading to new connections and new partnerships that develop extension and education/research programs for enhancing agricultural capacity in remote and northern communities
- Launched a new course in Indigenous issues in food systems, to enable students to understand how historical and contemporary relationships between Indigenous peoples, the land and settlers has resulted in many current issues in agriculture, health and nutrition
- Improved co-operative and experiential education opportunities as well as leadership training and professional development available to Indigenous students
- Opened up educational and research spaces to increase student awareness of possible careers in the agri-food industry

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Targeted hiring of additional faculty members in areas of teaching and research excellence
- Made concerted effort to increase the diversity of student, staff, faculty and leadership
- Supported the career development of colleagues through mentorship support and the nomination of academic and support staff for internal and external awards
- Improved work environment through initiatives such as Indigenous medicinal plants display in Plant Science atrium
- Consulted on development of faculty strategic plan with strong participation from faculty and staff
Encouraged strong faculty and staff participation in professional development sessions

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Department of Entomology provides insect advice to the general public and agricultural producers through a “Bugline” and instructional videos
- Conducted field tours of Glenlea Research Station, on-farm research and survey research
- Assisted with installation of Indigenous medicinal garden at Headingley Jail with student-produced sweetgrass plants
- Developed community engagement series, ‘Food as Medicine’ in partnership with Aboriginal Youth Opportunities and the National Aboriginal Diabetes Association

FACULTY OF ARCHITECTURE

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Introduced a Cooperative Education/Integrated Work Program Option available to students in the Bachelor of Environmental Design and all Masters programs: First student work placements in 2018, with a total of 20 student work placements in 2019
- Introduced revised Preliminary Year for Environmental Design program and admission requirements for entry to Bachelor of Environmental Design program: Enrolment in introductory Environmental Design courses increased 77% since 2015. In 2019, summer offerings of introductory courses for first time.
- Offered online versions of two Bachelor of Environmental Design courses for first time in 2018/19 academic year
- Completed \$1.3 million refurbishment and renovation of all studio spaces in Architecture2 building during 2018, with resulting significant improvement in student learning environment
- Piloted new cross-faculty architecture-engineering experiential design courses
- Increased full-time faculty complement from 33 to 39 faculty members including an Indigenous Scholar and targeted hiring of two instructors jointly between Environmental Design program and departments to reduce reliance on sessionals in the first and second years of the Environmental Design program and improve consistency of course/studio presentation to students
- Introduced a Studio/Course Enhancement Fund

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Redesigned program requirements and revised regulations for the PhD program in Design and Planning: Result is that after many years of zero enrolment in PhD program, there are six PhD students enrolled in 2019
- Established a Centre for Architectural Structures and Technology (CAST) Coordinator position to re-activate CAST as a central facility to support research, scholarly work and the teaching programs of the faculty
- Introduced a CAST Researcher-in-Residence program
- Increased faculty participation in the Undergraduate Research Awards program from one or two awards annually in 2015, to ten awards in 2020

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Established an Indigenous Scholar position in the Department of Architecture with a joint appointment in the Price Faculty of Engineering
- Introduced a full day Indigenous Cultural Awareness workshop for all second-year Environmental Design students
- Introduced joint Architecture/Engineering design-build course in collaboration with Shoal Lake 40 First Nation

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Held two faculty retreats and two 'Special' Faculty Council meetings to collectively define major issues and directions forward, all contributing to improved sense of inclusiveness within the faculty
- Revised composition and terms of reference of Environmental Design Advisory Committee with this committee leading changes to first-and second-year Bachelor of Environmental Design program

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Initiated regular meetings with executive of Manitoba Architects Association to ensure clear communication between faculty and external architecture community

SCHOOL OF ART

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Restructured undergraduate program for easier progression through program and introduced introductory content in digital essentials and a senior level design studio
- Improved spaces through move to new Taché complex
- Upgraded Mac lab: Facilities have been improved by upgrading the systems. Creative Cloud software is also now available in the Mac Lab allowing students to access this valuable software
- Updated ventilation in Taché space containing the “vacuum former,” a piece of equipment

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Upgraded Gallery HVAC system to sustain the Category A-status to acquire additional artwork for research
- Renovated Art Barn studio space for students
- Procured research equipment to increase capabilities for undergraduate and graduate students and faculty
- Hired education coordinator to bridge School of Art to various external communities, providing outreach and creating engagement

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Hired two Indigenous Scholars: Lori Blondeau and Katherine Boyer
- Hosted two Artists-in-Residence: Sebastin Aubin and Justine Bear
- Featured Indigenous artists in School of Art Gallery programs: Riva Stone, Robert Houle
- Maintained partnership with Urban Shaman Gallery

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Supported employee development through Support Staff Learning Exchange trip, professional development opportunities, show attendance, conference attendance and software certification
- Increased diversity of faculty members

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Piloted dual credit introductory studio course with high schools in 2019
- Created programs for K-12 students such as studio visits, Artist of the Day and field trips to the gallery
- Presented faculty shows to coincide with Orientation Day in September so that students get a chance to meet the faculty members and faculty members talk about their work

FACULTY OF ARTS

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Advanced flexible learning through hiring of Flexible Learning Lead and has been undertaking a process of updating old courses and exploring new methods of learning
- Created a fund to develop innovative teaching and conducted experiments in team teaching and in cross listing
- Advanced experiential learning opportunities through introduction of a co-operative education model and hiring of a director to help find employers and develop option for students: The co-op model started with Psychology and is expanding to other departments

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Increased research funding through creation of a dedicated fund to support researchers in a variety of ways, notably to incentivize the development of externally funded research networks and to fund mid-career researchers looking to revitalize their research programs
- Created two Faculty of Arts Professorships in Humanities and in Social Sciences

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Undertook major initiative to require all Arts students to successfully complete a course with significant Indigenous content
- Prioritized hiring in the Department of Native Studies, including a new department head, a Métis historian, an expert in the history of Residential Schools and a specialist in Indigenous languages
- Offered a summer school for members of UM community to enhance their ability to incorporate Indigenous perspectives into their courses

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Focused on unlocking the potential of the new budget model to ensure benefits are passed on to students to improve the quality of their education

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Actively developed events for alumni to ensure engaged and ongoing relationship
- Showcased faculty expertise through expanded mandate for the Institute for the Humanities, increased participation in outreach endeavours such as Conversation Canada and early steps to pool social science resources in a Centre for Social Science Research and Policy that will connect with external communities

I.H. ASPER SCHOOL OF BUSINESS

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Continued high employment rate for graduating students, with 83% for MBA, 94% for BComm (Hons) and 99% for BComm (co-op) students: 93% of PhD graduates (2013 – 2018) placed into academic roles
- Invested over \$3.5 million in new spaces to support active and team-based learning
- Successfully recruited students to the interdisciplinary PhD program, combining strengths between two or more departments to provide students an opportunity to study in an emerging interdisciplinary area
- Hired an instructor related to Bloomberg Lab, to provide training in data access, data support services, enhance experiential learning and demonstrate applications in different disciplines
- Established Indigenous Awareness Infusion Committee who identified key areas for development, including developing curriculum resources to infuse indigenous content into either stand-alone courses or specific modules for core courses
- Introduced a new required core course for all Asper students on business and social perspectives for entrepreneurs, to build entrepreneurial competency and increase students' employability
- Established a new Institute for Leadership Development to elevate the quality of leadership teaching and the breadth of programming across UM and the province
- Collaborated with Ryerson University to establish Women Entrepreneurship Knowledge Hub to promote women's economic equality through evidence-based knowledge creation

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Introduced research stipend to faculty members with published research in prestigious journals
- Established Internal Research Grant program to provide additional support to faculty
- Appointment to Richard Morantz & Sheree Walder Morantz Professorship in Business Ethics
- Appointment to Warren Chair in Actuarial Studies and Research
- Converted the Norman Frohlich fellowship into the Norman Frohlich Professorship in Business Sustainability

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Showcased Indigenous art to create a more welcoming environment
- Created new, more prominent, home for Indigenous business education partners
- Presented annual showcase of Indigenous entrepreneurs at the VIBE awards, with proceeds going to support Indigenous student scholarships, bursaries and academic resources
- Increased recruitment through introduction of new Indigenous ancestry entry category, offering scholarships and greater advertising through Indigenous-focused media and organizations
- Introduced enhanced financial support to attract potential Indigenous students interested in pursuing a MSc or PhD

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Initiated faculty and staff engagement project
- Encouraged and supported staff in their participation in professional development opportunities
- Held semi-annual town hall meetings for leadership with all graduate programs
- Introduced Leadership Intensive Program through Asper's Executive Education group for selected students, support staff, faculty members and community leaders
- Presented annual Reg Litz Teaching Day focused on new and innovative teaching supports, open to all research graduate program students and faculty and annual Hickson Research Day promoting collaborative research

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Engaged alumni network through events held in Winnipeg, Toronto, Calgary, Edmonton, Vancouver and Hong Kong
- Facilitated student placement in co-op roles with assistance from alumni, introduced faculty to potential partner firms for financial-sector field trips and assisted individual students in finding career-entry jobs
- Engaged Associates as guest classroom speakers, as hosts of faculty and students at events throughout the year and as speakers, sponsors and supporters at student and faculty functions
- Played an active role in the broader community, through faculty members' involvement in leadership and governance and involving community in Indigenous VIBE awards, the IDEA awards for entrepreneurship, high school camps and competitions and programs like Fields on Wheels

FACULTY OF EDUCATION

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Recruited new faculty in both departments that bring a mix of scholarly expertise and teaching experience in both K-12 and higher education. In the past five years, over 15 faculty members have been hired to support undergraduate, post-baccalaureate and graduate students in their learning.
- Approximately 350 graduate students studying with highly engaged faculty members at the Master's and doctoral levels across eight graduate specializations
- Created a Post-Baccalaureate concentration in Teaching English as an Additional Language (TEAL) that will help support teachers working with students who do not speak English as their first language

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Increased internal support for faculty research, scholarship and creative activities through the Faculty Strategic Research Fund. In the past three years, \$77,900 was awarded to faculty members to support research, scholarly work and scholarly events
- Significantly greater success in research funding secured by faculty members, e.g., approximately \$1.8 million in external grants was awarded to faculty members serving as principal investigators (PIs) compared with only \$161,000 in the previous three years; and over \$4.2 million in external grants was awarded to education faculty members serving as either PIs or co-PIs, compared with \$280,000 in the previous three years
- Awarding of the faculty's first Tier-2 Canada Research Chair in Indigenous Education: The recipient was recently named a member of the Royal Society of Canada's College of New Scholars, Artists and Scientists, also a first for the faculty

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Created an Indigenous Community Space, the first space dedicated to Indigenous teaching and learning and related cultural activities on the Fort Garry campus other than Migizii Agamik
- Hired three Indigenous scholars who are helping to integrate Indigenous perspectives across the curriculum and across programs and increasing our appreciation of Indigenous knowledges
- Continued collaboration with the Manitoba First Nations Education Resource Centre to deliver post-baccalaureate and graduate-level programming in areas such as Language & Literacy and Inclusive Education. Sixty-seven First Nations teachers graduated with their Post-Baccalaureate Diploma in Education with a focus in Inclusive Education in the fall of 2018 and 21 are currently taking post-baccalaureate courses with the faculty.

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Focused on safe and respectful work and learning environment issues including support of our in-faculty working group, Prevention Against Violence in Education (P.A.V.E.): Initiatives include distribution of night safety postcards; annual visits from Security Services; encouragement of all faculty and staff to complete on-line modules on sexual violence and disclosure workshops for faculty, staff and students
- Established a graduate advising credit system to acknowledge the high number of graduate students in the faculty and provided credit to faculty members for seeing those students through to graduation
- Developed plans for the creation of the Anna and Inga Storgaard Learning Commons to provide students with a welcoming environment for informal collaborative learning and innovation

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Established the Practicum and Partnerships Office (previously known as the School Experiences Office) to act as a hub for partnership development across all programs who interact with approximately 107 schools and 17 clinic and agency partners: Plans are underway to expand those partnerships to more non-classroom settings
- Increased promotion of major events like Homecoming and our Distinguished Lecture series through social media, the UM website and digital signage, resulting in higher attendance
- Continued support of the CanU program, an outreach program providing disadvantaged students with formative, on-campus experiences with UM mentors. Since 2015, donors have contributed almost \$16,000 to the CanU program and the faculty contributes \$10,000 annually from its Endowment Fund to help with operational costs.
- Continued support for the Campus Life program, an outreach program that enables intellectually challenged young people to audit university courses. In the past five years, 14 students have been able to participate in the program with the support of 16 Campus Life tutors and six to eight student volunteers each year.

PRICE FACULTY OF ENGINEERING

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Increased co-op/industrial internship student work placements from 327 in 2015 to more than 500 in both 2018 and 2019; nearly one-third of BSc (Engineering) graduates in 2019 have the co-op designation
- Added six student design competition teams since 2015 for a total of 16 design competition teams that involve more than 500 students and established the Price Innovation and Prototyping Centre to support these design teams
- Upgraded laboratories through new facilities and/or equipment and upgraded E2-229 to support experiential learning
- Piloted new cross-faculty architecture-engineering experiential design courses
- Established new faculty positions in common core course for improved continuity and curriculum change engagement
- Evolved curriculum for inclusion of Indigenous knowledge, perspectives, design principles in key courses in design, engineering economics and technology and society
- Analyzed program outcomes for all five BSc Engineering programs for twelve graduate attributes to guide curriculum evaluation and improvements

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Established six new research laboratories in Stanley Pauley Engineering Building and established or expanded four additional research laboratories in existing engineering facilities
- Established new research chairs:
 - NSERC/Magellan Aerospace Industrial Research Chair in Satellite Engineering
 - Canada Research Chair in Electromagnetic Sensors and Sensing Systems
 - Canada Research Chair in Electromagnetic Characterization and Design
 - Canada Research Chair in Advanced Materials Characterization
 - Research Chair in Municipal Infrastructure
- Renewed research chairs for an additional term:
 - NSERC Industrial Research Chair in Power Systems Simulation
 - Canada Research Chair in Efficient Utilization of Electric Power
- Renewed NSERC Chair in Design Engineering with focus on sustainable design that includes Indigenous knowledge, perspectives and design principles
- Increased Faculty support to 24 Undergraduate Research Awards

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Established four major endowed bursaries for ENGAP students through Front and Centre Campaign
- Appointed Indigenous Scholar jointly with Faculty of Architecture
- Appointed Elder-in-Residence for faculty
- Focused on Indigenous Perspectives at Faculty Retreats in 2015 and 2019 and presented Indigenous initiatives workshop series in 2018/19 with several guest speakers
- Introduced joint Architecture/Engineering design-build course in collaboration with Shoal Lake 40 First Nation

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- For the first time in the faculty's history, hired women as an Associate Dean and a Department Head
- Emphasized improving the workplace environment at Faculty retreats through focus on: enhancing student advising/counselling; success through wellness; unconscious bias and relationship guides and sexual violence
- Increased the participation of women in engineering programs from 19.2% in 2015 to 22.5% in 2018
- Increased the number of Indigenous students in undergraduate engineering programs by 25% since 2015
- Implemented implicit bias training for all faculty hiring committees
- Implemented Equity, Diversity, Inclusion Workshop Series

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Faculty support for Committee for Increasing Participation of Women in Engineering mentorship program
- Grew participation of youth in WISE Kid-Netic Energy outreach programs from 32,000 in 2015 to over 50,000 in 2019
- Engaged with over 800 donors to exceed fundraising target of \$11.9 million for Stanley Pauley Engineering Building
- Established scholarships and bursaries that support hundreds of students, through Front and Centre campaign

CLAYTON H. RIDDELL FACULTY OF ENVIRONMENT, EARTH, AND RESOURCES

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Addressed course sustainability by deleting over 45 credit hours of courses and adding ~24 hours in new courses to support new directions in the disciplines
- Increased Indigenous student participation by 3 – 5% and international undergraduate students by ~20%. A significant proportion (>28%) of total student population are graduate students
- Provided innovative endowment funding options for students including the Caldwell endowed TA-ships in Geological Science (4 teaching assistantships of \$2,500 per year)
- Grew enrolment in cooperative education option (to ~60 students), linked in part to undergraduate research
- Provided students with access to cutting edge research and facilities (increased NSERC and USRA from 5 to 12 awards)
- Recognized excellence through Riddell Faculty teaching awards at Faculty Spring Convocation Lunch and encouraged faculty participation in the Teaching and Learning Certificate Program
- Delivered a field course in Belize in partnership with Julian Cho Society in Belize, an Indigenous organization of the Maya Leaders Alliance/Toledo Alcaldes Association
- Offered field trip in natural resources graduate course in partnership with Wabaseemoong Independent Nations to attend wild rice harvest camp and learn about flooding impacts

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Canada Excellence Research Chair (second award)
- Canada 150 chair
- New Tier 1 CRC in Arctic Environmental Chemistry
- Renewed Tier 1 CRC in Arctic System Science
- New Tier 2 CRC Arctic Marine Microbial Ecosystem Services
- Churchill Marine Observatory (CFI funding \$40M)

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Increased scholarships from three to five using income from Aboriginal Issues Press
- Added two Indigenous and undergraduate entry awards from the Riddell Fund
- Verna Kirkness participation across the disciplines in faculty with 4 projects; Community outreach to schools in northern communities (Norway House, Fisher River)
- Hosted the 2019 Ki Ta Ski Naw International Conference, with presenters coming from South and Central America, India, the United States, as well as many hydro-impacted regions of Canada

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Developed common spaces including graduate student area in Wallace, office and meeting space in Sinnott. Furnished ground floor of Wallace Building to support students waiting for lectures. Installed touch screen monitors with classroom and facilities information
- Supported staff career development through conference attendance and professional development opportunities
- Supported students' sustainability initiatives such as composting and window decal projects to protect migrating birds
- Faculty leadership and participation in research groups such as the Critical Environments Research Group; CEOS appointments with the Faculty of Engineering

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Led the development of Expedition Churchill outreach program. Participated in the design of the Assiniboine Park Zoo polar bear and climate change exhibits
- Worked with the Nunavut government to map carving stone: laboratory analysis was integrated with standard measures of artisanal quality in order to classify the various carving stone deposits in terms of geochemical compositions, isotopic signatures and microstructural features, these parameters are necessary to determine the characteristics that constitute the best quality carving stone
- Worked with the Arctic Elder Society (AES) to develop 'IK-MAP' a network-based data management tool for year-round monitoring and visualization of sea ice conditions and ecosystems in the Hudson Bay coastal domain: For their role in the partnership, AES won the Google impact challenge and are working on an updated platform

EXTENDED EDUCATION

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Continued to offer the Women in Academic Leadership course to aspiring academic leaders from across the country
- Continued to offer fully subscribed one-year intensive programs with integrated work placement options including the Certificate in Management and Administration and the Certificate in Human Resource Management
- Continued with course development in Artificial Intelligence for both managers and practitioners
- Continued to provide essential academic support for hundreds of General Studies students at UM

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Some staff exploring the essential work that “alt-academics” do at Canadian universities
- One academic conducting research into “Universities of the 3rd Age” and implications for UM
- A second academic exploring current trends in executive programming across Canada
- A third academic was a successful co-applicant on a 2019 Indigenous Initiatives Fund grant for \$33,000 and a 2018 Teaching and Learning Enhancement Fund grant for \$12,000
- Finally, two other academics are wrapping up a three-year funded quantitative study on the factors affecting the post-secondary attainment of Indigenous students

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Partnered with Community Education Development Association on a one-year social impact pilot program designed to develop leadership opportunities for Indigenous youth in the inner city
- Continue to offer a successful Access program that provides academic and social support for around 180 self-declared Indigenous students, low-income earners and newcomer students
- Hired an Elder in Residence for students in the Access program
- Included ‘The Blanket Exercise’ in most courses

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Held a professional development day that focused on collaborative teamwork and wellness activities
- Saw a high degree of participation in the External Review process
- Renewed efforts to minimize ‘bottlenecks’ in decision making
- Securing a new student information and registration system that will improve the student experience from recruitment to graduation and beyond

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Sponsored the Chartered Professionals in Human Resources Manitoba conference
- Regularly attended Winnipeg Chamber of Commerce luncheons to foster business connections
- Renewed long-standing partnership with the Manitoba Municipal Administration Association
- Have continued to reach out to other academic units such as the Faculty of Science, the Faculty of Agricultural and Food Sciences and the Asper School of Business to develop mutually beneficial partnerships

FACULTY OF GRADUATE STUDIES

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Delivered GradSteps, a series of workshops that continuously evolve to meet the needs of graduate students. These workshops provide opportunities for students to expand their skills tool box and prepare them to transition into the workplace.
- Initiated delivery of FacultySteps, a program for faculty who mentor graduate students as advisors or on advisory committees to enhance the advisor-graduate student relationship and achieve research/scholarly excellence
- Revamped the required Academic Integrity tutorial (GRAD 7500) in collaboration with the Centre for the Advancement of Teaching and Learning to provide a much more interactive experience that promotes the highest level of academic and scholarly conduct

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Developed the Collaborative PhD program to provide an opportunity for outstanding graduate students to receive training at both UM and a collaborating university outside of Canada. Students spend a period in residence and complete portions of their program of study, and fulfill all requirements of each university. The alternative Individual Interdisciplinary Studies program typically spans faculties and has currently attracted multidisciplinary research by 3 Master's and 15 PhD students.
- Provided an average of \$3.8 million dollars annually since 2014 in UM Graduate Fellowships so students can focus on their research
- Provided an average of \$4.3 million dollars annually since 2014 in Graduate Enhancement of Tri-Agency Stipends (GETS) to recognize outstanding achievement by matching dollar for dollar graduate students' stipends from a faculty member's tri-agency grant
- Recognized graduate student achievement through the Distinguished Dissertation Award, the Dean of Graduate Studies Student Achievement Prize and the Governor General's Gold Medal

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Implemented two merit-based awards for Indigenous students who are Master's and Doctoral candidates so that they can prioritize their course and research activities. The Master's award was initiated in 2017 and the number of awards was increased in 2018-2019 from nine to 22. Since 2016, an average of 9 Doctoral Scholarships have been awarded each year.

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Held Faculty of Graduate Studies Orientation events to facilitate student transition from undergraduate to graduate studies and introduce GradSteps and GradGoals
- Collaborated with critical stakeholders such as the University of Manitoba Graduate Students and Health Sciences Graduate Student Associations to focus on graduate student experience

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Held the Three Minute Thesis (3MT) competition annually, joining over 900 universities in 85 countries worldwide. This friendly but intense communication competition has challengers showcase their research in only 3 minutes, providing a platform for them to share their knowledge, and inform the campus and greater community about the research being done at UM.
- Hosted an Annual Faculty of Graduate Studies Awards Gala to celebrate excellence in graduate studies, mentorship and administration

RADY FACULTY OF HEALTH SCIENCES (RFHS)

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Developed and implemented promotion and tenure guidelines with proper recognition of teaching and scholarship. In 2019, RFHS Teaching and Related Activities Guidelines were approved.
- Provided two-year program of interprofessional learning activities for all RFHS students since 2016 through the Office of Interprofessional Collaboration
- Instigated practice placements in rural and northern Indigenous communities for interprofessional groups of students
- Grew Clinical Learning Simulation Program (“CLSP”), providing simulation-based education resources, coordination and support for undergraduate, postgraduate, continuing professional development and assessment programs

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Developed and implemented Rady Faculty of Health Sciences Guidelines for Research, Scholarly Work and Creative Activities across all Colleges
- Developed and implemented a Rady Faculty of Health Sciences Complex Data Strategy in support of the Integrative Research in Health and Well-Being – launched with the recruitment of four Tier-2 CRC in data science/health economics
- Sustained \$100,000,000 in research funding in 2018 and 2019

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Honoured Traditional knowledge systems/practices through Medicine Garden Project (Ta Minogin Kii Mashkiki Minaan)
- Provided safe learning environments and professionalism through recruitment of an Anti-Racism Practice Lead, who will lead the development of an anti-racism strategy, policy and procedures as well as faculty development
- Engaged with urban Indigenous people to develop a report on urban Indigenous health research pathways for incorporation into Framework for Indigenous Health Research Engagement
- Partnered with Manitoba Inuit Association on Inuit Connections Program too provide culture-based programming and mentorship from Inuit university students to urban Inuit secondary school students
- Increased submissions of Indigenous health research proposals with an accompanying increase in success rate from 30% to 60% between 2013 and 2018 with average funding jumping from \$0.5M/year to \$1.7M/year
- Expanded physician program into five new First Nation communities in Manitoba and Rehabilitation Sciences into the Department of Education throughout Nunavut
- The Prairie Indigenous Knowledge Exchange Network includes 51 active mentors, 200 connected students, 32 funded Indigenous graduate students and 23 undergraduate Indigenous students’ research internships

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Supported Ongomiizwin to improve coordination of education, research and clinical activities in Indigenous health
- Created a Director of Equity, Diversity and Inclusion and an Anti-Racism Practice Lead position
- Created Martha Donovan Awards in partnership with The Winnipeg Foundation to promote women in leadership positions
- Began implementation of Learner Mistreatment and Speak Up Reporting
- Increased security staffing, safe walk/safe ride programs, secure study and lounge space and provided personal alarms to all faculty, staff and students. Also restricted after hours access to campus
- Expanded clinical simulation supports to new programs and introduced interprofessional education, software for clinical scheduling in order to bring learners together in clinical settings
- Enhanced integration with the health system through Shared Health/UM Joint Council and its subcommittees

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Established RFHS Office of Community Engagement in 2018 and completed a Social Accountability Scan that identifies all initiatives (curriculum; research; etc.) that incorporate social accountability within RFHS educational experiences
- Established RFHS Social Accountability Committee in 2018 with six community members, faculty and students to collect community input into RFHS social accountability priorities and initiatives
- Continued participation in pipeline programs for secondary students including Can U Reach after school program, the Biomedical Youth Program, Inner-city Basketball programs, Discovery days, peer mentorship, Ongomiizwin education pre-admission prep, rural interest group and attendance at career fairs

FACULTY OF KINESIOLOGY AND RECREATION MANAGEMENT

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Analyzed application, admission and enrolment trends for the Bachelor of Kinesiology (BKin) undergraduate degree and determined this degree had capacity and demand to increase the overall admissions as well as the percentage of students who are admitted directly from high school: Of all the non-professional programs at UM, the BKin program has the second highest five-year graduation after the Asper School of Business
- Conducted a curriculum review in 2016, that highlighted the need to formally incorporate traditional Indigenous land-based education into the Bachelor of Physical and Health Education and the Bachelor of Recreation Management and Community Development curricula. In 2018, recruited two Indigenous Scholars whose research expertise emphasizes Indigenous perspectives in recreation, physical education and land-based education. In 2019, these two colleagues along with another faculty member hosted a two-day symposium that brought together members of several Indigenous communities in Manitoba. The symposium generated ideas and practices that will inform ongoing development of Indigenous curriculum.

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Created a position that provides executive leadership in Indigenous engagement for the entire faculty in 2018. Dr. Heather McRae assumed the role of Director of Indigenous Engagement in the fall of 2018. This position is part of the Dean's six-person executive team that oversees all operations related to academics, research, sport, recreation and facilities. Dr. McRae brings a wealth of knowledge and experiences to the position, including a PhD with expertise in community engaged research and considerable experience building and supporting partnerships between the faculty and Indigenous communities in Manitoba.
- Created an Indigenous Engagement Circle (IEC), a standing committee of Faculty Council and led by the Director of Indigenous Engagement. The IEC advises the faculty on policies, practices and programming that will support the safe and full participation of First Nations, Métis and Inuit peoples within faculty activities and spaces and also informs decisions regarding financial resources, human resources, infrastructure and partnership requirements necessary to advance the goals and objectives of Indigenous Achievement within UM and the faculty Strategic Plan. IEC also provides direction to Recreation Services and Bison Sports.

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Invested in enhancing the working, learning and research environment in the faculty through renovations to all faculty and staff offices, to a large student study space (co-funded by the faculty and the student council) and two undergraduate teaching labs
- Shepherded the opening of the Active Living Centre in 2015, which has positively impacted the quality of life for all students and staff on campus. A business approach is taken to the sales and service associated with the sport and recreation units to facilitate the planning and budgeting for long-term facility maintenance and upgrading.
- Renovated sport and recreation spaces used by the entire university such as the Jim Daly Fieldhouse and the Wayne Fleming Arena, both located in the Max Bell Complex, the latter of which was enabled by a new business partnership with the Winnipeg Ice, a new junior hockey team in the city
- Enhanced lighting and audio-visual technology in Investor's Group Athletic Complex have improved the experience of the UM Convocation Ceremonies

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Actively engaged with the community to increase access to quality recreation and physical activity opportunities, including in undergraduate fieldwork opportunities. In the fall of the 2019, the Dean initiated a task force to audit the faculty's current outreach activities such as program subsidies and facilities access subsidies with a goal to implement a subsidy program that improves access and reduces barriers to participation.
- Introduced a certificate program called Sport Physical Activity and Recreation in the Community (SPARC), designed to build capacity in Indigenous communities and enhance the skills of community leaders to deliver effective sport and recreation programs in their respective communities. The foundational principles of SPARC derive from the social justice research of Dr. Joannie Halas. Through a partnership formed between Dr. Halas, Dr. Heather McRae (Director of Indigenous Engagement) and the Manitoba First Nations Education Resource Centre, an inaugural cohort of 15 Indigenous leaders for northern and remote communities successfully completed the SPARC Certificate in the spring of 2019.

FACULTY OF LAW

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Launched a new Master of Human Rights program with the Faculties of Social Work, Arts and Education: First intake of students was September 2019 with 22 students
- Created externships in Family Law, Business Law and Criminal Law
- Enhanced bilingual legal training, with new approved funding from Justice Canada
- Began development of joint JD (Law) degree with Asper's MBA
- Developed new graduate-level courses with specialists' knowledge

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Hosted international research conferences in 2017, 2018 and 2019 in the area of International Nuclear Non-Proliferation and Disarmament Law. A related book series has been published and the intellectual contributions to Nuclear Law think-tank (ISLAND) have been enhanced.
- Professors Jochelson and Ireland held a conference on Criminal Justice and Evidentiary Thresholds in Canada. They have also published a book "Privacy in Peril"
- Enhanced research culture, including the establishment of three research units/clusters, for example, in Nuclear Law
- Matched funds for small research initiatives
- Provided research grant writing SEED funding

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Committed to working collectively to meaningfully implement Call to Action #28, with particular attention to its implications for our curriculum and the learning environment at Robson Hall
- Co-organized the Isaac Pitblado Lectures (for the Manitoba Law Society) with the Honourable Madam Justice Lore Mirwaldt. Reimagining Justice: Trust, Truths and Transformation(s) (2nd November 2018)
- Co-Organized the Indigenous Law Program "Tebwetib Ajimowin - To Tell the Truth" (September 27, 2018) (along with the Manitoba Law Society and the Manitoba Bar Association)
- Appointed part-time/sessional lecturers who would contribute to areas of Indigenous content relevant to core Law courses and introduce Indigenous component and concepts to these core courses studied by all our JD students, effectively making Indigenous content compulsory to all Law students
- Established a seminar series on Gladue sentencing guidelines, intended for students, lawyers and judges: These guidelines are also introduced in the Legal Methods course and a unit is under development for our Legal Profession and Professional Responsibility course
- Hosted Kawaskimhon (Indigenous) Moot

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Started Business Law Clinics at Thompson Dorfman Sweatman, Taylor McCaffrey and North Forge (Innovation Drive)
- Began externships at the Legal Help Centre (Portage Place)
- Started delivery of a UM course presented at Oxford University on International Business Law
- Continued Judge Shadowing Program
- Renovated Moot Court
- Supported conference participation

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Established the Director of Professional Practice to provide links to the legal community and Legal Aid Clinics and provide experiential learning opportunities with practice-based knowledge exchange
- Encouraged Indigenous participation in faculty events
- Engaged with law professionals and judges
- Partnered with business and non-governmental organizations
- Held homecoming events every year

DESAUTELS FACULTY OF MUSIC

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Organized Indigenous Intersections week in 2018 and 2019 to expose students and faculty to Indigenous perspectives
- Partnered with professional performing arts organizations such as the Winnipeg Symphony Orchestra, Manitoba Chamber Orchestra, the Manitoba Opera, the Asper Jazz series and the Winnipeg Jazz Orchestra to provide students with direct engagement opportunities
- Offered visiting performers with the opportunity to engage with our students in open Masterclass instructional settings

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Derrick Gardner is the Babs Asper Professor of Jazz
- Tracy Dahl received the Order of Canada in 2018
- Laura Loewen and Gordon Fitzell have both been named members of College Royal Society of Canada
- Increased research funding through a marked increase in Music faculty receiving SSHRC, Canada Council and Manitoba Arts Council awards. There has also been a notable update in internal research awards, providing music students with collaborative summer research opportunities
- Faculty performed throughout every area of Canada, as well as many venues in the United States, Mexico, South America and Russia

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Faculty members worked with celebrated Indigenous composers such as alumnus Andrew Belfour, through commissioning and performing their respective compositions in a variety of professional settings
- Established a sub-committee to examine ways of Indigenizing various areas of music curriculum.
- UM Symphony Orchestra conductor Naomi Woo (appointed through a joint relationship with the Winnipeg Symphony Orchestra) oversees Sistema music programs in inner-city Indigenous schools.
- In 2020, Drs. Laura Loewen and Jody Stark received a UM Indigenous Initiatives Grant in the amount of \$30,000, the focus of which is to explore ways to indigenous music curriculum

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Addressed diversity through hiring with eight of the faculty's most recent academic staff hires being women
- Undertook a significant number of RWLE initiatives for faculty and students
- Invested operating funds to hire an imbedded counsellor

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Worked consistently to maintain alumni relationships including through seeking performances opportunities with alumni, engaging with music educator alumni throughout the province via regular school visits and energetically working to bring as many alumni to concerts as possible.
- Attracted large significant gifts that follow on the benefactor, Marcel Desautels' naming gift of \$20 million. These gifts included funds for a new graduate scholarship and for an upcoming concert hall.
- Maintained deep relationships with community through outreach including with K-12 music teachers, various professional organizations, church musicians and a variety of semi-professional and amateur musicians throughout Manitoba, and beyond.

FACULTY OF SCIENCE

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Created the Faculty of Science Pedagogy Development Grants, awarded annually
- Implemented real time streaming of and online access to lectures (ECHO360)
- Held two Summer Mobile Science Education Workshops (HHMI)
- Established the Faculty interest group, PALS (Pedagogy And Learning Science) to promote and implement pedagogy development within the faculty
- Extended the Science Co-op Program to all science majors, now on track to be the largest co-op program at UM
- Began development of Interdisciplinary undergraduate programs in Data Science and Integrated Science

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Created Entrepreneurship Training and Cross University/Smart Park Working Group, including Asper and NorthForge to stimulate applications of discoveries
- Created Interdisciplinary New Concept Science Research Grants and developed dedicated streams with Health Sciences, Agriculture, Rehabilitation and Engineering
- Created and launched the Nexus Data Science Initiative
- Continued to invest wherever and whenever possible in research infrastructure, including seven research lab renovations and a call for large transformative research infrastructure proposals
- Hired a Business Development Officer and full time Research Facilitator for Science to grow Industry and Government connections and increase research funding
- Initiated planning for a new Masters of Business Analytics program in collaboration with Asper School of Business

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Hired two Indigenous Scholars and plan to hire four more
- Brought in established scientist, Dr. Roger Dube, AISES Scholar (American Indian Science and Engineering Society), winner of their most prestigious award, and Mohawk, to mentor new Indigenous Scholars and guide development of a dedicated program for Indigenous undergraduates in Science
- Formed the Indigenous Initiatives Committee
- Initiated the development of interdisciplinary classes in Indigenous and Western Science and Science Policy
- Established multiple successful research collaborations with Indigenous communities featured nationally

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Appointed Dr. Samar Safi-Harb to Lead EDI initiatives in the faculty
- Updated all job descriptions for support staff and took steps to facilitate staff development
- Reorganized administrative staff across all departments in the Faculty to promote communication and efficiency
- Focused on equitable hiring resulting in 12 of 28 (43%) of faculty positions being filled by females over the last three years, compared to 7 of 22 (32%) in the previous three years
- Created the Faculty of Science faculty awards to recognize and reward mentoring, teaching, research, outreach
- Created Interdisciplinary, Pedagogical, EDI and Entrepreneurship Featured Speaker Series, as well as the Honoured Alumni Awards, to facilitate exchange of knowledge and collaboration

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Initiated annual meet-and-greet sessions of Dean, Department Heads and key researchers with industry at the Canadian Museum for Human Rights
- Growth of Science Rendezvous as signature event from several hundred in 2014 to ~6000 in 2019, including VIP tours, and attendance by the Minister of Education in 2019
- Created the Science External Advisory Board comprised of 18 alumni, industry and government leaders, with subcommittees devoted to alumni and fundraising, branding and communications, education and innovation
- Created Alumni Mentoring of Undergraduates program through which ~50 undergraduate students are matched with alumni in industry
- Organized celebrations for the 50th Anniversary of the Faculty of Science, which creates an opportunity to reach out to community and alumni

FACULTY OF SOCIAL WORK

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Revised admission criteria to PhD program and grew applications to the program
- Continued curriculum review of Bachelor of Social Work (BSW) program with intent to move towards indigenization of the program
- Enhanced recruitment process for Northern Social Work delivery site
- Supported learner needs by adjusting start times, providing academic supports and ensuring a range of assessment opportunities are provided
- Ensured Indigenous content is incorporated into teaching and course curriculum including the medicine wheel and seven teachings, traditional medicines, smudging, storytelling and visits from Elders
- Updated computers and internet classroom space
- Updated course content regularly
- Maintained solid relationships with Bands and other sponsors in order to ensure ongoing support
- Promoted experiential learning through field practicums, hosting community events, partnering with community organizations and attendance at sweats
- Featured Indigenous writers and speakers in course content
- Expanded available field sites for student placements by 14 to a total of 96

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Faculty areas of expertise include housing and homelessness in northern and rural communities, Domestic Violence and universal basic income

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Implemented the Master of Social Work based in Indigenous Knowledges Program in 2016, designed to address the need for social workers to explore Indigenous forms of caring that are applicable to the unique circumstances of Indigenous clients and communities located in rural and rural areas
- Strengthened Northern Social Work partnerships with Indigenous organizations through the creation of cohorts, guest speakers, First Nations community visits and attending Indigenous events
- Continued to reduce barriers to higher education for Indigenous students through the Inner City Social Work delivery site which also welcomes members of the immigrant/ refugee communities in addition to Caucasian low income, single parents
- Recruited Indigenous faculty (PhD), instructors (MSWs) and support staff (BSWs) to provide mentorship to Indigenous students and hired Elders and Traditional Knowledge Keepers who contribute to the holistic approach taken by the program by integrating spiritual and cultural knowledges within the context of the helping profession
- Consulted with community regarding admission practices
- Began development of three training videos focused on demonstrating Indigenous ways of viewing families, individuals, communities and group values as part of a project to create interactive Canadian Indigenous knowledge curriculum to enhance student learning for BSW students
- Established an international Indigenous social work conference

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Created a respectful and inclusive working environment through empowering and supporting faculty, staff, students and community and ensuring an environment of learning where it is safe to explore and express one's understanding of the world around them
- Encouraged employees to seek professional development opportunities and attend workshops, conferences and events and volunteer in community

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Professor S. Frankel provides leadership and consultation with the Campaign 2000 and as part of this role is involved in preparing the annual "Child Poverty Report Card" at the national level and for the province of Manitoba. He also works with the steering group for Basic Income Manitoba
- J. Mulvale provides leadership and consultation with the Ontario Basic Income Network and the Basic Income Canada Network

LIBRARIES

INSPIRING MINDS THROUGH INNOVATIVE AND QUALITY TEACHING

- Launched Learning at the Library webpages in Fall 2019 to provide a starting place for students to learn information literacy skills for use in researching and writing papers and assignments: The first month saw 1,118 visits to this page
- Enhanced Ask Us online help services for students to include proactive chat and an FAQ. In the first year of operations, 3,527 proactive chat reference sessions were held.
- Encouraged collaboration between archivists and instructors over the past five years which has resulted in 95 classes using archival collections in classroom teaching

DRIVING DISCOVERY AND INSIGHT THROUGH EXCELLENCE IN RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

- Provided enhanced services and tools to support researchers, including Dataverse to meet requirements for sharing research data and DMP Assistant for data management planning
- Hired a GIS and Data Visualization Librarian in 2019: A GeoSpatial Data Hub under development
- Provided bibliometric information and other supports for grant applications, accreditation reviews, etc.
- Provided advice, support and information on publishing in ethical open access journals and repositories

CREATING PATHWAYS TO INDIGENOUS ACHIEVEMENT

- Launched Indigenous Cultural Competency Training for all Libraries staff, a twelve-week blended learning series including online content, weekly teachings in a sacred space on campus culminating in an experience on the land at Turtle Lodge. To date, 95 staff members have taken part in the training, including the 24 currently enrolled
- Partnered with Migizii Agamik to offer Lunch with a Librarian sessions on site where students could talk with librarians about specific assignments and learn strategies for approaching research. Fifty students have been helped through this program.
- Participated in an international project to examine library support for Indigenous scholars: Recommendations from the report are being integrated into Libraries planning
- Continued work on decolonizing access to Libraries' materials by addressing the structural biases in the way we provide subject access to our collections: 32,365 records have been changed in the Libraries catalogue

BUILDING COMMUNITY THAT CREATES AN OUTSTANDING LEARNING AND WORKING ENVIRONMENT

- Increased accessibility to library resources by obtaining electronic back-files for existing print journals and provided resources in alternative formats whenever required. To date, back files have been ordered for 11,409 journals.
- Extended opening hours in all libraries through a new service model. Compared to 2015, libraries in 2019 were open a total of 34 additional hours per week (a 4.5% increase) during the fall term and a total of 20 additional hours per week (a 40% increase) during fall term exam.
- Improved communications within the Libraries and to our community through the hiring of a lead for all Libraries communications
- Increased learning opportunities for Libraries staff with "UML Presents" series, the Indigenous Cultural Competency Training and increased group access to professional development webinars and online conferences
- Developed guidelines and processes for preserving born-digital and digitized collections of significance to UM, Manitoba and the world

FORGING CONNECTIONS TO FOSTER HIGH IMPACT COMMUNITY ENGAGEMENT

- Created *Our World: Manitoba Research Gateway* which provides resources for research, teaching and lifelong learning for all Manitobans: The collection includes The Times Digital Archive, The Economist Historical Archive, Smithsonian Collections Online, Picture Post Historical Archive, Indigenous Peoples: North America and more. Within the first year of its launch in 2018, this site had 32,903 visits.



AGENDA ITEM:

Request to Extend Suspension of Admissions to B.Sc.(Hons.) and B.Sc.(Maj.) in Biotechnology, P.B.Dip. in Agrology, and Integrated B.Mus./B.Ed.

RECOMMENDED RESOLUTION:

For discussion / advice

CONTEXT AND BACKGROUND:

- The Board policy on *Admission Targets* specifies that it is the President who has authority to approve changes to, or the introduction of, admission targets following consultation and discussion with the dean or director, with Senate and with the Board of Governors, subject to the provisions of the provincial Programs of Study Regulation.
- The President has received a request from the Deputy Provost (Academic Planning and Programs), to extend the temporary suspension of admissions to the following programs, for one year, for the reasons indicated:
 - Bachelor of Science (Honours) and Bachelor of Science (Major) in Biotechnology – to allow the Faculty of Science to complete an assessment of the long-term viability of the program. Admissions to the programs have been suspended since the Fall 2018.
 - Post-baccalaureate Diploma in Agrology (Internationally Educated Agrologists Program) – to allow the Faculty of Agricultural and Food Sciences to consult with external stakeholders on a proposal to close the program. Admissions to the program have been suspended since the Fall 2015.
 - Integrated Bachelor of Music / Bachelor of Education Degree – to allow students to complete the program before the Faculties of Education and Music bring forward a proposal to close the program. Admissions to the degree have been suspended since the Fall 2018.
- The President has also received, and will consult with Senate on, a request to extend the temporary suspension of admissions to the Post-baccalaureate Certificate in Applied Leadership, to allow the Division of Extended Education to complete an assessment of the long-term viability of the program. Admissions to the program have been suspended since the Fall 2018. Consultation with the Board is not required in this case, as non-degree programs offered by the Division on a cost-recovery basis do not require Board approval.

RESOURCE REQUIREMENTS:

N/A

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

- Temporary suspension of admissions to the B.Sc.(Hons.) and B.Sc.(Maj.) in Biotechnology would not adversely affect students currently enrolled the programs, who would be able to complete the program requirements.

- There are no students currently enrolled in the P.B.Dip. in Agrology or the Integrated B.Mus./B.Ed. programs.

ALTERNATIVES:

N/A

CONSULTATION:

The President will consult with Senate regarding the request to extend the suspension of admissions to the programs at the meeting on June 24, 2020.

Date: May 14, 2020

To: Jeff Leclerc
University Secretary

From: Dr. David T. Barnard, O.M., Ph.D., FRSC
President and Vice-Chancellor



Re: Request for Extension of Suspension of Intake to Programs

I attach recommendations from Dr. Todd Mondor, Deputy Provost (Academic Planning and Programs) for a request to extend the suspension of intake to the following programs:

- Biotechnology Major (B.Sc.Hons.; B.Sc.Maj.)
- Internationally Educated Agriologists Post-Baccalaureate Program (IEAP)
- Integrated Bachelor of Music/Bachelor of Education Program
- Post-Baccalaureate Certificate in Applied Leadership (PBCAL)

Under the Admission Targets Policy and Procedure, the President may suspend admissions to a program following consultation and discussion with the Dean/Director, Senate, and the Board of Governors, and subject to the provincial Programs of Study Regulation.

Accordingly, please place this item on the agenda for the June 3, 2020 Senate Executive Committee meeting and the June 24, 2020 Senate meeting.

Cc: Dr. Janice Ristock, Provost and Vice-President (Academic)
Dr. Todd Mondor, Deputy Provost (Academic Planning and Programs)
Ms. Cassandra Davidson, Academic Programs Specialist



**University
of Manitoba**

Office of Provost and Vice-President (Academic)

208 Administration Building
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 480-1408
Fax (204) 275-1160

Date: May 11, 2020

To: Dr. David Barnard, President and Vice-Chancellor

From: Dr. Todd Mondor, Deputy Provost (Academic Planning and Programs)

Re: Request for Extension of Suspension of Intake to Programs

In accordance with the Admission Targets Policy, I am requesting that you consider a one-year extension to the suspension of intake to the following programs:

- **Biotechnology Major (B.Sc.Hons.; B.Sc.Maj.)** – intake to the program has been suspended to allow for the Faculty of Science to complete an assessment of its long-term viability. Students currently enrolled in the program will continue to be able to complete program requirements.
- **Internationally Educated Agrologists Post-Baccalaureate Program (IEAP)** – intake to the program is currently suspended as the Faculty continues to consult with external stakeholders on a proposal to formally close it. There are currently no students in the program.
- **Integrated Bachelor of Music/Bachelor of Education Program** – this program has been replaced by the Bachelor of Music (Music Education) program. Intake to the program has been suspended until such a time that all current students have had an opportunity to complete their program of study; at which point, the Faculties will put forward a proposal to formally close the program.
- **Post-Baccalaureate Certificate in Applied Leadership (PBCAL)** – intake to the program has been suspended to allow the Division of Extended Education to complete an assessment of its long-term viability. Students currently enrolled in the program will continue to be able to complete program requirements.

The ongoing status of the suspension of intake to these programs is scheduled for review in May 2020. I have consulted with the Deans responsible for each of these programs, and as a result of the ongoing work and resources needed to respond to operational changes resulting from COVID-19, I am requesting that the units be provided with a one-year extension to allow for additional time to complete these reviews.

As established by the Admission Targets Policy and Procedure, the President may suspend admissions to a program following consultation with the Dean/Director, Senate, and the Board of Governors. If you support the suspensions described above, then the province will be updated as appropriate under the provincial Program of Study Regulations.

Please provide your advice concerning this matter to the Office of the University Secretary by Wednesday May 27, 2019 so that, if supported, the request may receive timely consideration by Senate and the Board of Governors.

Cc: Janice Ristock, Provost and Vice-President (Academic)
Laurie Schnarr, Vice-Provost (Students)
Stefi Baum, Dean, Faculty of Science
Edward Jurkowski, Dean, Desautels Faculty of Music
David Mandzuk, Dean, Faculty of Education; Acting Dean, Division of Extended Education
Martin Scanlon, Dean, Faculty of Agricultural and Food Sciences
Jeff Leclerc, University Secretary
Jeff Adams, Executive Director, Enrolment Services
Neil Marnoch, Registrar
Randy Roller, Executive Director, OIA
Cassandra Davidson, Academic Programs Specialist