

September 6, 2000

Minutes of a Meeting of Senate held on the Above Date at 1:30 p.m. in the Senate Chamber, Room 245, Engineering Building

Members Present

Dr. J.S. Gardner,
Acting Chair
Prof. S. Abeysekera
Prof. M. Abrahams
Prof. I. Adamson
Prof. D. Amundson
Prof. J.E. Anderson
Prof. A. Angel
Prof. F. Berkes
Prof. R. Bhullar
Dean H. Bjarnason
Prof. B. Blakley
Prof. D. Bose
Prof. R. Bose
Prof. J. Boyd
Dr. R. Bright
Prof. C. Cameron
Mr. N. Chadha
Prof. D. Chow
Prof. W. Christie
Dean D. Collins
Prof. E. Comack
Prof. J. Cooper
Dean M. Cox
Mr. B. Dalgliesh
Ms J. Daman
Dean F. DeToro
Dean J. DeVries
Prof. B.L. Dronzek
Prof. H.W. Duckworth
Prof. M. Feld
Ms. S.J. Fletcher
Mr. G. Forster
Dean D.M. Fuchs
Dean J. Gray
Dean D. Gregory
Prof. L. Guse
Dean B. Hennen
Mr. G. Hilderman
Prof. L. Horne
Warden J. Hoskins
Prof. T. Howorth
Dean D. Hrycaiko
Ms. K. Inskip
Dean J. Jamieson
Prof. P. Kaufert

Dr. J.C. Keselman
Mr. J. Kuffner
Mr. T. Laluk
Mr. J. Leclerc
Ms. M. Lee
Acting Rector D. Lenoski
Prof. J. Long
Prof. K. MacKay
Mr. M.W. McAdam
Prof. B. McKenzie
Dean R. Magsino
Ms. N. Michaud-Oystryk
Prof. C. Mossman
Ms. P. Nicholls
Dr. V. Olender
Prof. J. Page
Mr. R. Patterson
Prof. B. Payne
Ms. C. Presser
Dean D. Ruth
Ms. N. Sabljic
Mr. P. Saydak
Professor A. Secco
Dean H. Secter
Prof. K. Simons
Mr. D. Smith
Prof. D. Smyth
Prof. M. Stern
Prof. B. Stimpson
Prof. J. Svenne
Prof. G.C. Tabisz
Prof. A. Tate
Prof. L. Taylor
Ms. W. Thiessen
Prof. J. Van Rees
Prof. L. Wallace
Prof. J. Whiteley
Prof. A. Young
Ms B. Sawicki, University
Secretary
Ms L. Shore, Recording
Secretary

Assessors Present

Ms. C. Bready
Prof. B. Cameron
Prof. W. Dahlgren

Mr. P. Dueck
Prof. N. Halden
Prof. W. Kops
Dr. R. Lobdell
Prof. K. Ogden

Regrets

Ms L. Archer
Prof. M. Gabbert
Dr. G. Glavin
Prof. E. Judd
Prof. E. Kroeger
Prof. R Kueneman
Mr. J. Kuffner
Ms M. Lee
Dr. A.V. Mauro
Dr. D. Morphy
Dean R. O'Kell
Ms A. Outingdyke
Dean A. Percival
Prof. R. Roughley
Dr. E.J.E. Szathmáry
Prof. M. Thomas
Prof. J. Van Rees
Prof. J. Williams
Prof. K. Wrogemann
Prof. A. Young

Absent

Mr. J. Aird
Mr. G. Bains
Dean R. Bird
Dr. R. Burleson
Prof. D. Cooley
Prof. J. Gartner
Dr. G. Gerbrandt
Ms J. Gnitecki
Ms L. Goldenberg
Prof. A. Gole
Prof. L. Grant
Ms L. Herzog
Prof. J. Irvine
Ms A. Jones
Prof. L. Kaminski
Ms R. Kazina
Ms T. Kowal

Dr. R. Legal
Mr. Q. Luu
Prof. G. McClarty
Ms H. McKeen
Ms M. Magsino
Prof. N. Pettigrew
Dr. J. Raymond
Prof. W. Rennie
Prof. R. Roy
Recteur P. Ruest
Prof. D. Strong
Prof. K. Vessey
Mr. S. Yurashchuk

Visitors

Members of Equity
Services:
Mr. D. Bradshaw
Ms M. Duncan
Dr. M. Galloway
Ms R. Howard
Ms J. LeMere

I MATTERS TO BE CONSIDERED IN CLOSED SESSION

The Acting Chair requested that visitors leave while the Senate moved into Closed Session. The Visitors returned once the Closed Session business was concluded.

II MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE

There were no items to be considered under this section of the Agenda.

III MATTERS FORWARDED FOR INFORMATION

1. Equity Services Office Annual Report 2000

Page 17

This report covers activities of the Equity Services Office for the period April 1, 1999 to March 31, 2000. It addresses issues relating to Human Rights/Sexual Harassment (pages 23 to 32) and Employment Equity (pages 33 to 40).

Below is a summary of Human Rights/Sexual Harassment cases:

- 12 human rights files were handled (10 were new) -- 8 of these files involved informal complaints and accommodation was easily made in many instances -- one formal investigation result (involving a request of a professor to make reasonable accommodations by providing course notes and overheads in an accessible format to a student with a physical disability) is reported at page 29;
- 16 sexual harassment files were handled (8 were new) -- 9 of these files involved informal complaints -- the results of formal sexual harassment investigations are set out on pages 29 to 31 (of the 6 cases: 2 are under appeal; 2 involved student respondents, and two involved employee respondents); and
- A brief "monograph" on the topic of reasonable accommodation in a human rights context appears on pages 31 and 32.

Below is a summary of actions taken with respect to Employment Equity:

- Employment Systems Reviews were conducted by five faculties and schools, namely: Art; Continuing Education; Education; Physical Education and Recreational Studies; and Music (page 33);
- All University occupations have now been coded according to the current federal government job coding system (page 34);
- Two series of information sessions were given to members of search committees for academic appointments (page 34);
- As part of its program to encourage recruitment of people with disabilities, the University entered into a partnership with Reaching E-Quality Employment Services to provide work experience opportunities for people with disabilities (page 34);
- The Equity Services Office organized a forum on "Recruitment of Aboriginal Academics" in May 1999 (page 35);

- The Equity Services Office maintains databases on applicant tracking and summaries of academic searches (page 35); and
- The Employment Equity Incentive Fund adjudication committee made awards for the recruitment and retention of designated groups, enhancement of training in and awareness of Aboriginal cultures and the needs of people with disabilities, and provision of reasonable accommodation for a disability (page 35, and Appendix I at page 40). The awards amounted to \$88,000 for one year support and \$28,000 for a second year of support.

Questions were raised and discussion ensued over the following matters:

- Consideration is currently being given to the development of a Personal Harassment Policy.
- Concern was expressed over the length of time being taken over an ongoing gender-related systemic discrimination case before the Human Rights Commission filed against the University ten years ago. The University continues to cooperate in providing information requested by the Commission.
- There may be a reluctance to request special accommodation on the part of those who have special needs. In this connection, the following observations were made:
 - a) Attempts are being made to encourage students to come forward.
 - b) New faculty orientation will include a component on how to be more sensitive to various disabilities.
 - c) The University of Minnesota, in seeking to be more responsive to a variety of special needs, has developed a policy that addresses a range of disabilities and is broader than what is the norm in Canada; and
 - d) The Bannatyne campus has a reasonably successful intervention program with respect to mental illness, but student organizations need to get involved.

The Chair recommended that the Vice-Provost (Student Affairs) be contacted if members of the University community have any questions with respect to special needs. Writers of the report were complimented on their response to requests for larger, more legible graphs.

2. Report of the Senate Committee on Awards

Page 41

At its meeting on August 1, 2000, the Senate Committee on Awards approved five new awards and eight award amendments (as set out in the report of the Committee on Awards dated August 4, 2000). All these award decisions comply with the published guidelines of November 3, 1999, and are reported to Senate for information.

3. Statement of Intent: B.Sc. (Major) and B.Sc.

(Honours) in Geography

Page 49

This Statement of Intent involves "new" programs that are similar to but distinct from the current B.A. degrees in Geography offered by the Faculty of Arts. These Science degree programs are designed to:

- strengthen the academic background of those students interested in the scientific aspects of contemporary geography;
- provide adequate skills for students pursuing careers in fields within physical geography and quantitative geographical methodologies;
- provide a range of degree options similar to those existing in the overwhelming majority of Canadian and U.S. geography departments; and
- integrate more effectively physical geographical academic training with undergraduate and graduate level teaching in environmental science at the University of Manitoba.

The new programs will make use of existing courses and staff, and can be offered without additional resources from COPSE.

4. **Statement of Intent: B.Sc. (Major) in Biology**

Page 57

This Statement of Intent involves a new academic program which will provide an integrated approach to the general study of Biology using existing courses from the Biological Sciences departments (Botany, Zoology and Microbiology). This program will be especially attractive to those students who aim to complete a B.Ed., or who wish a broad background in Biology for purposes of subsequent professional studies in health sciences or for employment in a variety of occupations. The University of Manitoba is unusual among Canadian universities in not having a major in Biology, and this new program will offer students an alternative which has not been available.

The program will make use of existing courses and staff, and can be offered without additional resources from COPSE.

5. **Implementation Authorizations for COPSE-approved Program Proposals**

Page 64

The Vice-Provost (Programs) has authorized implementation of the following programs on behalf of the Vice-President (Academic) and Provost:

1. B.A. in ASL/English Interpretation
2. B.A. (Advanced) in Global Political Economy
3. B.A. (General) in Global Political Economy
4. Diploma in Population Health
5. B.Sc. (Honours) in Psychology
6. B.Sc. (Major) in Psychology
7. Master's of Mathematical, Computational and Statistical Sciences
8. Discontinuance of the Master's Program in Actuarial Studies; and
9. Introduction of a Basic and an Advanced Diploma in Actuarial Studies.

All of the formal program proposals were approved by the Board of Governors and by COPSE.

6. **Senate Handbook** **Page 65**

The Senate Handbook is now available on-line, and the memo from the University Secretary (page 65) gives instructions on how to access it.

7. **Senate Orientation** **Page 66**

An orientation session for new Senate members and assessors was held earlier on Wednesday, September 6, 2000 at 11:30 a.m. in the Senate Chamber. All Senators were invited to attend (both by inclusion of this item in the Senate agenda, and by E-mail last week). The topics addressed included:

- 1) governance;
- 2) guiding statements;
- 3) Senate composition;
- 4) responsibilities of Senators; and
- 5) support for governance.

The University Secretary announced that this will become an annual September event.

IV **REPORT OF THE PRESIDENT** **Page 67**

The President's Bi-Annual Report on the Status of Recommendations made in the Task Force Report "Building on Strengths" appears on pages 67 to 83 of the Agenda. Concern was expressed over recommendation No. 82 and the continued erosion of Library resources. The Acting Chair agreed that this is problematic but, on the positive side, he noted that a new Learning Resource Technology Centre has just been opened at the Dafoe Library. This was made possible through a donation made by David and Rosemary Malaher. David Malaher is a former Board member of The University of Manitoba.

Professor Ogden reported that the preliminary enrolment figures appear to be very positive. The totals at the end of the preliminary telephone registration access, ending August 14th are as follows:

Undergraduates	Up 8%
Student credit hours	Up 5.3%
Undergraduate first admittances	Up 11.6%
University 1 first admittances	Up 9%
Visa Students	Up 20 - 25%

Dr. Keselman reported that Professor P. McLaren, Electrical and Computer Engineering and Vansco Electronics, a Winnipeg-based company, have won a Year 2000 University/Industry Synergy Research and Development Partnership Award. These awards are sponsored by NSERC and the Conference Board of Canada. Further, she announced

that Professor Charlyn Black of Community Health Sciences has been appointed as Special Advisor to the President of the Canadian Institute for Health Research.

Professor Feld commented that Professor Judy Anderson of Human Anatomy and Cell Sciences was named by Peter Gzowsky as one of the greatest minds of our time.

Mr. McAdam reported that the Employee Scholarship Program has awarded its first scholarships. There were 228 scholarships awarded with an average amount of \$1,139, although they ranged from \$126 to \$3,300. He thanked Mr. P. Dueck and Ms. Ewa Morphy of the Awards Office for their assistance.

V QUESTION PERIOD

No questions were received prior to the meeting, nor were any raised from the floor.

VI CONSIDERATION OF THE MINUTES
OF THE MEETING OF AUGUST 16, 2000

It was moved by Mr. Leclerc, seconded by Mr. Saydak,

THAT the minutes of the meeting of August 17, 2000 be approved as circulated.

CARRIED

VII BUSINESS ARISING FROM THE MINUTES

At the last meeting of Senate, Professor Duckworth had asked whether Senate could be provided with a report on the progress of discussions concerning the large CFI grant to universities and what could be accomplished with regard to serials in the Libraries. Ms. Presser, Director of the Libraries had been requested to provide a response.

Ms. Presser pointed out that the original question referred to a large CFI grant to western universities. This is in error and the record should indicate that 64 institutions in Canada made a proposal to CFI with respect to a National Site Licensing Project. The project is worth \$50,000,000 and is being managed by the University of Ottawa, under the regulations of the CFI. At present, requests have been sent to 23 different vendors to determine what they can offer over a wide product range. The institutions are optimistic that they will be able to negotiate site licensing for a large number of serials; she provided a list of these serials to the University Secretary. [Anyone interested in seeing a copy of this list may contact the Office of the University Secretary.]

Ms Presser further reported that an article on this project will be appearing in the October issue *Maclean's* magazine. She added that this project is unique and institutions in the rest of the world are very interested in the outcome. It is anticipated that the results of the entire project will not be known until January 2001.

The Acting Chair took advantage of the opportunity to welcome members of the Senate to a *Colloquium* on September 22nd entitled "New Directions in Scholarly Communications"

and will deal with the cost of periodicals in particular. Speakers include:

- Mary Case, Association of Research Libraries;
- David Schulenburger, Provost, University of Kansas; and
- Emőke Szathmáry, editor of a scientific journal.

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

1. **Report of the Senate Executive Committee** Page 84
2. **Report of the Senate Planning and Priorities Committee**

The Chair, Professor N. Halden, reported that SPPC is currently considering the draft spending estimates for 2000-2001.

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

1. **Report of the Senate Committee on Honorary Degrees** Page 85

On June 22, 2000, the Board of Governors approved a number of revisions to policy 428 on "Chairs and Professorships". This was done upon the recommendation of Senate.

As a result of those changes, policy 416 on the naming of chairs needs to be revised. Policy 416 currently pertains to the naming of endowed chairs only, and accordingly the scope of the policy should be broadened to include both chairs and professorships.

It was moved by Dean Jamieson, on behalf of the Senate Committee on Honorary Degrees,

That Senate approve and recommend to the Board of Governors the revised Policy 416 on "Naming of Chairs and Professorships" (as set out in the report of the Senate Committee on Honorary Degrees dated August 4, 2000).

CARRIED

2. **Report of the Senate Committee on Appeals**

Warden J. Hoskins, Chair of the Senate Committee on Appeals, reported that, since its last report to Senate, the Senate Committee on Appeals has completed work on three appeals. The first of these, held on June 20, was an appeal against a Faculty of Dentistry decision denying the appellant either reinstatement or authorized retroactive withdrawal from the courses that he took during the 1996-97 regular session. The grounds cited for this appeal were compassionate. This appeal was denied.

The second appeal was held on June 26 and was against a Faculty of Arts decision not to remove the "F" grades from the appellant's 1990-91 transcript. The grounds cited were compassionate and this appeal was denied.

The third appeal was heard on August 9 and was against a Faculty of Engineering decision not to reinstate the student into his program in Engineering. The grounds cited were compassionate and also that he had been inappropriately assessed. This appeal was granted.

A fourth appeal was received which was against a decision of the Continuing Education Division. On soliciting a response to this appeal from the dean, the committee learned that all avenues of appeal had not been exhausted within CED. Accordingly, the student was advised to appeal to CED.

3. **Report of the Senate Committee on Rules and
Procedures with Respect to University 1 Student
Representation on Senate**

Page 87

In February 1999, the President asked the Committee on Rules and Procedures (SCRIP) to initiate a review of the University's process for electing student Senators in order to find a mechanism whereby students in University 1 can elect student representative(s) to Senate.

Following an extensive review and consultations with various student groups, SCRIP is now recommending that two Senate Assessor positions be created for University 1 students, and that University 1 Student Council be charged with appointing those two members in March of each year.

It was moved by Professor Secco, on behalf of the Senate Committee on Rules and Procedures,

THAT two student assessor positions on Senate be created for University 1 students; and THAT the University 1 Student Council be charged with appointing the two University 1 student assessors from amongst the current University 1 student membership in March of each year (as set out in the Report of the Senate Committee on Rules and Procedures respecting University 1 Student Representation on Senate, dated August 2, 2000).

In speaking to his motion, Professor Secco noted that, currently, the students are limited to 28 seats on Senate, plus the seat of the President of UMSU. In order to accommodate election of (a) University 1 student representative(s), it would be necessary to take seats away from other faculties/schools.

The Director of University 1, Dr. B. Cameron, in speaking to the motion, stated that she would have preferred elected positions, although she recognized the associated problems. On the other hand, citing student numbers, she stated that there should

be at least three University 1 assessors.

A discussion ensued during which time the following points were made:

- The Director of University 1 is an assessor on Senate;
- University 1 does not have a council in the usual sense (e.g. Faculty or Department Council);
- University 1 students, because the courses they take are offered by faculties in which students already have full Senate representation, are already represented; and
- it would be more appropriate to have the University 1 assessors to Senate appointed in the fall.

It was moved by Professor Duckworth, seconded by Professor Chow,

THAT the foregoing motion be amended to list three rather than two University 1 student assessors, and that they be elected in the fall by the current University 1 student body.

CARRIED

The main motion, as amended, was then

CARRIED

Dean Jamieson, referring to the election of University 1 assessors, expressed concern that the term had not been defined. The University Secretary agreed that this was an important issue and would be taken under advisement. [It was subsequently determined that the term of the University 1 assessors would be from November 1st to October 31st.]

5. Report of the Senate Committee on Nominations

Handout

When the Senate Committee on Nominations presented its report to Senate on June 28, 2000, one vacancy remained on the Senate Committee on the Libraries. The Nominations Committee is now recommending that Professor Bonnie Trodden be accepted to serve on the Senate Committee on the Libraries for a three year term ending May 31, 2003.

It was moved by Professor Dronzek, on behalf of the Senate Committee on Nominations,

THAT Professor Bonnie Trodden of the Faculty of Dentistry be accepted to serve on the Senate Committee on the Libraries for a three-year term ending May 31, 2003 (as recommended in the Report of the Committee on Nominations dated September 5, 2000).

CARRIED

XI ADDITIONAL BUSINESS

1. Request for Student Amnesty

Page 95

Dean Cox, Speaker, reported that the Senate Executive Committee had agreed that this item be placed on the September Senate Agenda and that the President of UMSU be allowed to speak to it, provided that a written request for Amnesty from the President of UMSU was received by the Office of the University Secretary in the appropriate time frame to have the item place on the Senate Agenda. The Senate Executive Committee made no formal recommendation to Senate respecting the request, since the letter was not available at the time that the committee met.

Upon being invited to address the issue, the President of UMSU, Mr. Steven Fletcher, stated that:

- a) he had been asked on two occasions by UMSU Council to organize a rally in support of education at The University of Manitoba.
- b) great concern has been expressed over the \$5,000,000 cut and the impact that this would have on the University and the students' education, referring to an earlier comment that had been made with respect to the Libraries.
- c) many researchers and professors are leaving, class sizes are becoming larger, the number of courses being offered is going down.
- d) a message needs to be sent to both levels of government.

Thus he requested the support of Senate for students to go to the Legislature on Thursday, September 21st in support of education being received at The University of Manitoba.

When asked for clarification of what he was requesting of Senate, Mr. Fletcher noted that he was asking that students participating in the rally not have what they missed held against them. The reason for doing so is to increase attendance at the rally by having students made aware that there would be no repercussions over work missed. He pointed out that this would take place early in the term to minimize academic situations that may arise. Mr. Fletcher explained that the date of September 21st was chosen because of its significance as the date of the last provincial election. He further stated that the time being considered for the rally itself is the lunch hour.

While Senate members expressed sympathy with the students' concerns, they discussed the effect of such a proposal with respect to their own department/faculty/school timetables and looked at other possibilities such as defining a short or looking at another day for such action (Saturday, for instance). A suggestion was made that the academic schedule be adjusted such that all classes on that date be postponed by two hours, but other members did not feel that this suggestion would meet the needs in their areas. It was also noted that lunch hours are at a different time for different people.

It was moved by Mr. Fletcher

THAT the Senate support the intent of the students and encourage people to participate if they can but are absolutely responsible for the class work that they miss if they do so.

Professor Duckworth offered to second the motion if it could be amended to read:

THAT the Senate strongly support the aims of the demonstration planned for September 21st and urges students and staff who feel able to attend and take part.

Mr. Fletcher agreed to the principle expressed by Professor Duckworth and the final motion, as reread to the assembly and into the record, is as follows:

MOVED by Mr. Fletcher, seconded by Professor Duckworth,

THAT the Senate strongly support the objectives of this public rally of the students on September 21st [described in Mr. Fletcher's letter to the University Secretary, dated August 25th] and urge students and staff who feel able to attend and participate.

In response to a question from a student, the Acting Chair advised that individual professors can be approached in order to make arrangements to enable their attendance.

CARRIED

[On September 20, 2000, the University Secretary was informed by the President of UMSU that the rally would not take place.]

XII ADJOURNMENT

The meeting adjourned at 3:20 p.m. on the motion of Professor Cooper.

Is

I MATTERS TO BE CONSIDERED IN CLOSED SESSION

1. Report of the Senate Committee on Honorary Degrees Handout

On August 16, 2000, Senate approved and recommended that the Board approve the establishment of a Chair in Telecommunications Research. At that time, the Donor, Centara Corporation, had not decided on what name it wished attributed to the Chair. Subsequently, the Senate Committee on Honorary Degrees considered the donor's request to name the chair and is accordingly recommending that the chair be named the "Centara Chair in Telecommunications Research" in accordance with the donor's wishes.

It was pointed out that the preamble in the circulated report was in error and that it was, in fact, the Senate Committee on University Research that had recommended the establishment of a Chair in Telecommunications Research.

It was moved by Dean Ruth, seconded by Dr. Keselman

THAT the Chair in Telecommunications Research funded by the Centara Corporation be named the Centara Chair in Telecommunications Research.

CARRIED

September 5, 2000

Report of the Committee on Nominations

Preamble

1. The terms of reference for the Senate Committee on Nominations are found on page 10.21 of the *Senate Handbook* (1992).
2. The Committee on Nominations presented its report to Senate on June 28, 2000; however, one vacancy was left and a further nomination has since been received.

Observation

The Senate Committee on Nominations has received agreement from Professor Bonnie Trodden of the Faculty of Dentistry to serve on the Senate Committee on the Libraries.

Recommendation

That Professor Bonnie Trodden of the Faculty of Dentistry be accepted to serve on the Senate Committee on the Libraries for a three-year term ending May 31, 2003.

Respectfully submitted,

B. Dronzek, Chair
Committee on Nominations

/s

APPROVED BY SENATE: 06.09.00
BY/MOVR


UNIV. SECRETARY

NOT OFFICIAL IF NOT DATED AND INITIALED.