

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

Members Present

Dr. D. Barnard,
Chair
Dr. C. Adams
Prof. G. Anderson
Prof. John
Anderson
Prof. Judith
Anderson
Prof. B. Austin-Smith
Dean S. Baum
Dean J. Beddoes
Dean M. Benarroch
Prof. O. Botar
Very Rev. R. Bozyk
Prof. D. Brewin
Prof. F. Burczynski
Prof. A. Calder
Prof. J. Carlberg
Prof. P. Cattini
Prof. T. Chen
Ms. S. Connelly
Prof. P. Dass
Dean N. Davies
Dean J. Doering
Prof. B. Elias
Dean E. Etcheverry
Prof. T. Falkenberg
Prof. G. Fitzell
Acting Dean
H. Frankel
Prof. M. Gabbert
Prof. G. Giesbrecht
Ms. S. Gottheil
Dean N. Halden
Prof. R. Hechter
Dean G. Hepburn
Prof. D.
Hiebert-Murphy
Prof. J. Hughes
Prof. P. Hultin
Prof. T. Ivanco
Dr. D. Jayas
Ms. I. Kaur

Dr. J. Keselman
Prof. J. Kettner
Ms. A. Kilgour
Prof. W. Kinsner
Mr. P. Kochan
Mr. J. Kopp
Prof. L. Landrum
Mr. J. Lieberman
Ms. H. Loewen
Prof. D. MacPherson
Prof. S. McClement
Mr. B. McMechan
Prof. D. McMillan
Prof. A. McNicol
Mr. B. Mahatoo
Dean D. Mandzuk
Ms. K. Marcynuk
Dean J. Mulvale
Dean B. O'Connell
Prof. J. Owens
Prof. F. Parkinson
Ms. C. Plumton
Prof. D. Polyzois
Ms. E. Popowich
Dean B. Postl
Ms. A. Prychitko
Mr. C. Rivera
Ms. A. Roscoe
Mr. R. Sherbo
Ms. G. Sidhu
Prof. R. Tate
Dean J. Taylor
Mr. A. Thapa
Prof. C. Trott
Dean L. Turnbull
Dean K. Wittenberg
Prof. A. Young
Mr. J. Leclerc,
University Secretary
Dr. S. Coyston,
Recording
Secretary

Assessors Present

Mr. J. Adams

Dr. D. Collins
Ms. A. Ducas
Prof. B. Hallman
Ms. R. Kunzman
Mr. N. Marnoch
Prof. K. Matheos
Dr. J. Ristock
Prof. G. Smith
Dr. D. Stewart
Dr. M. Torchia
Ms. D. Young

Regrets

Mr. J. Arcega
Ms. P. Bachewich
Dr. J. Blatz
Prof. M. Brabston
Prof. A. Chiu
Recteur G. Csepregi
Dean E. Dawe
Mr. S. Dorge
Ms. S. Dveris
Mr. G. Farthing
Prof. J. Gilchrist
Prof. J. Guard
Prof. P. Hess
Prof. J. Honeyford
Prof. M. Hudson
Mr. J. Kearsey
Mr. K. Mann
Prof. A. MacDonell
Ms. J. McConnell
Prof. A. Menkis
Mr. H. Piyadasa
Ms. A. Robert
Prof. C. Roche
Ms. M.-J. Romaniuk
Dr. H. Secter
Dean R. Stern
Ms. H. Teklemariam
Prof. H. Unruh
Ms. R. van Ginkel
Prof. B.-C. Wang
Prof. L. Wang

Prof. D. Wirtzfeld

Absent

Ms. O. Alaka
Prof. M. Araji
Prof. T. Booth
Dean. D. Brown
Prof. M. Campbell
Prof. J. Embree
Prof. R. Eni
Prof. D. Funk
Ms. M. Furgale
Dr. G. Glavin
Dean A. Iacopino
Ms. S. Jordan
Prof. E. Judd
Mrs. V. Keown
Ms. T. McVannel
Mr. S. O'Connor
Dr. C. Ould Moulaye
Prof. T. Papakyriakou
Mr. S. Sinclair
Prof. D. Smyth
Ms. S. Tappia
Mr. Q. Watt

Also Present

Ms. C. Davidson
Ms. A. Domingo
Mr. B. Hughes
Mr. Z. Leclerc
Prof. R. Lobdell
Ms. K. McQuarrie-
Smith
Prof. B. Martin
Ms. V. Shantz
Ms. P. Trupish
Ms. S. Utsunomiya
Ms. M. Watson

The Chair informed Senate that the speaker of the Senate Executive Committee was Dean Jeff Taylor, Faculty of Arts.

The Chair thanked faculty representatives to Senate whose terms will end on May 31st. He thanked, in particular, Professor Embree (Faculty of Health Sciences), who had also served as the Senate representative on the Board of Governors for six years, and Professor Young who had represented the Faculty of Arts on Senate since 2000.

**I CANDIDATES FOR DEGREES,
DIPLOMAS AND CERTIFICATES – MAY 2015**

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A copy of the list of graduands was available at the front table for examination by members of Senate.

Mr. Marnoch said the Faculty of Graduate Studies was recommending one student for a degree notwithstanding a deficiency. The degree would be awarded posthumously to a student who had completed a significant portion of the requirements for a Ph.D. in Education.

Dean Taylor MOVED, on behalf of the Senate Executive Committee, THAT the list of candidates recommended for degrees notwithstanding a deficiency be approved.

CARRIED

Dean Taylor MOVED, on behalf of the Senate Executive Committee, THAT the list of graduands provided to the University Secretary by the Registrar be approved, subject to the right of Deans and Directors to initiate late changes with the Registrar up to May 15, 2015.

CARRIED

**II REPORT ON MEDALS AND PRIZES
TO BE AWARDED AT THE SPRING CONVOCATION**

The report was available at the front table in the Senate Chamber for examination by members of Senate.

Dean Taylor MOVED, on behalf of the Senate Executive Committee, THAT the report on medals and prizes provided to the University Secretary be approved by Senate.

CARRIED

III MATTERS TO BE CONSIDERED IN CLOSED SESSION

1. **Report of the Senate Committee on Honorary Degrees
[March 19, 2015]**
2. **Report of the Senate Committee on Honorary Degrees
[April 28, 2015]**

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

IV ELECTION OF SENATE REPRESENTATIVES

1. To the Board of Governors

Page 7

The Chair said three Senators represent Senate on the Board of Governors, at least one of who must have no administrative responsibilities greater than those of department head at the time of election. An election was required to replace Professor Embree (Health Sciences), whose term ends on May 31, 2015. Dean Halden (Environment, Earth and Resources) and Dean Taylor (Arts) currently represent Senate on the Board. The Chair noted that nominees should not have administrative responsibilities greater than those of a department head.

The University Secretary opened nominations.

On motions duly moved and seconded, Professor John Anderson (Science) and Professor Phil Hultin (Science) were nominated.

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

Professor John Anderson was declared **ELECTED** to the Board of Governors for a three-year term ending May 31, 2018.

2. To the Senate Executive Committee

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a) From amongst faculty members:

The Chair indicated that five faculty representatives were to be elected to the Senate Executive committee; four for three-year terms, to replace Professor Austin-Smith (Arts), Professor Brabston (Management), Dean Etcheverry (Health Sciences), and Professor McMillan (Health Sciences), whose terms expire on May 31, 2015, and one for a two-year term, to replace Professor Ivanco (Arts) for the remainder of her term, which expires on May 31, 2017, as she will no longer be a Senator.

The University Secretary opened nominations.

On motions duly moved and seconded, Professor Austin-Smith (Arts), Professor Brabston (Management), Professor McMillan (Health Sciences), and Professor McNicol (Health Sciences) were nominated.

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

Professor Austin-Smith, Professor Brabston, Professor McMillan, and Professor McNicol were declared **ELECTED** to the Senate Executive for three-year terms ending May 31, 2018.

The Chair said an election would be held at the June Senate meeting to fill the remaining vacancy for a two-year term.

b) From amongst Vice-Presidents, Deans of Faculties and Directors of Schools:

The Chair said one Senator was to be elected from among the Vice-Presidents, Deans of Faculties and Directors of Schools, to replace Dean Taylor (Faculty of Arts), whose term will end on May 31, 2015. Those eligible for nomination are listed on page 10 of the agenda.

The University Secretary opened the nominations.

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

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

Dean Taylor was declared **ELECTED** to the Senate Executive for a three-year term, ending May 31, 2018.

3. Election of a Student Member to the Senate Executive Committee Page 11

At the request of the University Manitoba Students' Union, the election of a student member to the Senate Executive was deferred to the June meeting.

V MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE

1. Report of the Senate Committee on Curriculum and Course Changes – Part A Page 12

The Chair said, in keeping with past practice, minor corrections to the Report of the Senate Committee on Curriculum and Course Changes should be reported to the Office of the University Secretary.

2. Report of the Senate Committee on Medical Qualifications RE: Dr. Katya Rozovsky Page 224

The Chair noted that Dr. Rozovsky's *curriculum vita* had been made available for inspection by members of Senate in the Office of the University Secretary and in the Dean's Office, College of Medicine, prior to the meeting.

3. Reports of the Executive Committee of the Faculty of Graduate Studies on Course and Curriculum Changes

a) RE: Asper School of Business (Master of Business Administration) and Department of Biochemistry and Medical Genetics [February 20, 2015] Page 225

b) RE: Department of Sociology [March 25, 2015] Page 228

4. **Academic and Program Regulations for Undergraduate Programs in Family Social Sciences** Page 229

Dean Taylor MOVED, on behalf of the Senate Executive Committee, THAT Senate approve:

- the Report of the Senate Committee on Curriculum and Course Changes – Part A;
- the Report of the Senate Committee on Medical Qualifications RE: Dr. Katya Rozovsky;
- the Reports of the Executive Committee of the Faculty of Graduate Studies on Course and Curriculum Changes:
 - RE: Asper School of Business (Master of Business Administration) and Department of Biochemistry and Medical Genetics [February 20, 2015]
 - RE: Department of Sociology [March 25, 2015];
- Academic and Program Regulations for Undergraduate Programs in Family Social Sciences.

CARRIED

VI **MATTERS FORWARDED FOR INFORMATION**

1. **2015-2016 List of Senate Members** Page 231
2. **Schedule of Meetings and Agenda Availability for Senate and Senate Executive Committee** Page 236
3. **Annual Reports of Standing Committees of Senate**
- a) **Academic Computing** Page 237
 - b) **Academic Dress** Page 239
 - c) **Academic Freedom** Page 240
 - d) **Academic Review** Page 241
 - e) **Admissions** Page 242
 - f) **Admission Appeals** Page 244
 - g) **Appeals** Page 245
 - h) **Approved Teaching Centres** Page 246
 - i) **Awards** Page 247
 - j) **Calendar** Page 252
 - k) **Curriculum and Course Changes** Page 253
 - l) **Honorary Degrees** Page 254
 - m) **Instruction and Evaluation** Page 255
 - n) **Joint Master's Programs** Page 257
 - o) **Joint Master's Programs Appeals** Page 258
 - p) **Libraries** Page 259
 - q) **Medical Qualifications** Page 260
 - r) **Nominations** Page 261
 - s) **Planning and Priorities** Page 262
 - t) **Rules and Procedures** Page 264

u) **University Research** Page 265

Standing Committees of Senate are required to report at least once a year unless otherwise specified in the terms of reference. The Chair referred Senators to the annual reports for standing committees of Senate, for the year 2014-2015, that were circulated with the agenda.

4. **Report of the Senate Committee on Awards – Part A [March 31, 2015]** Page 267

5. **Request for Suspension of Admissions in the Master of Science in Textile Sciences** Page 290

The Chair said a request had been received from the Dean, Faculty of Graduate Studies to suspend admissions to the Master of Science in Textile Sciences. He said the request had been provided to Senate for consultation prior to the President making a decision.

6. **Report of the Senate Committee on Appeals** Page 292

7. **Recommendation to Extend Suspension of Admissions to Three Human Ecology Programs** Page 294

8. **Report of the Senate Committee on Academic Review RE: Undergraduate and Graduate Program Reviews [March 10, 2015]** Page 296

9. **Report of the Senate Committee on Curriculum and Course Changes RE: Revised Undergraduate Curriculum and Course Change Forms and Guidelines for Completion of Undergraduate / Certificate Course and Curriculum Changes** Page 297

10. **Items Approved by the Board of Governors, on March 18, 2015** Page 338

11. **Items Approved by the Board of Governors, on April 14, 2015** Page 339

VII **REPORT OF THE PRESIDENT**

1. **President's Report** Page 340

Dr. Barnard said the provincial budget had been released following the April Senate meeting. He reported that it appears that the University would receive a 2.4 percent increase to its operating grant, which is less than the 2.5 percent that had been expected. In addition to the operating increase, the University would receive targeted funds for the Master of Social Work in Indigenous Knowledges, Engineering enrolment, and capital funds for postsecondary institutions, which have yet to be allocated to the various institutions in the province.

Observing that the 4 percent budget cuts would not be made uniformly across all units, Professor Gabbert asked when faculties and schools would be advised of the extent of the budget cuts for their particular unit. It was noted that this information would be communicated to the University community following the Board of Governors meeting on May 19th.

Professor Gabbert asked if Senate could receive information on how and where cuts have been made, how funds might have been redistributed, and how the budget decisions that have been taken reflect the University's strategic planning process. He suggested that it would be important for Senate to receive this information in order to have informed discussions of the University's strategic plans and academic priorities, more generally, in future. The Chair agreed that Senate might receive a report on these things at a future meeting.

**2. Strategic Enrolment Management Goals:
Spring 2015 Assessment**

Ms. Susan Gottheil and Dean Doering, co-Chairs of the Strategic Enrolment Management Planning (SEMP) Committee made a presentation on "Strategic Enrolment Management Goals: Spring 2015 Assessment". A copy of the presentation is appended to the minutes of the meeting. Ms. Gottheil recalled that, when Senate and the Board of Governors had approved a Strategic Enrolment Management Planning Framework in 2013 (Senate, June 19, 2013), the SEMP Committee had committed to report annually to Senate and to the Board on progress made toward five- and ten-year targets for enrolment and student outcomes.

Ms. Gottheil said total student enrolment was approaching 30,000 students, as of November 1, 2014, which is close to the University's target of 32,000 students. She observed that enrolment has plateaued in the last two years and is expected to decline at the undergraduate level, in particular, as demographic changes in the province and country will lead to fewer students entering universities from high school.

Ms. Gottheil reported that, as of November 1st, total undergraduate student enrolment was 25,298 students, which is approaching the target of 25,600 students.

Ms. Gottheil recalled that the University had set a target of 90 percent for undergraduate retention rates from first year to the second year, for students who enter as full-time students. The persistence rate has increased in recent years to 86.6 percent, which is somewhat lower than the average of 90.1 percent for the U15 universities.

Ms. Gottheil said it might not be possible for the University to meet its five-year target of 60 percent undergraduate graduation after six years. She reported that only 51.1 percent of the 2007 undergraduate student cohort had graduated after six years. Ms. Gottheil said that, compared to undergraduate student populations at other U15 institutions, undergraduate students at the University of Manitoba are somewhat older, a greater proportion are married, have children or other dependents, are working, and are working longer hours. The differences are not

marked, however, and cannot fully account for the much lower graduation rate at the University of Manitoba relative to the U15 average.

Dean Doering reminded Senators that the University has set a graduate enrolment target of 6,400 students, which would be equivalent to 20 percent of the target of 32,000 for total student enrolment. He said that, following a period of modest growth, graduate enrolment had levelled off in the last two years. As of November 1, 2014, graduate enrolment totaled 3,719 students. Approximately one-third are Doctoral students (1,049) and two-thirds are Master's students (2,473).

Dean Doering said only two of the U15 universities have smaller graduate student populations than the University of Manitoba. The ratio of Doctoral to Master's students at the University (0.4), which remained stable between 2010 and 2012, is also lower than the U15 average (0.5), which was also stable over the same period.

Dean Doering recalled that the University had set a five-year target for 80 percent Master's student graduation after five years. He reported that 77 percent of the 2007 Master's student cohort, including full- and part-time students in research-based programs, had graduated after five years. The average for the U15 universities is 84 percent. Although there are only a few years of data, for the 2005 through 2007 cohorts, they suggest that the University is moving in the right direction on this target.

Dean Doering said additional work would be required if the University is to meet its five-year target of a mean of 7 terms-to-completion for a Master's degree. Referring to data for the 2007 cohort (mean = 8.9 terms), he observed that, on average, Master's students took two more terms or eight additional months to complete their degrees compared to the mean for the U15 (6.8 terms). This statistic had remained stable for the 2005 through 2007 cohorts, for both the University and the U15 universities.

Referring to data for the 2003 cohort, Dean Doering reported that the Doctoral graduation rate after 9 years is 71 percent, which is higher than the U15 average of 70 percent. Both the University and the U15 averages have remained relatively stable for the 2001 through 2003 cohorts.

Dean Doering said the number of terms-to-completion for Doctoral students (16.3 terms) is slightly higher than the U15 average (16.0 terms). These data have remained relatively stable in recent years.

Ms. Gottheil said it is unlikely that the University will reach its five-year targets for Indigenous enrolment by 2018. She reminded Senators that the University has set targets to increase Indigenous student enrolment to 10 percent of undergraduate enrolment and 5 percent of graduate enrolment. She reported that Indigenous student enrolment has increased each year since 2010 and currently accounts for 7.4 percent of total student enrolment at the University, 7.9 percent of undergraduate enrolment, and 4.2 percent of graduate enrolment. Ms. Gottheil said it will be necessary to consider how to scale up efforts to increase

Indigenous student enrolment in order to make additional progress toward the enrolment targets.

Ms. Gottheil said the University has exceeded its five-year targets for international student enrolment, which were established as 10 percent of undergraduate enrolment and 20 percent of graduate enrolment. As of November 1, 2014, international undergraduate enrolment was 3,399 students or 13.4 percent of total undergraduate enrolment, and international graduate enrolment was 1,007 students, which is equivalent to 27.1 percent of total graduate enrolment. The trend for steep growth in international student enrolment in recent years (2010 – 2014) is not expected to change in the near future.

Ms. Gottheil observed that the undergraduate retention rates from the first to second years are not as strong for Indigenous students (77.4 percent for the 2012 cohort) compared to all undergraduate students (86.6 percent), but the retention rates did increase between each of the cohorts represented in the data (2010 through 2012).

Referring to data for the 2007 cohort, Ms. Gottheil said the undergraduate Indigenous graduation rate after 6 years was 27.3 percent, which is markedly lower than the persistence rate from the first to second year. Although the persistence and graduation rates for all undergraduate students are higher, the same pattern is evident. Ms. Gottheil said it would be important to determine what factors have led to the discrepancy in student outcomes between the first and subsequent years of students' undergraduate studies.

Ms. Gottheil said international undergraduate students graduation rate after 6 years is higher than that for all other undergraduate students, but data for the 2005 through 2007 cohorts show that the graduation rate for this group of students is declining. She said it would be necessary to determine what factors might account for the decline.

Ms. Gottheil said a number of the University's strategic enrolment management goals would not be achievable without more intentional planning and additional resource allocations, including financial and human resources. In particular, more data, including data at the faculty- and program-levels, are required to determine the factors underpinning student behaviour and student outcomes and to facilitate unit-level strategic enrolment management planning.

Ms. Gottheil made a number of observations regarding enrolment goals and planning. First, as current undergraduate and graduate international student enrolment exceeds the goals set out the SEMP Framework, she said it would be necessary to consider whether the University should revise these targets or perhaps set a cap on international student enrolment. Second, it would be necessary to take into account online and distance enrolment and to integrate these into strategic enrolment management planning. Third, Ms. Gottheil said the policy on Enrolment Limitations, which was established in 1971, would be revised. The revised policy, which would also include procedures with criteria for setting and adjusting enrolment targets for programs, would be brought to Senate for its consideration in the Fall.

With respect to undergraduate student outcomes, Ms. Gottheil said revised policies dealing with voluntary and authorized withdrawals, limited access, and grade point averages, which would be brought to Senate in future, are expected to impact the culture at the institution that has led to large numbers of students dropping courses, which, in turn, has led to longer times-to-completion. In terms of graduate student outcomes, Ms. Gottheil said the focus would be on reducing time-to-completion and developing strategies to increase graduate student funding.

Ms. Gottheil said the SEMP Committee is currently developing a SEM Implementation Plan that outlines strategies that would be implemented in order that progress can be made on the SEM goals. She indicated that the document would be posted on the Provost's webpage and invited Senators to volunteer to participate in implementing the strategies set out there. Ms. Gottheil said the SEMP Committee would continue to report annually to Senate and the Board.

With reference to the undergraduate graduation rate after six years, Professor McMillan asked whether exit interviews or follow-up surveys are carried out to ascertain whether or not students who do not graduate go on to complete postsecondary studies at other institutions. Ms. Gottheil replied that research in other jurisdictions shows that exit surveys are not an ideal tool, as students who are leaving any given institution are not necessarily willing to provide a lot of information. She said the province has completed two exit surveys. These suggest that 40 percent of students who do not graduate eventually do attend postsecondary institutions in other provinces and roughly 50 percent go on to college, which suggests that many of the students who leave do so because the undergraduate program in which they were enrolled was not a good fit for them. Ms. Gottheil said the University might review how undergraduate students and particularly University 1 students, who have not declared a major program, are advised. She suggested that these students might require more structure so they do not get off track in their program.

Professor John Anderson asked how much flexibility exists for setting SEM targets for individual programs, particularly where enrolment trends for those programs are counter to broader enrolment trends. He said the Computing Research Association's annual Taulbee Survey showed a 27 percent increase in undergraduate enrolment in computer science programs in North America over the previous year. Comparable enrolment increases have occurred in Computer Science programs at the University of Manitoba. Referring to the President's remarks concerning additional revenue for Engineering programs, he expressed a concern that there are not similar provisions for engineering-like programs, including Computer Science programs, in other faculties. Dr. Keselman replied that, at this point in time, the SEMP Committee is concerned with targets for faculties and schools and has yet to determine appropriate enrolment targets for programs. Ms. Gottheil indicated that the SEM Implementation Plan includes a recommendation to establish program targets. She observed that the additional funding directed to the Faculty of Engineering is an external allocation from the province rather than an internal allocation.

Professor Kettner suggested that, rather than using U15 averages as the targets for the various metrics for enrolment and student outcomes, more thought might

be given to establishing targets that are appropriate for, and specific to, the University and its students. He reasoned that, if the University admits students who require more support, it might be expected that some of these students will not graduate. He suggested there are societal factors outside of the University's control that would have to be resolved before it could reach some of its targets, including targets for Indigenous enrolment and student outcomes. Professor Kettner asked if the University has sufficient resources to complete the analysis required to understand factors that lead to low undergraduate retention and graduation rates. Ms. Gottheil replied that resources are always an issue. She said the University would make resources available if it thinks it is important to understand the persistence and graduation rates. Ms. Gottheil observed that most students enter the University with admission averages of 70 percent or higher. While some might not be as prepared as they could be for university-level studies, these are not weak students, as evidenced by 90 percent retention rates between the first and second years. Ms. Gottheil said stereotypes of Indigenous students should not be perpetuated. She observed that Indigenous students also enter the University with strong admission averages. She said the University should serve all of its students and should take some responsibility for ensuring that its students are successful.

Professor Chen asked what percentage of international students enter the University under articulation agreements. Observing that these students do not spend as many years at the University, she asked whether this might be a factor in higher graduation rates for undergraduate international students. Professor Chen asked if there are plans to compare graduation rates for students in different types of programs, including, for example, three- and four-year degrees, advanced major, and honours programs, to determine whether students leave between Years 2 and 3 or between Years 3 and 4 of their programs. Ms. Gottheil said research based on institutions in the United States shows there is a complex set of factors that affect student progression, including how many courses students drop, for example, that determine whether or not students will complete their programs.

In response to a question, Ms. Gottheil said it would be necessary to also look at retention and graduation rates for part-time students. The metrics for retention and graduation that were reported on in the presentation take into account only those students who entered the University as full-time students. She acknowledged that some of these students do drop to part-time registration or move between full- and part-time studies through the course of their programs.

Professor Judy Anderson asked whether the SEMP Committee had looked at undergraduate graduation rates after six years, for years prior to and following the introduction of University 1. Ms. Gottheil replied that it is difficult to analyse and compare University 1, as University 1 students are difficult to track. One of the recommendations in the SEM Implementation Plan is to look more closely at University 1 to determine what its original objectives were and whether or not it is meeting those objectives. Dr. Collins said a detailed review has not been done, but the data that have been considered do not show that University 1 has had a major positive benefit on student outcomes. He said that, in order to understand retention and graduation rates, it would be necessary to look at times-to-completion at the program level, as there is considerable variability between

programs. The exercise would be complicated by the fact that, because of University 1, many programs do not have a defined starting point.

Professor Hultin contended that increasing graduate student enrolment in the bench sciences will depend entirely on increasing research support for graduate students. He said the artificial distinction the University has drawn between academics and research must be erased, as support for research is support for graduate students. Professor Hultin said it would also be necessary to look at student demographics, observing that, in the Department of Chemistry at least, the number of applicants to its graduate programs from other Canadian universities is extremely small. He attributed the dearth of applicants to graduate student stipends that are not competitive with those at other places, which relates to lower salaries for teaching assistants than at other universities. Dean Doering reminded Senators that, over the previous several years, the University had reallocated \$4.2 million to graduate student support. He observed that approximately one half of domestic graduate students at the University completed their undergraduate degrees at other Canadian institutions.

Professor Hultin acknowledged that the University has allocated additional funds for graduate student support. He contended that because of the timing of the funding offers to students, they cannot be used as recruitment tools, as it is not possible to guarantee applicants that they will receive any funding before they arrive at the University. Dean Doering replied that the Faculty of Graduate Studies communicates preliminary allocations for the University of Manitoba Graduate Fellowships (UMGFs) to units in January. The Faculties of Arts and Science have elected to allocate the UMGFs on a faculty-wide basis, which seems to inhibit the ability for these faculties to quickly determine the number of UMGF awards that will be allocated to each unit. In the case of all other faculties and schools, the UMGF allocations are communicated directly to the unit heads, who can then use the awards as recruitment tools when offers of admission are made in January. Dean Doering said, because the Faculty of Graduate Studies has removed all restrictions on Graduate Enhancement of Tri-Council Stipends (GETS), it can guarantee that it can offer two years of graduate student support where the supervising faculty member has two years of Tri-Council funding.

Dr. Barnard observed that, relative to its peer institutions, the University of Manitoba receives lower levels of funding for graduate student support from the provincial government. He said the University makes the point to the province each year that, if it wants to be serious about supporting the University, there must be a comparable level of graduate student support, including direct support for graduate students in addition to operating grants.

Mr. Rivera asked whether graduation rates would be affected were budget cuts to lead to cancellations of courses and course sections. Ms. Gottheil said the University could monitor and report on any impacts. Dr. Collins said budget allocations have been made to prevent or to minimize the need to close course sections as a consequence of budget cuts.

VIII QUESTION PERIOD

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

The following question was received from Ms. Imreet Kaur, student Senator, Faculty of Arts:

In the April 30th meeting with Student Action Network, administration acknowledged that the proposed budget cuts were not directly mentioned in the “over 50 input sessions” they organized with students; while the budget cuts have been discussed in the Student Experience Committee that committee does not pass motions nor does it make binding decisions; and all of the budget discussions in the Budget Advisory Committee are held in closed session so that student representatives are not able to share budgetary information and consult on student perspectives before the budget is already fully drafted and presented to the Board of Governors. How are these methods considered to be genuine student consultation?

Dr. Barnard said engaging with the community and particularly with students is a priority. He noted that the input sessions referenced by Ms. Kaur involved more than 1,200 members of the University, whose input had directly contributed to the Strategic Plan endorsed by Senate and the Board of Governors. The purpose of the Plan is to define the University’s priorities for a five-year period and to set a context for making decisions about where the University will focus its time, efforts, and resources. The budget planning process is a one-year exercise that determines what resources are available in any given year. The Strategic Plan is used in the budget process to guide decisions about how resources are distributed. The practice of using multi-year strategic plans for decision-making, whatever the financial context, is also used at other universities and organizations. Dr. Barnard said that the University community, which included student participants, had a sophisticated understanding of the constraints of the current financial context when developing the Strategic Plan, which is evidenced by repeated references to that context in the document. With respect to the budget, Dr. Barnard said there had been considerable consultation and transparency this year. Consultations began early in the process and included a town hall that was open to students, presentations to deans, directors, and associate deans, and discussions at a number of bodies that have student representation, including the Budget Advisory Committee and the Student Experience Committee. Throughout the process, there had been a consistent message that the University’s costs are rising more quickly than its revenue. Dr. Barnard said that, with respect to decision making, the final decision on the budget is made by the Board of Governors, which has twenty-three members including six student members, three faculty members, and the President as the only representative of Administration. He suggested that the voice of students is well-represented in informal and formal settings, in both consultative and decision-making processes.

Professor Gabbert asked if the President could provide Senate with an update on any steps that had been taken since the last meeting to address matters in the Department of Economics. Dr. Barnard reported that an Acting Head had been appointed. He said that he, Dr. Keselman, and Dean Taylor had met with members of the Department and the Acting Head. The Department had indicated support for the Dean’s plan to establish

a working group that will make recommendations on how to move forward with a decision taken by the Department to divide the Department.

Observing that the majority in the Department had taken a decision to split from the minority, Professor Gabbert asked if administration was working with the unit to decide how to split the Department. Dr. Barnard said the Department Council had approved a motion to divide the Department. He invited Dean Taylor to comment further.

Dean Taylor confirmed that the Department had passed a motion to divide the Department. This had occurred while the headship search was ongoing. Dean Taylor reported that he had decided not to appoint either of the two candidates for the headship and to appoint Professor Lecce as Acting Head for at least one year. Professor Lecce is a member of the Department of Political Studies and the Associate Dean Undergraduate Studies (Social Sciences). Dean Taylor said he would establish a working group, with equal representation from both groups, to explore, in good faith, both the question of dividing the Department and the best way forward, to ensure that students and faculty continue to flourish and to be successful in various approaches to the discipline. He said it remains to be seen what “to divide” means, but it does not necessarily mean that one group would be removed from the Department.

Professor Gabbert asked whether it is possible that there would continue to be one single department or whether that option would be ruled out in advance. Dean Taylor said it would not be ruled out. He indicated that, if the working group were to make a recommendation to divide the Department, the recommendation would be considered the Department Council, the Faculty Council of Arts, Senate, and the Board of Governors, so it would be a collegial process.

Professor Gabbert asked, and Dean Taylor confirmed, that one possibility is that the Department would remain as one unit.

IX CONSIDERATION OF THE MINUTES OF THE MEETING OF APRIL 1, 2015

Professor Gabbert observed that the President’s remarks concerning the Department of Economics had been recorded verbatim in the minutes of two recent Senate meetings. He raised an objection that statements that he and others had made at the April meeting, which was the first time that Senators had an opportunity to respond to the President’s remarks, are not included as verbatim accounts in the minutes.

Mr. Leclerc said the University Secretary’s Office had considered how to record a discussion such as the one Senate had had on the Department of Economics. He said the Senate meeting rules stipulate that the minutes should be written in a narrative style and noted that minutes are not intended to be a transcript of a meeting. He suggested that the minutes of the meeting capture the tone and main points of the discussion in question but indicated that he would take Senate’s direction.

Professor Gabbert suggested that an exception should be made, to allow members’ comments to be recorded verbatim in this case, as the President’s comments had been so recorded. Several other members agreed. It was noted that the Senate meeting rules do not specifically preclude verbatim transcripts of discussions. It was suggested that written statements might be appended to the minutes. Professor Austin-Smith asked if

members could not indicate that they would like to read a statement into the minutes. She suggested that this practice is permitted by some other organizations. Mr. Leclerc said he would look into the question raised and report back to Senate, noting that it is not something Senate has typically dealt with.

Dean Wittenberg expressed a concern about the possibility of including additional written materials and the time it would take for Senate to review those. She observed that Senators had been present at the April meeting and had heard the statements. She contended that the distribution of additional materials would reflect a lack of efficiency and participation.

Consideration of the minutes of the April 1, 2015 meeting was deferred to the next meeting. The University Secretary agreed to respond to the questions raised and re-draft the minutes, informed by the discussion.

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

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

1. **Report of the Senate Executive Committee** Page 348

Dean Taylor said that Senate Executive met on April 29, 2015. Comments of the committee accompany the reports on which they were made.

Dean Taylor reported that Senate Executive had re-appointed Professor McNicol to serve as Chair of the Senate Committee on Appeals and Professor Alward to serve as Vice-Chair. Dean Mandzuk and Professor Hann had been re-appointed as Chair and Vice-Chair, respectively, of the Senate Committee on Admission Appeals. All of these appointments are for three-year terms.

Dean Taylor said the committee had made a recommendation on nominations to the Senate Committee on Nominations, to replace three members whose terms will end on May 31st. Two vacancies for academic staff remain. One is for a representative of Agriculture, Environment, Earth, and Resources, and Human Ecology, and one for a representative of Libraries and Student Affairs. There are also two vacancies for student members. Nominations will be brought forward to an upcoming meeting of Senate.

Dean Taylor MOVED, on behalf of the Senate Executive Committee, THAT the following nominations to the Senate Committee on Nominations be approved by Senate for three-year terms beginning June 1, 2015 and ending on May 31, 2018:

- **Professor Sandra Kouritzin (re-appointment), representing Education;**
- **Professor Gordon Fitzell (new appointment, Senator), representing Music;**
- **Professor Helen Cameron (re-appointment) representing Science.**

CARRIED

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

Ms. Ducas said the committee had completed deliberations on a proposal for an articulation agreement between the University of Manitoba, Faculty of Engineering, and UCSI University, Kuala Lumpur. The proposal will be brought to Senate in due course.

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

1. **Report of the Senate Committee on Awards – Page 352
Part B [March 31, 2015]**

Professor Hultin MOVED, on behalf of the committee, THAT Senate approve and recommend to the Board of Governors the Report of the Senate Committee on Awards – Part B [dated March 31, 2015].

CARRIED

2. **Recommendation from the Acting Dean Page 364
to Close the Faculty of Human Ecology**

Acting Dean Frankel recalled that, over the previous year, Senate had approved proposals to either transfer departments in the Faculty of Human Ecology to other faculties or to amalgamate them with departments in other faculties and colleges. He said Senate was being asked to consider a recommendation to close the Faculty of Human Ecology, effective July 1, 2015, as all of the departments will have moved to their new homes by that date.

Acting Dean Frankel MOVED, seconded by Professor Giesbrecht, THAT Senate approve and recommend that the Board of Governors approve, a recommendation from the Acting Dean to close the Faculty of Human Ecology, effective July 1, 2015.

CARRIED

3. **Proposal from the Faculty of Science RE: Revised Page 366
Entrance and Continuation Requirements,
B.Sc.(Maj.) Programs**

a) **Report of the Senate Committee on Page 370
Instruction and Evaluation**

Professor Ristock said the committee had endorsed a proposal from the Faculty of Science to require a minimum Degree Grade Point of Average of 2.0 for entrance to, and continuation in, all Bachelor of Science (Major) programs. The proposal addresses a concern raised by the Senate Committee on Curriculum and Course Changes (SCCC) that different Grade Point Averages were being used to assess students in different programs.

b) **Report of the Senate Committee on Curriculum and Course Changes**

Page 372

Professor Smith said the committee had reviewed changes to the Academic Calendar that relate to the proposal. He said the committee is recommending the changes to Senate.

Professor Smith MOVED, on behalf of the committees, THAT Senate approve the Reports of the Senate Committee on Instruction and Evaluation and the Senate Committee on Curriculum and Course Changes concerning revised Entrance and Continuation Requirements for the Bachelor of Science (Major) programs, Faculty of Science, effective September 1, 2015.

CARRIED

4. **Reports of the Senate Committee on Admissions**

a) **RE: Revised Admissions Policy for the Undergraduate Medical Education Program, College of Medicine**

Page 373

Ms. Gottheil said the College of Medicine is proposing to amend the admissions policy for the Undergraduate Medical Education program, in order to increase the diversity of both the applicant pool and the Medicine class and to increase the number of spaces in the program for Manitoba residents. The revised policy includes specific reference to the under-representation of individuals from low socio-economic backgrounds.

Ms. Gottheil MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Admissions concerning a revised Admissions Policy for the Undergraduate Medical Education Program, College of Medicine, effective for the September 2016 intake.

CARRIED

b) **RE: Revised Admissions Policy for the Bachelor of Nursing Program, College of Nursing**

Page 394

Ms. Gottheil said the College of Nursing is proposing to revise the admissions policy for the Bachelor of Nursing (B.N.) program, which is a very competitive program, to specify that individuals who have previously graduated from a Canadian or American institution with a B.N. or equivalent degree would not be eligible. She explained that graduates of a B.N. program who fail the national registration examinations three times must repeat a B.N. program. Ms. Gottheil said the committee supports the proposal.

Professor McMillan said that individuals who fail the registration examinations twice are required to do remediation, so they are provided with support before attempting the examinations a third time.

Ms. Gottheil MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Admissions concerning a revised Admissions Policy for the Bachelor of Nursing program, College of Nursing, effective for the September 2016 intake.

CARRIED

5. Reports of the Senate Committee on Curriculum and Course Changes

- a) **Part B - Major Curriculum Revisions, Department of Mathematics, Faculty of Science** Page 396

Professor Smith said the Faculty of Science is proposing curriculum changes to programs offered by the Department of Mathematics, as a result of an undergraduate program review completed in 2009. An extensive set of changes to courses and curricula are proposed. A number of course and program changes have wider implications for programs across the University.

Professor Smith MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Curriculum and Course Changes concerning Major Curriculum Revisions, Department of Mathematics, Faculty of Science, effective September 1, 2015.

CARRIED

- b) **Modifications to the Basic Faculty Regulations for the B.A. General, Advanced, and Honours Degrees concerning the Science Requirement, Faculty of Arts** Page 471

Professor Smith said the Faculty of Arts has, for many years, required that students complete 6 credit hours of coursework in the Faculty of Science, as part of the requirements for a Bachelor of Arts degree. Given, first, that students now have options to complete courses outside of the Faculty of Science that include science content and, second, that some students transfer into the Faculty having already completed such courses in other faculties, the Faculty of Arts is proposing to amend its regulations to require that students complete a minimum of 6 credit hours from a list of courses that would satisfy the Bachelor of Arts science requirement.

Professor Smith indicated that the recommendation made at the end of the report should also refer to the Bachelor of Arts Integrated Studies.

Professor Smith MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Curriculum and Course Changes on modifications to the Basic Faculty Regulations for the Bachelor of Arts General, Advanced, Honours, and Integrated Studies Degrees concerning the science requirement, Faculty of Arts, effective September 1, 2015.

CARRIED

6. **Reports of the Senate Committee on Instruction and Evaluation**

- a) **RE: Proposed Policy on Non-Academic Requirements for Graduate Nursing Programs** Page 489

Dr. Ristock said the College of Nursing is proposing to establish a policy to require that students admitted to graduate Nursing programs demonstrate they have met a number of non-academic requirements, to ensure that students who will complete a practicum at a Winnipeg Regional Health Authority (WHRA) facility are compliant with requirements of the WRHA.

Dr. Ristock MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Instruction and Evaluation concerning a proposed Policy on Non-Academic Requirements for Graduate Nursing Programs, effective September 1, 2015.

CARRIED

- b) **RE: Revised Policy on Immunization for the Bachelor of Nursing Program, College of Nursing** Page 492

Dr. Ristock said the College of Nursing currently has a policy on Immunization for the Bachelor of Nursing program, but students do not always comply. The revised policy has clearer deadlines and also sets out consequences for students who fail to obtain an influenza vaccination by the appropriate deadline. The intent is to reduce the transmission of the influenza virus to patients.

Dr. Ristock MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Instruction and Evaluation concerning revisions to the policy on Immunization for the Bachelor of Nursing Program, College of Nursing, effective September 1, 2015.

CARRIED

- c) **RE: Revised Policy on Cardiopulmonary Resuscitation (CPR) Certification for the Baccalaureate Program for Registered Nurses, College of Nursing** Page 496

Dr. Ristock said the revised policy on Cardiopulmonary Resuscitation (CPR) Certification for the Baccalaureate Program for Registered Nurses (BPRN) stipulates deadlines by which students must demonstrate their CPR certification is current and sets out consequences for students who fail to comply. The revised policy for the BPRN program is consistent with similar policies for other programs offered by the College of Nursing.

Dr. Ristock MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Instruction and Evaluation concerning revisions to the policy on Cardiopulmonary

Resuscitation (CPR) Certification for the Baccalaureate Program for Registered Nurses, College of Nursing, effective June 1, 2015.

CARRIED

7. **Report of the Senate Committee on University Research** Page 499
RE: Periodic Review of Research Centres and Institutes:
University of Manitoba Transport Institute

Dr. Jayas MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on University Research, on the periodic review of the University of Manitoba Transport Institute, regarding a recommendation that the Institute be granted an additional six-month extension, ending December 31, 2015.

CARRIED

XIII ADDITIONAL BUSINESS - none

XIV ADJOURNMENT

The meeting was adjourned at 3:24 p.m.

These minutes, pages 1 to 20, combined with the agenda, pages 1 to 499, and the presentation, Strategic Enrolment Management Goals: Assessment, Spring 2015, comprise the minutes of the meeting held on May 13, 2015.

Strategic Enrolment Management Goals:

Assessment

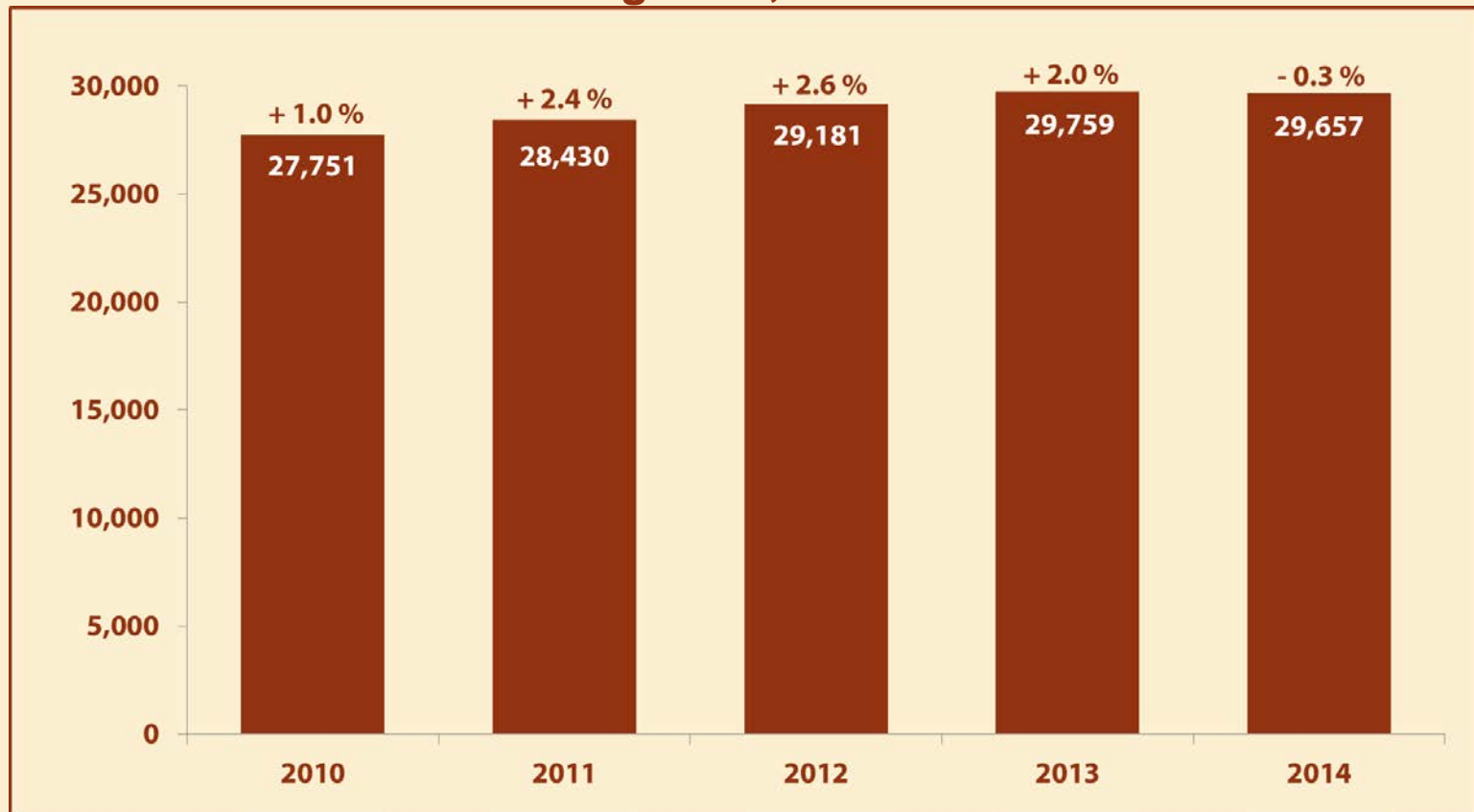
Spring 2015

Presentation to Senate

May 13, 2015

Total Student Enrolment Trends (as at November 1)

Target: 32,000



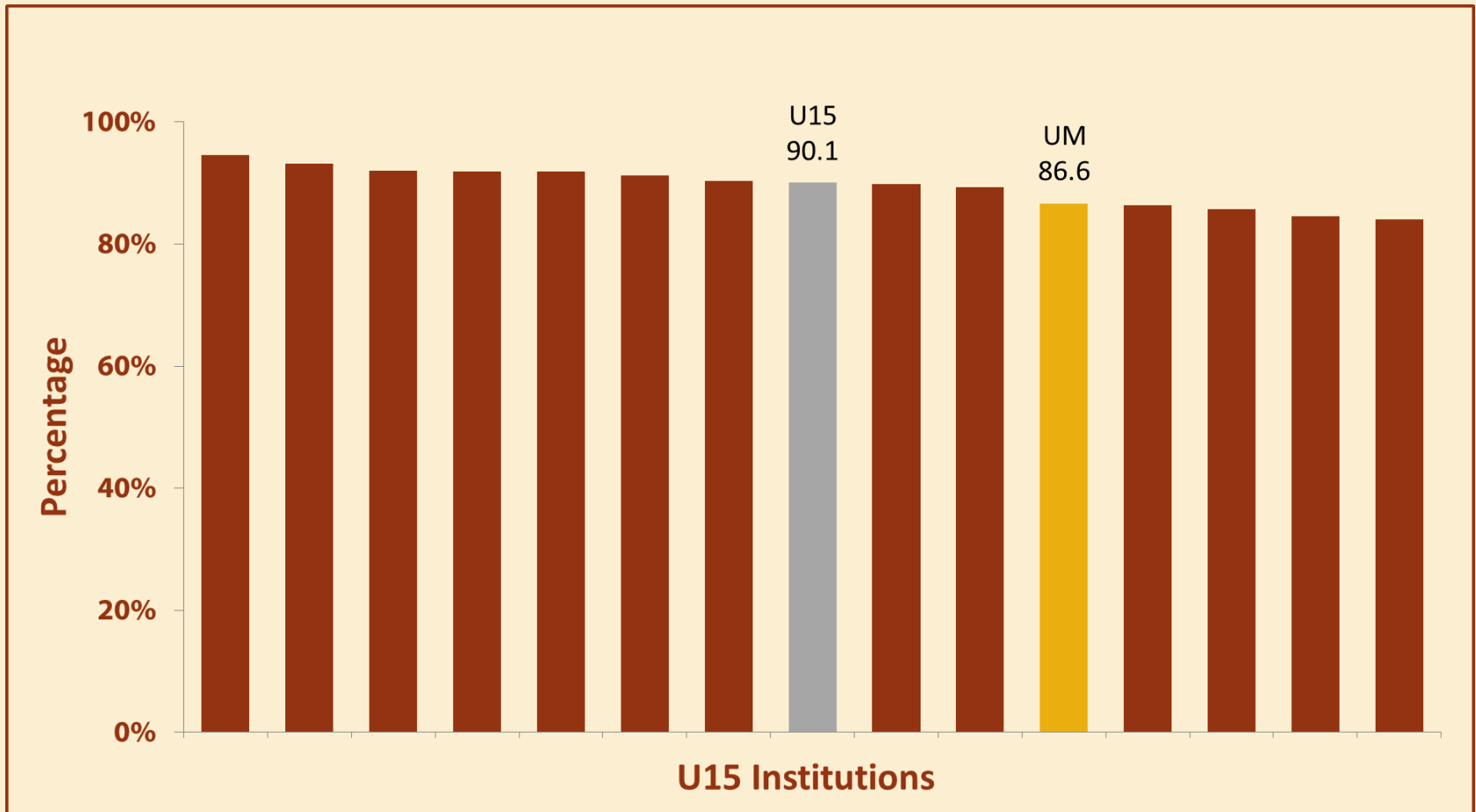
Total Undergraduate Student Enrolment Trends (as at November 1)

Target: 25,600



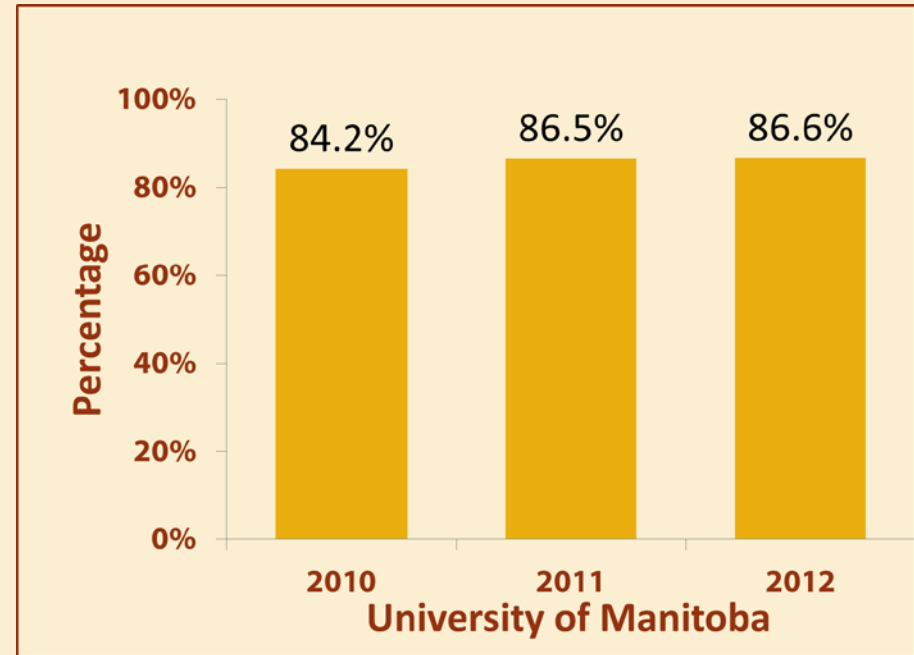
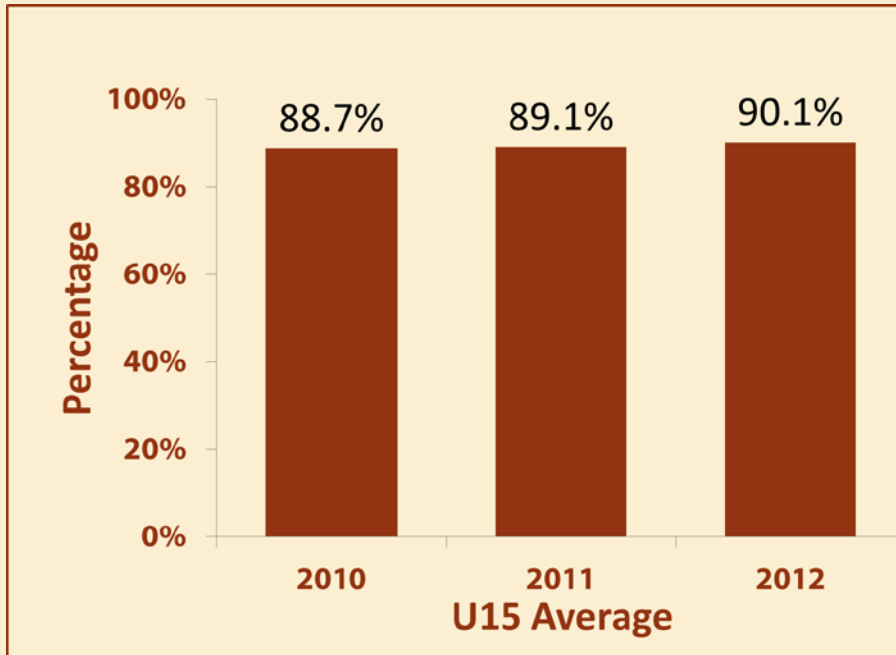
Undergraduate Retention Rates – First to Second Year U15 Institutions (2012 cohort)

Target by 2018: 90%



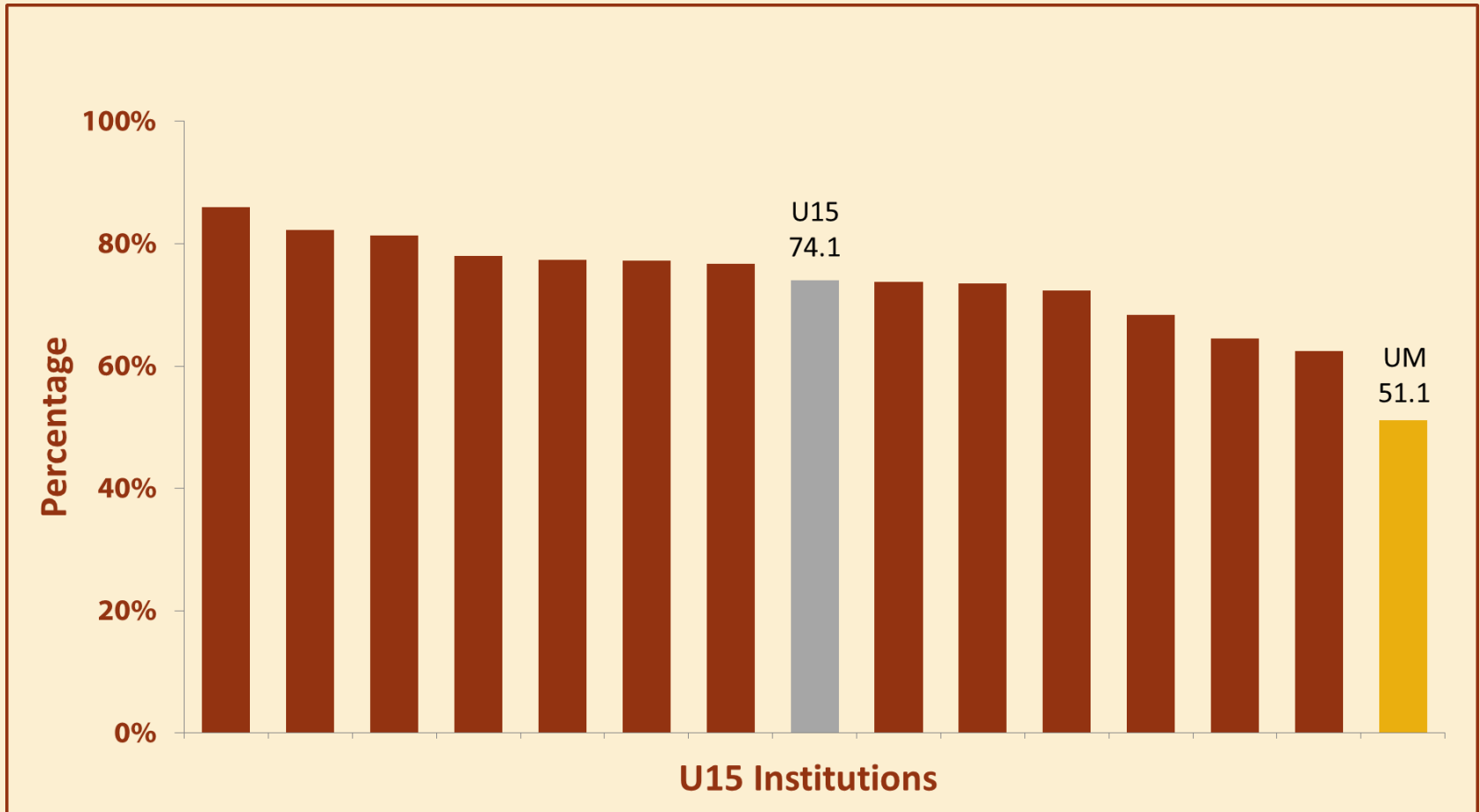
Undergraduate Retention Rates – First to Second Year

Target by 2018: 90%



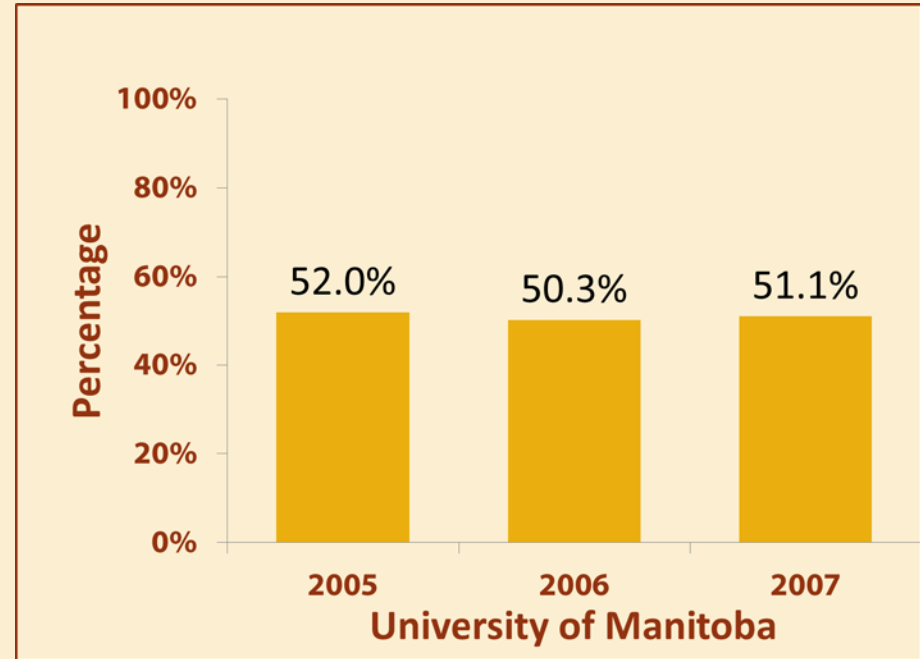
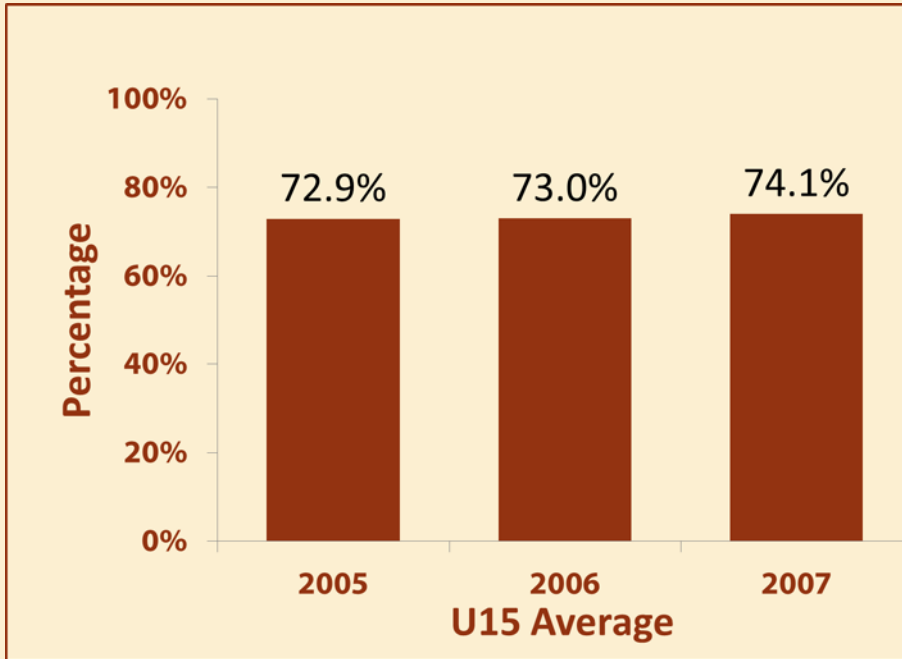
Undergraduate Graduation after 6 Years – U15 Institutions (2007 cohort)

Target by 2018: 60%



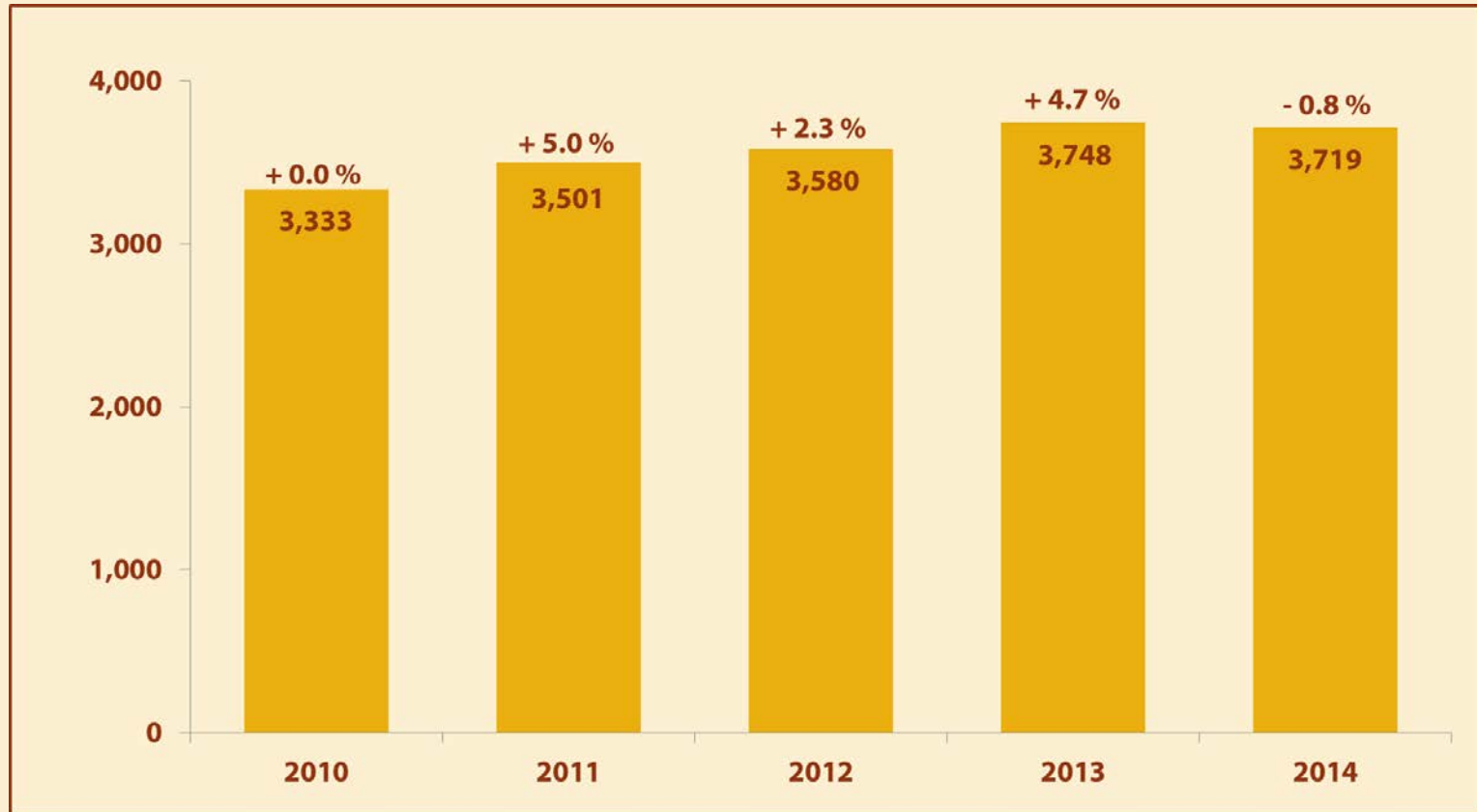
Undergraduate Graduation after 6 Years

Target by 2018: 60%



Total Graduate Student Enrolment Trends (as at November 1)

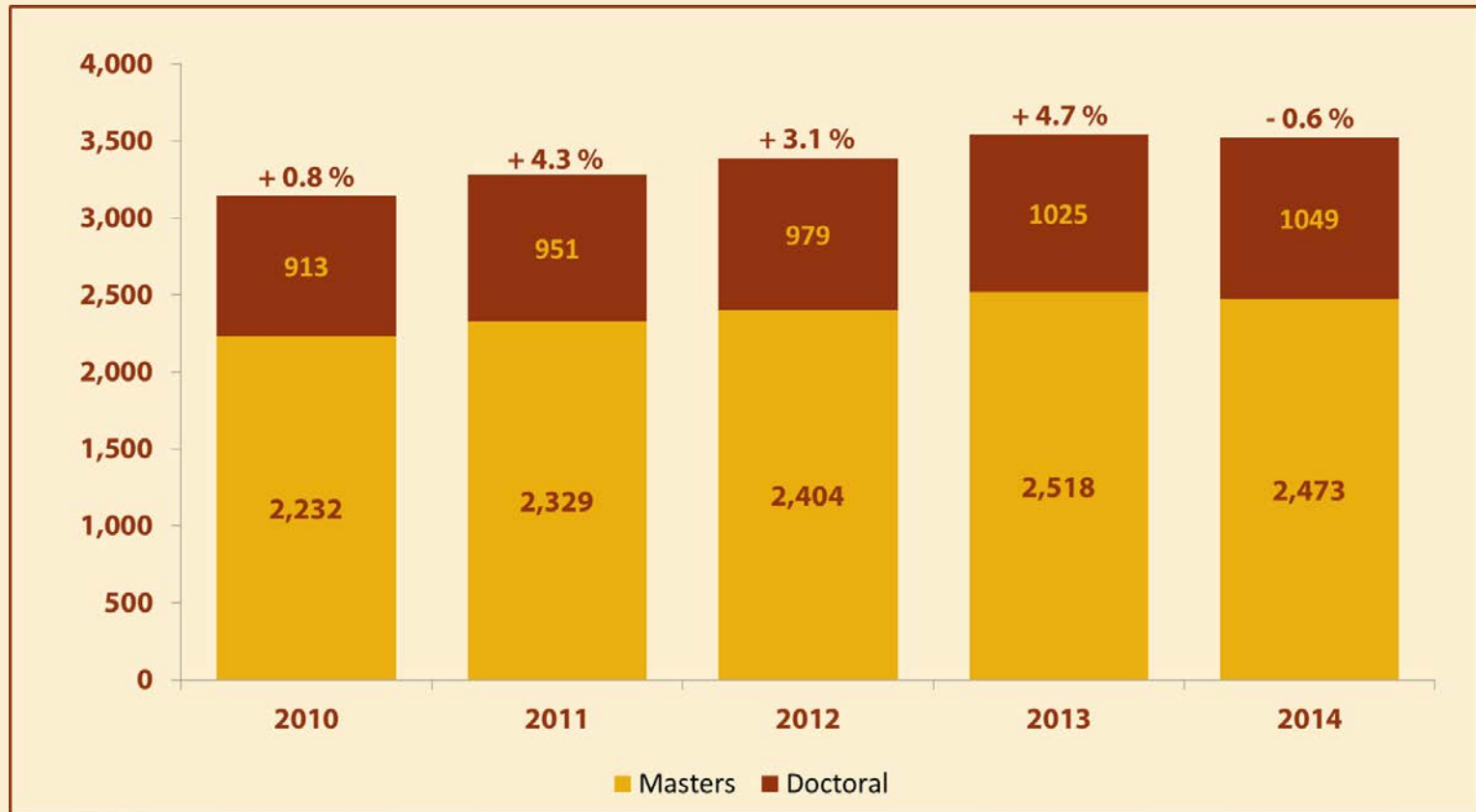
Target: 6,400



Figures exclude PGME students

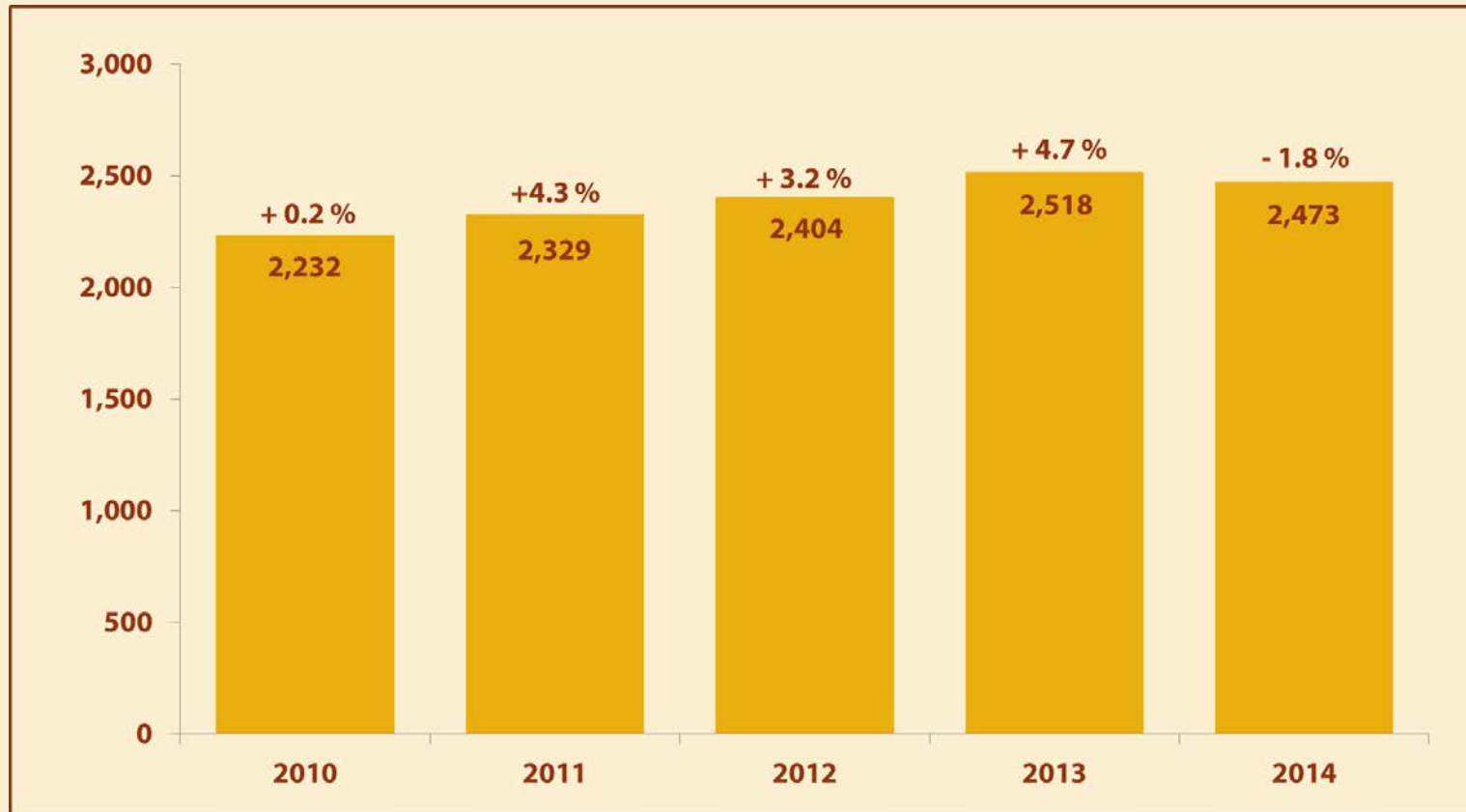
Total Masters & Doctoral Student Enrolment Trends (as at November 1)

Target: 6,400



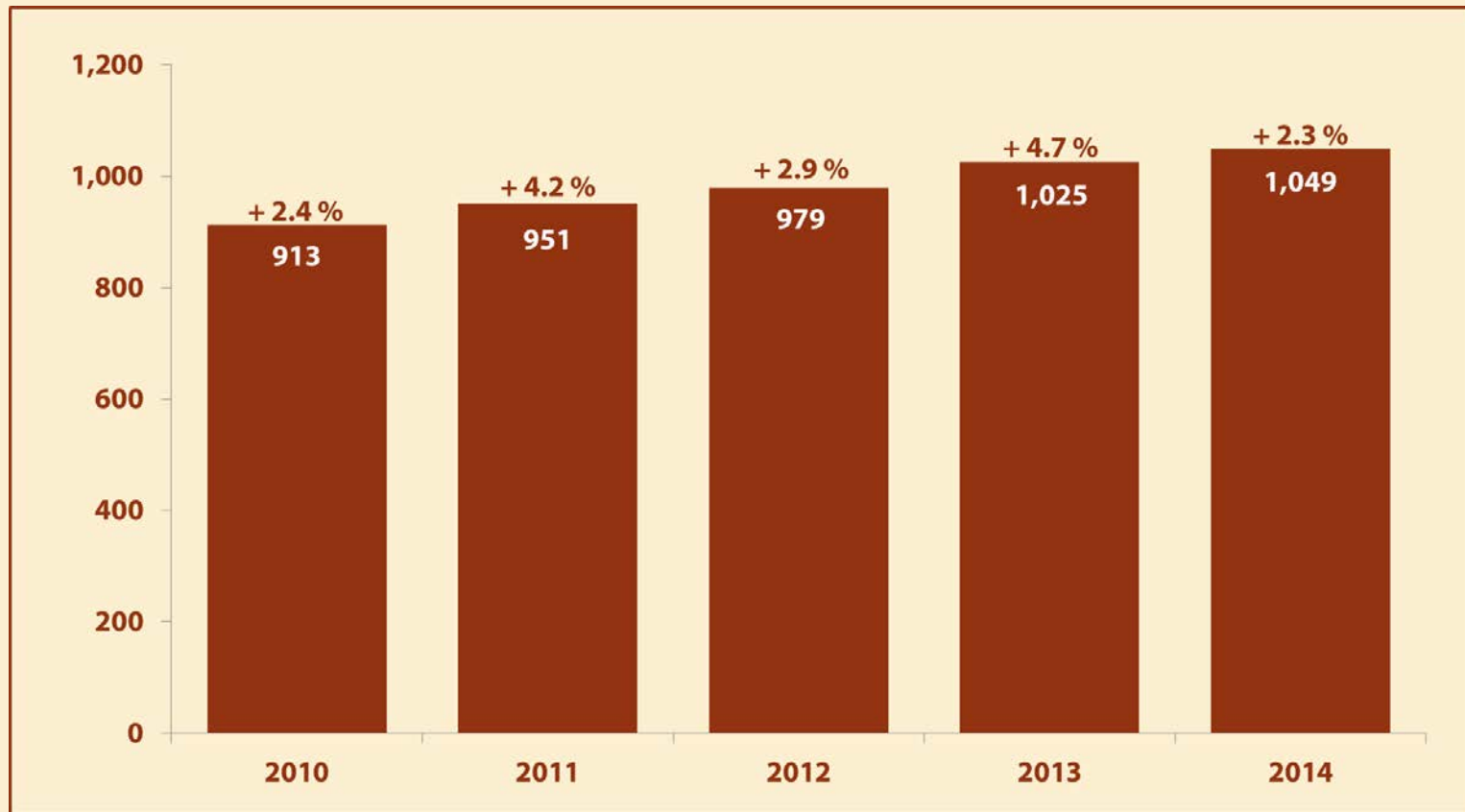
Total Masters Student Enrolment Trends (as at November 1)

Target: 4,267

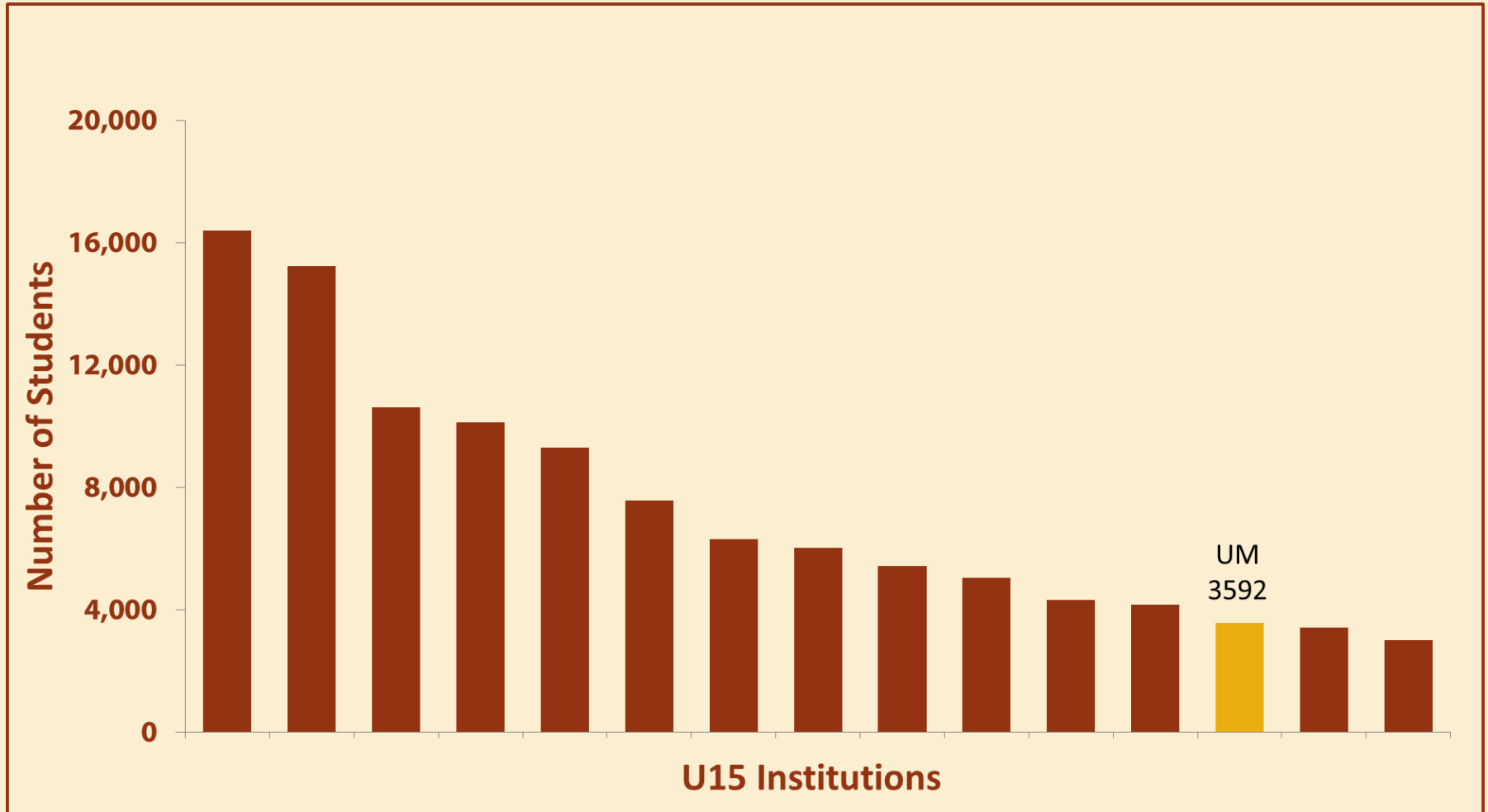


Total Doctoral Student Enrolment Trends (as at November 1)

Target: 2,133



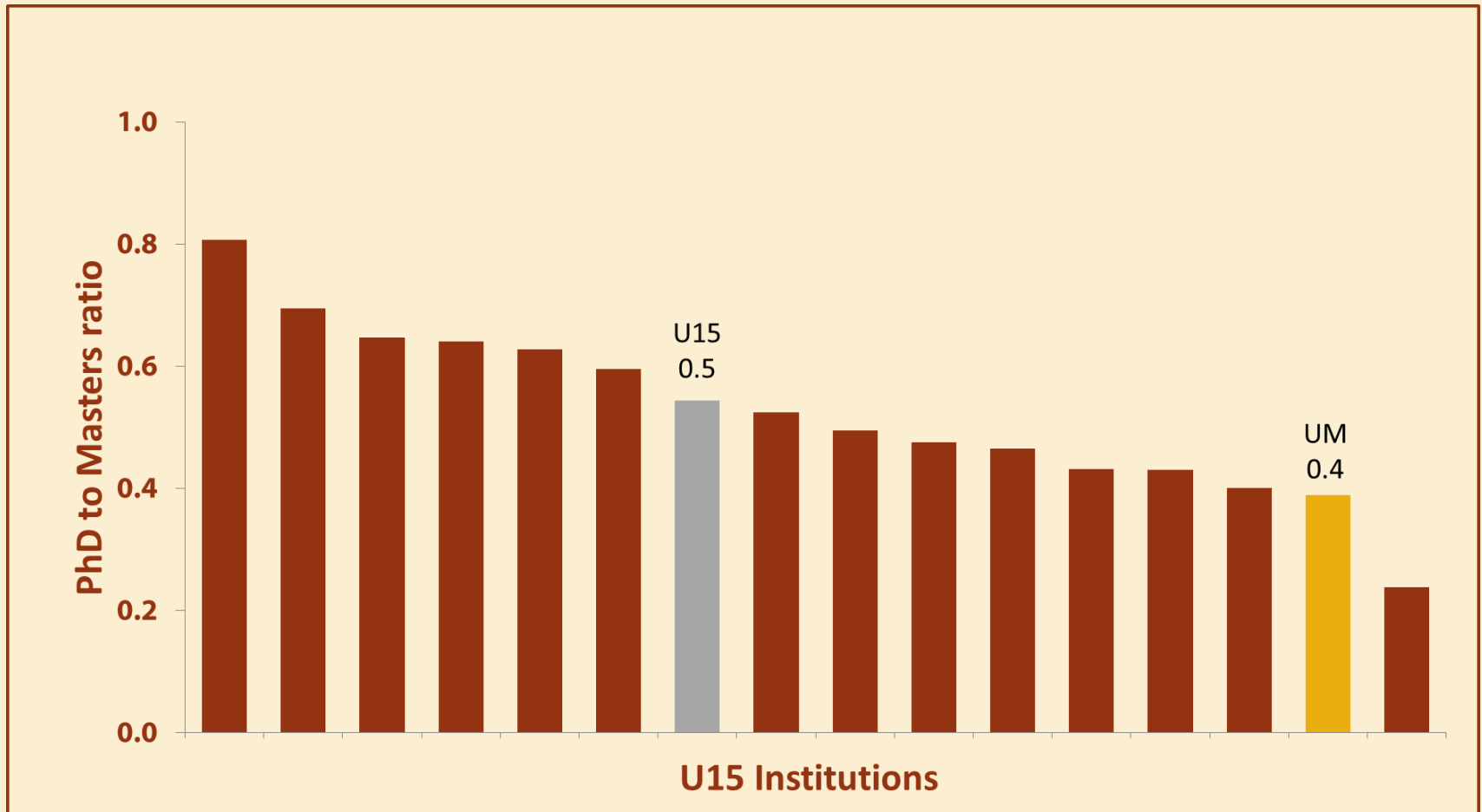
Graduate enrolment – U15 Institutions (2012-2013)



Total includes Masters, Doctoral, Graduate Diploma, Certificate and Other

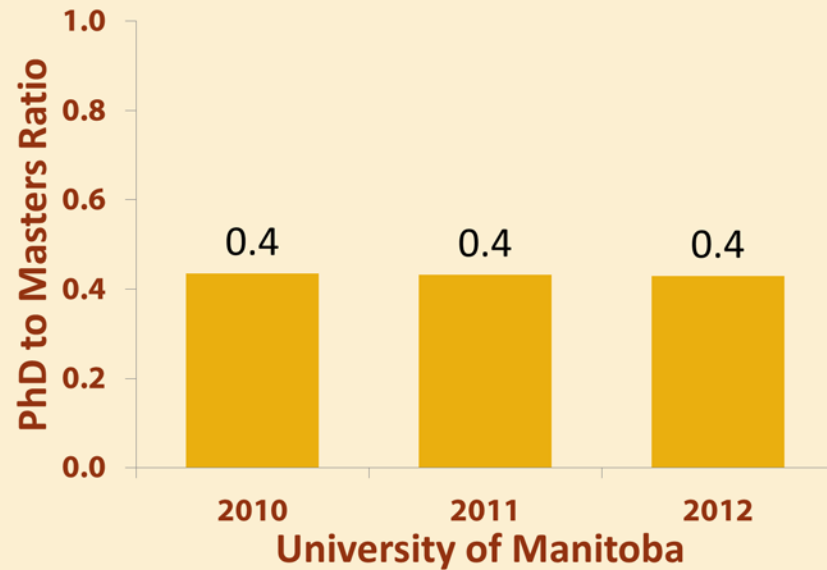
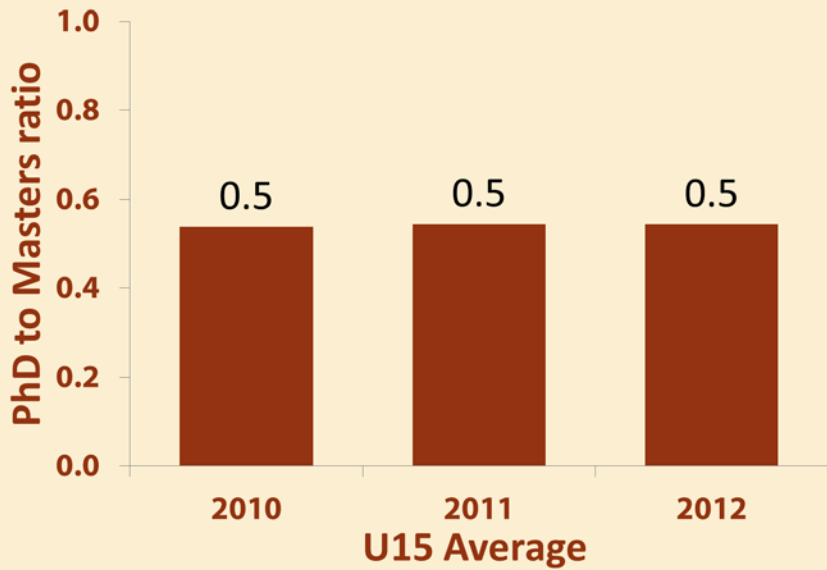
Ratio of Doctoral to Master's Students (D:M) – U15 Institutions (2012-2013)

Target by 2023: 0.5:1



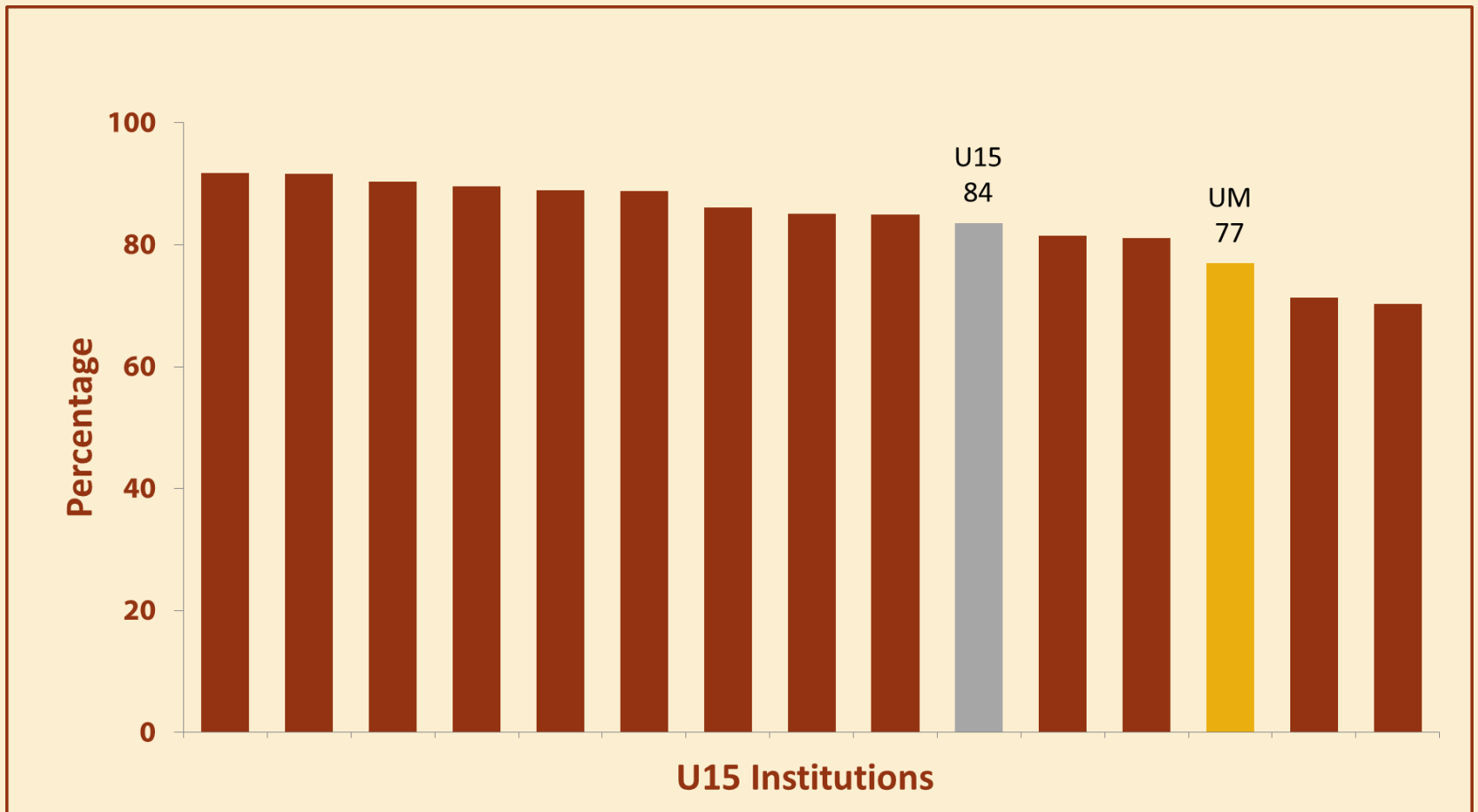
Ratio of Doctoral to Master's Students (D:M) – U15 Institutions

Target by 2023: 0.5:1



Master's graduation rates after 5 years – U15 Institutions (2007 cohort)

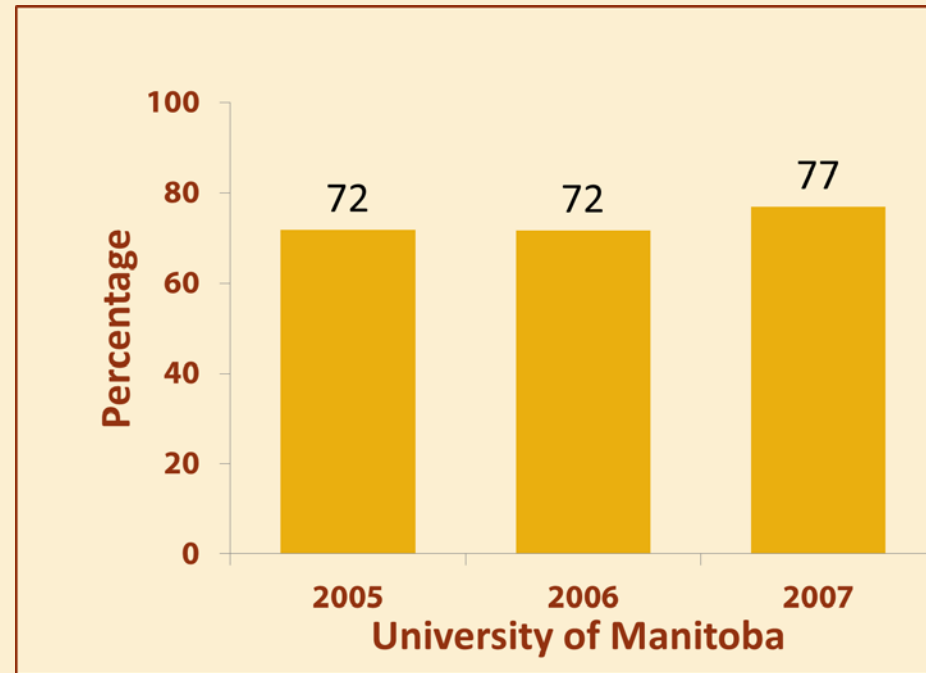
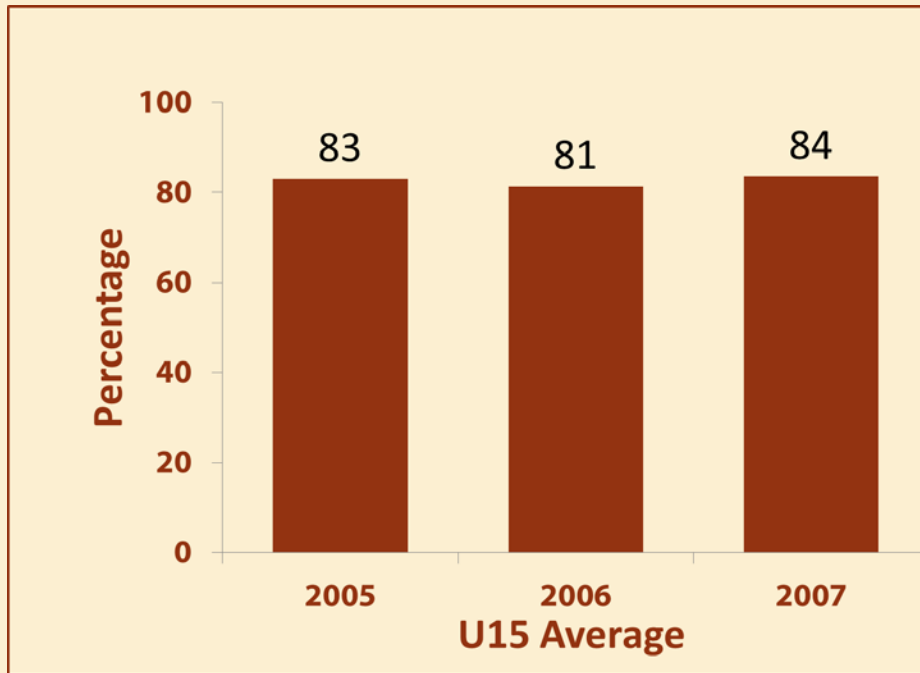
Target by 2018: 80%



Note: Figure includes those students who were promoted to a doctoral program.

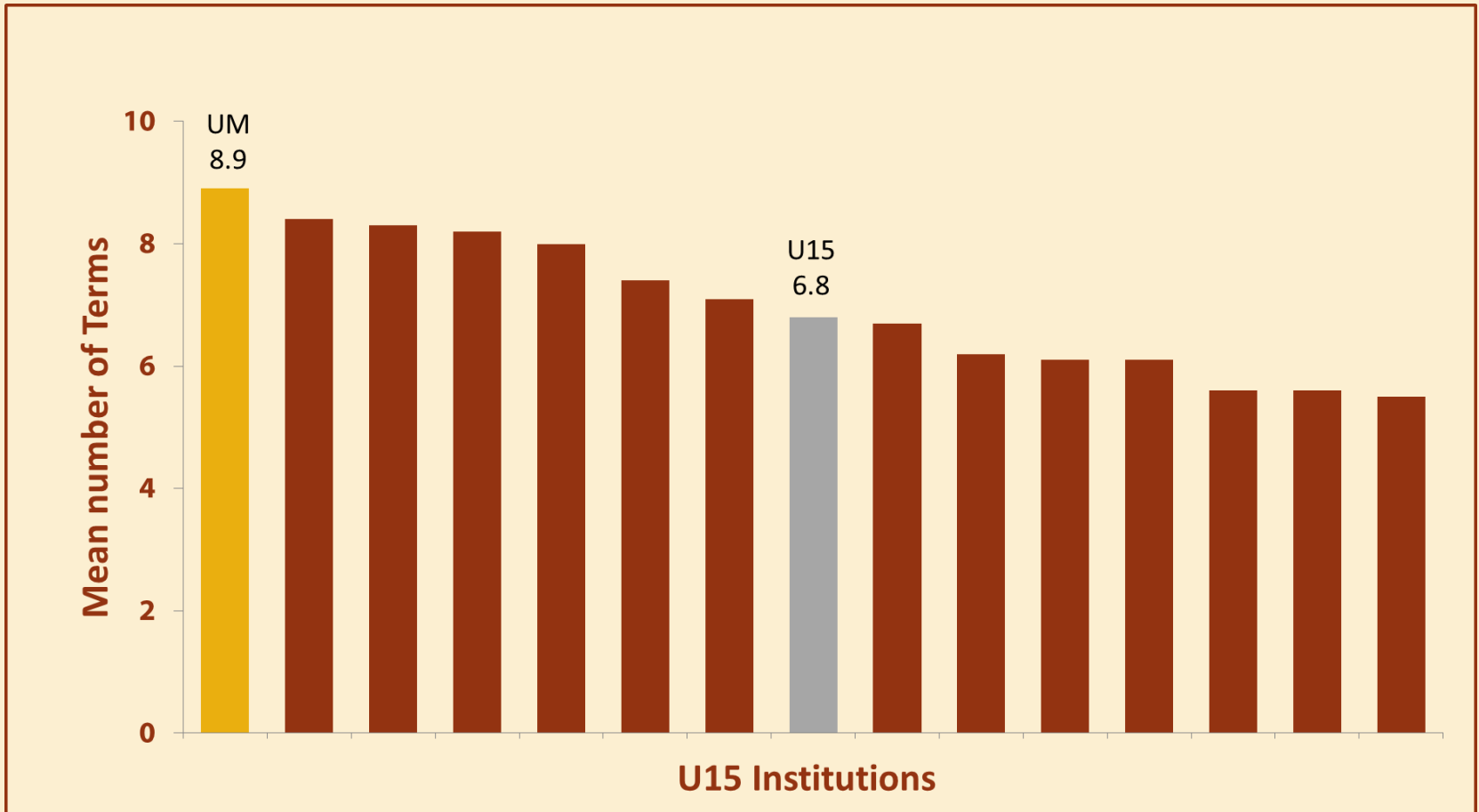
Master's graduation rates after 5 years – U15 Institutions

Target by 2018: 80%



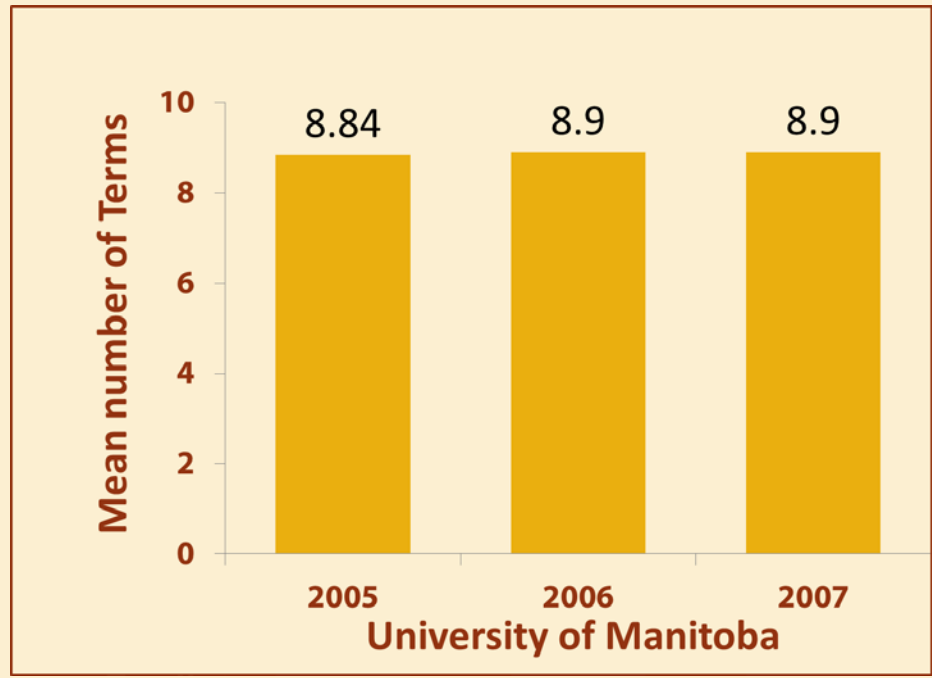
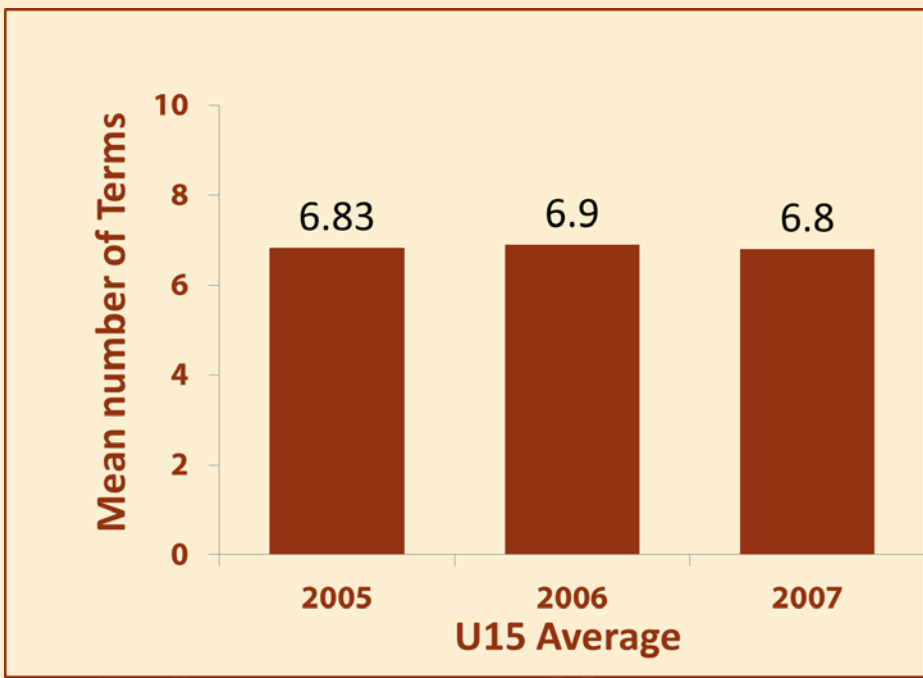
Mean Number of Terms to Completion for Master's degree – U15 Institutions (2007 Cohort)

Target by 2018: 7 terms



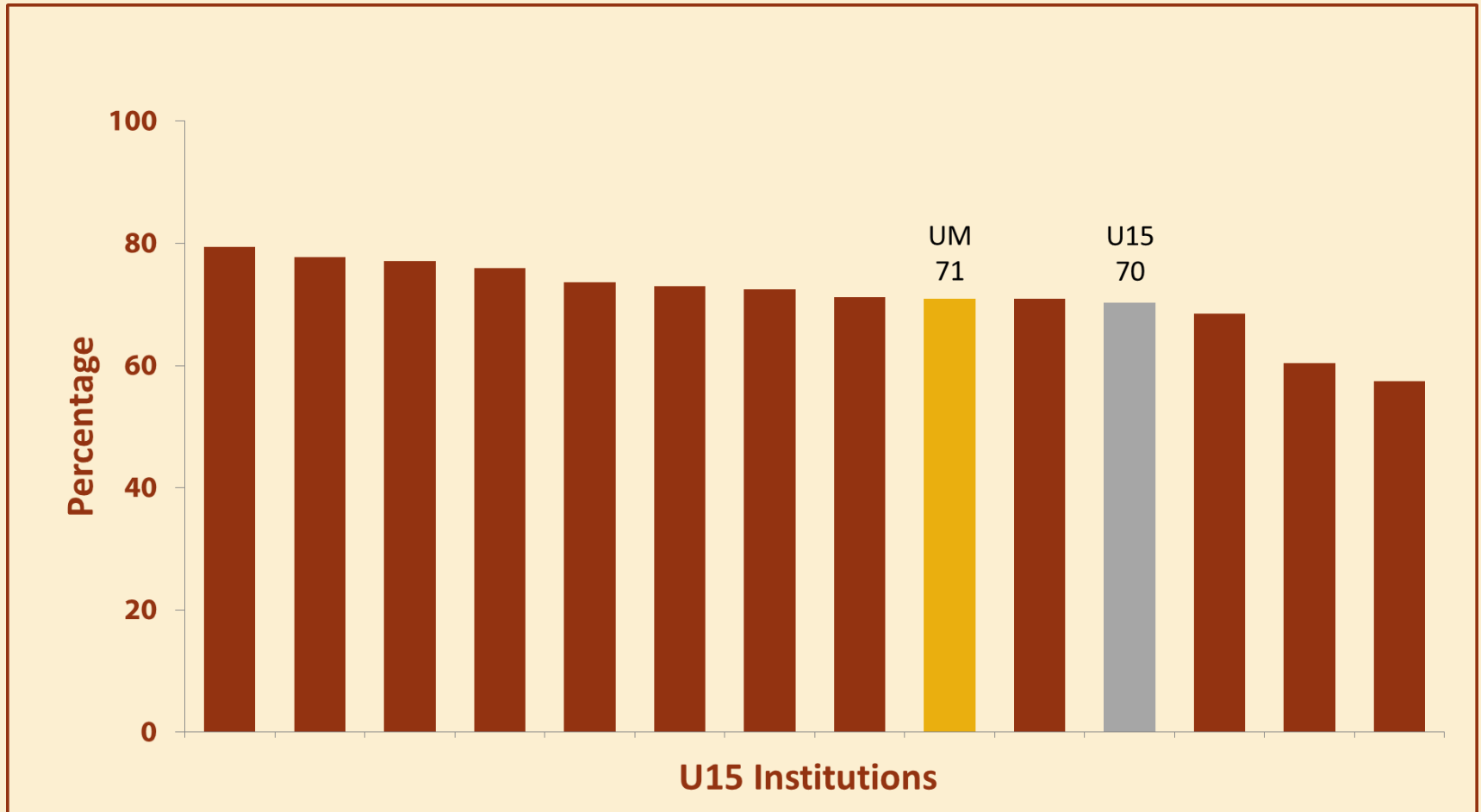
Mean Number of Terms to Completion for Master's degree – U15 Institutions

Target by 2018: 7 terms



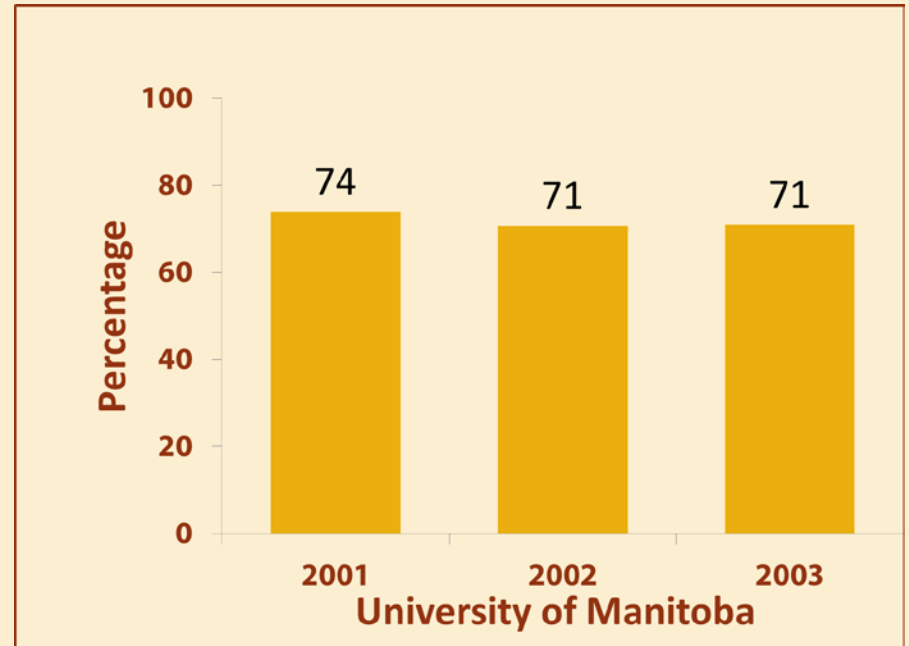
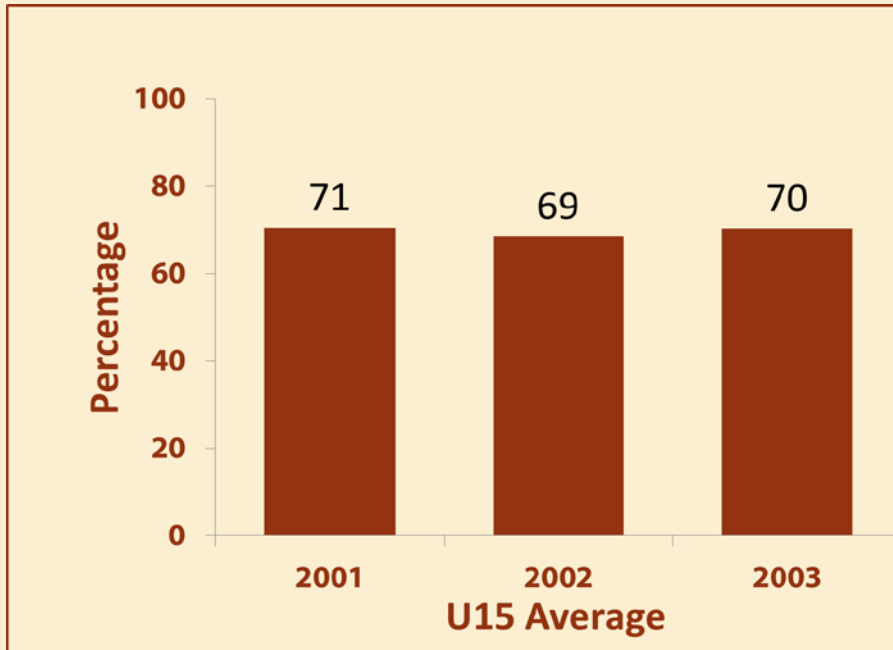
Doctoral graduation rates after 9 years – U15 Institutions (2003 cohort)

Target by 2018: 75%



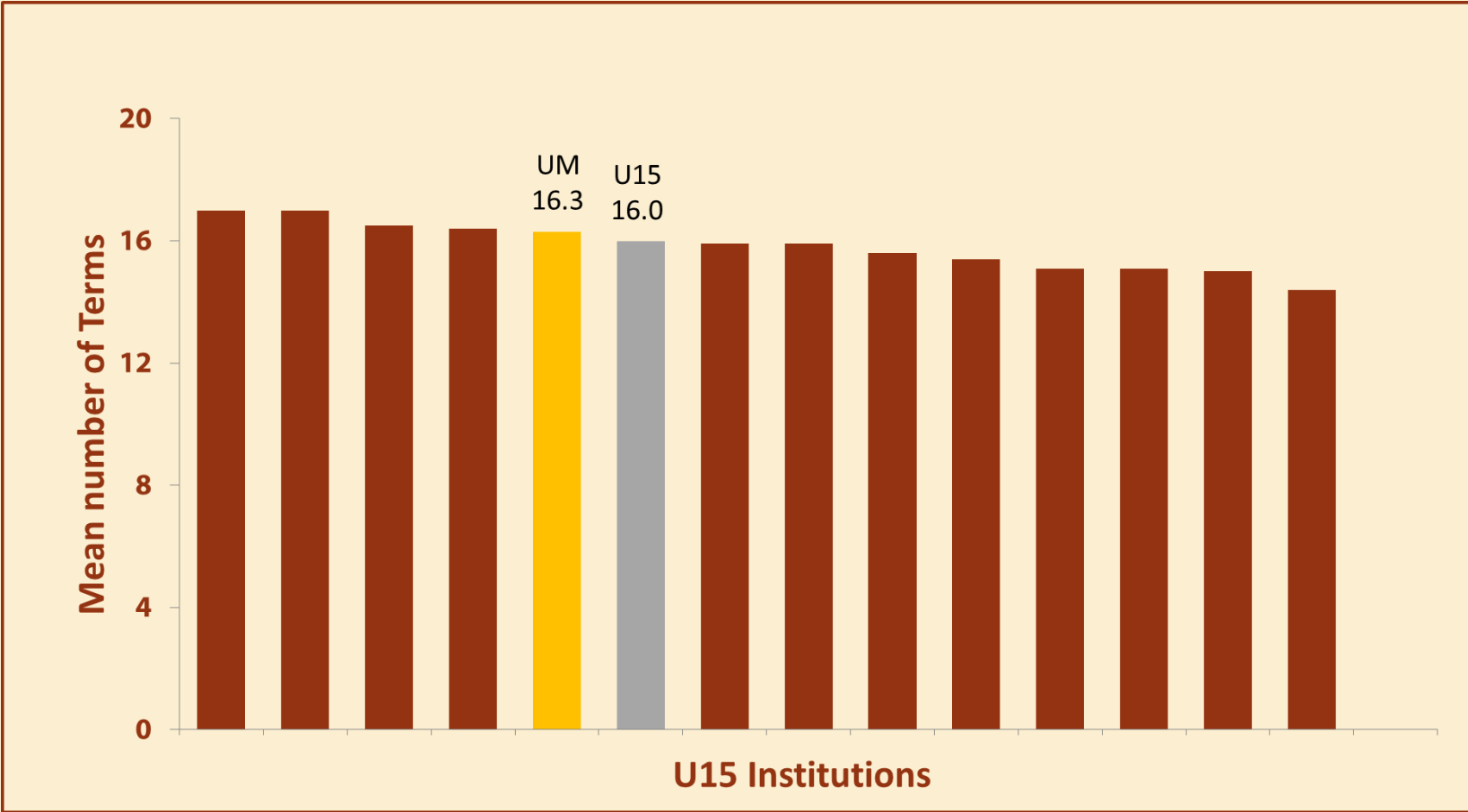
Doctoral graduation rates after 9 years – U15 Institutions

Target by 2018: 75%



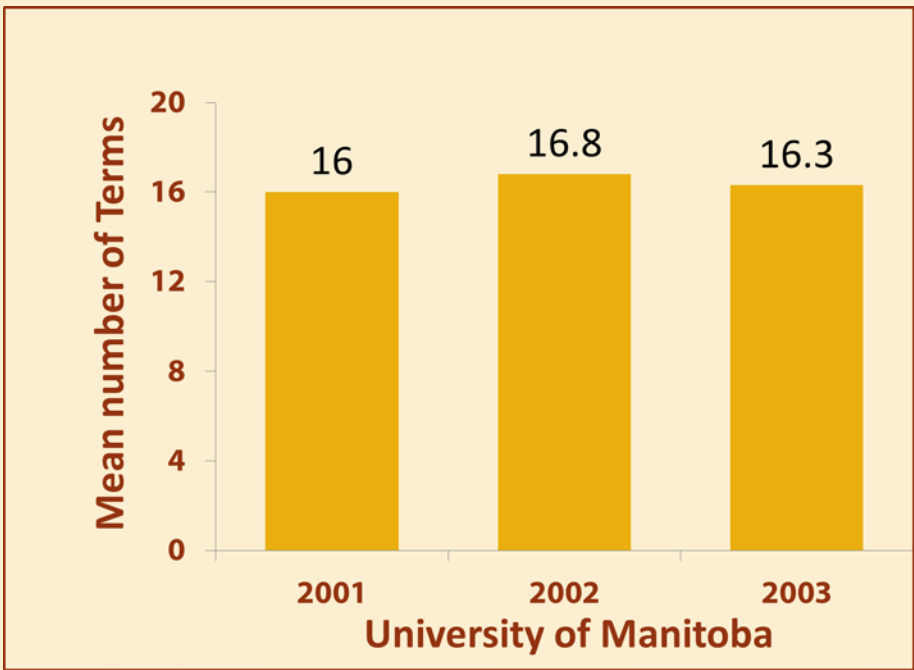
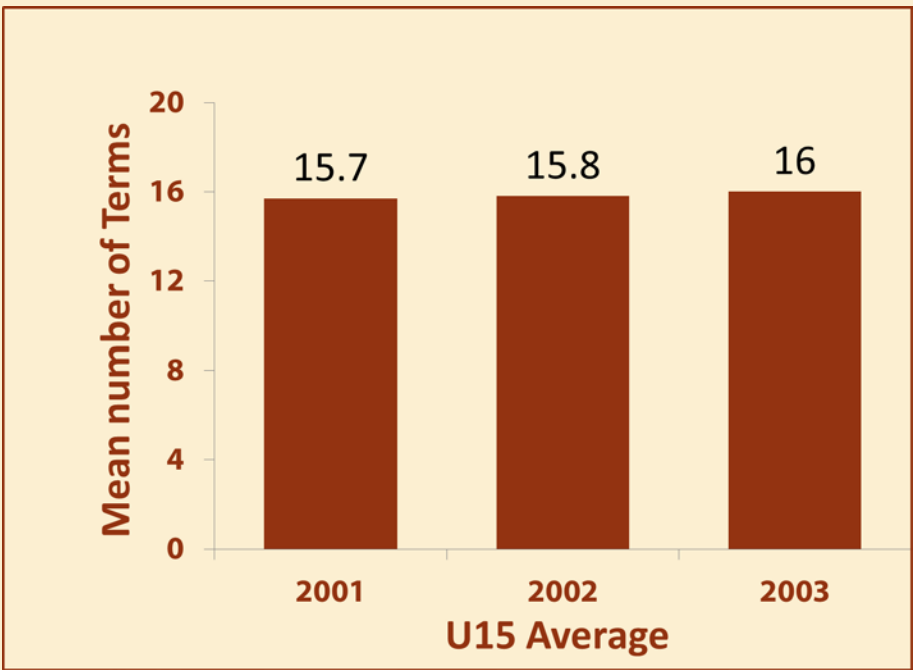
Mean Number of Terms to Completion for Doctoral Degree – U15 Institutions (2003 cohort)

Target by 2018: 15 terms

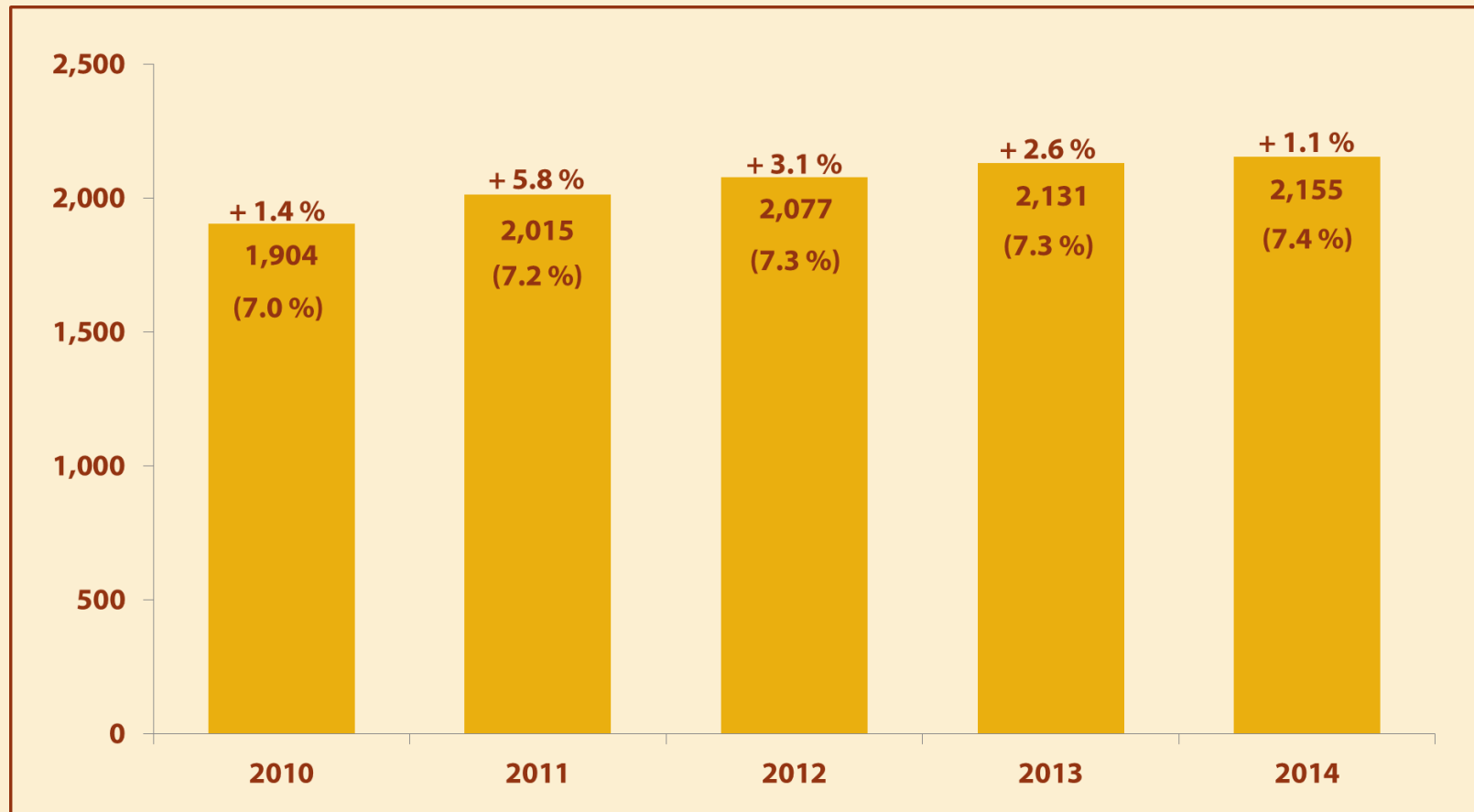


Mean Number of Terms to Completion for Doctoral Degree – U15 Institutions

Target by 2018: 15 terms

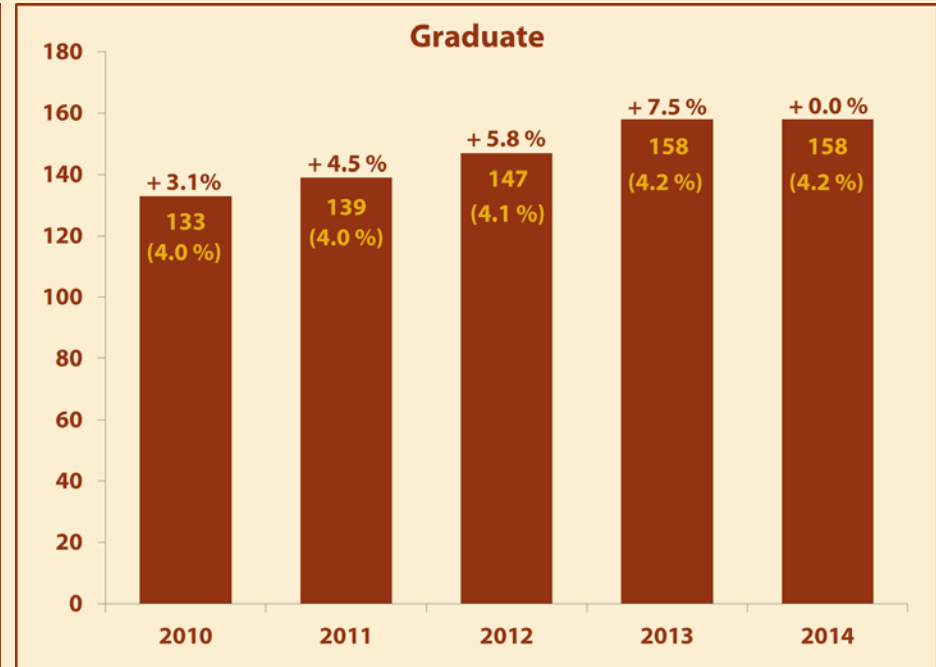
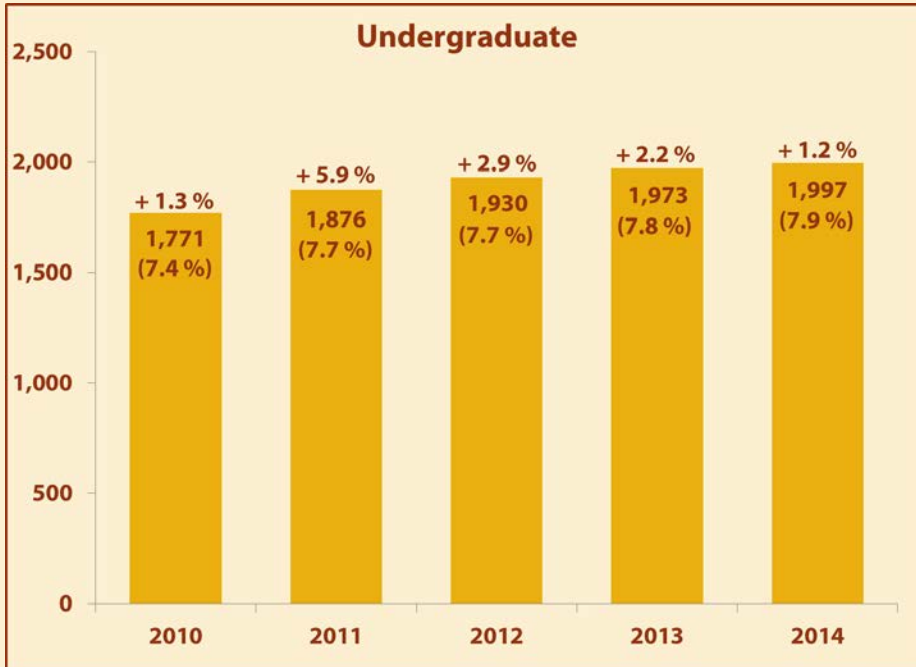


Indigenous Enrolment

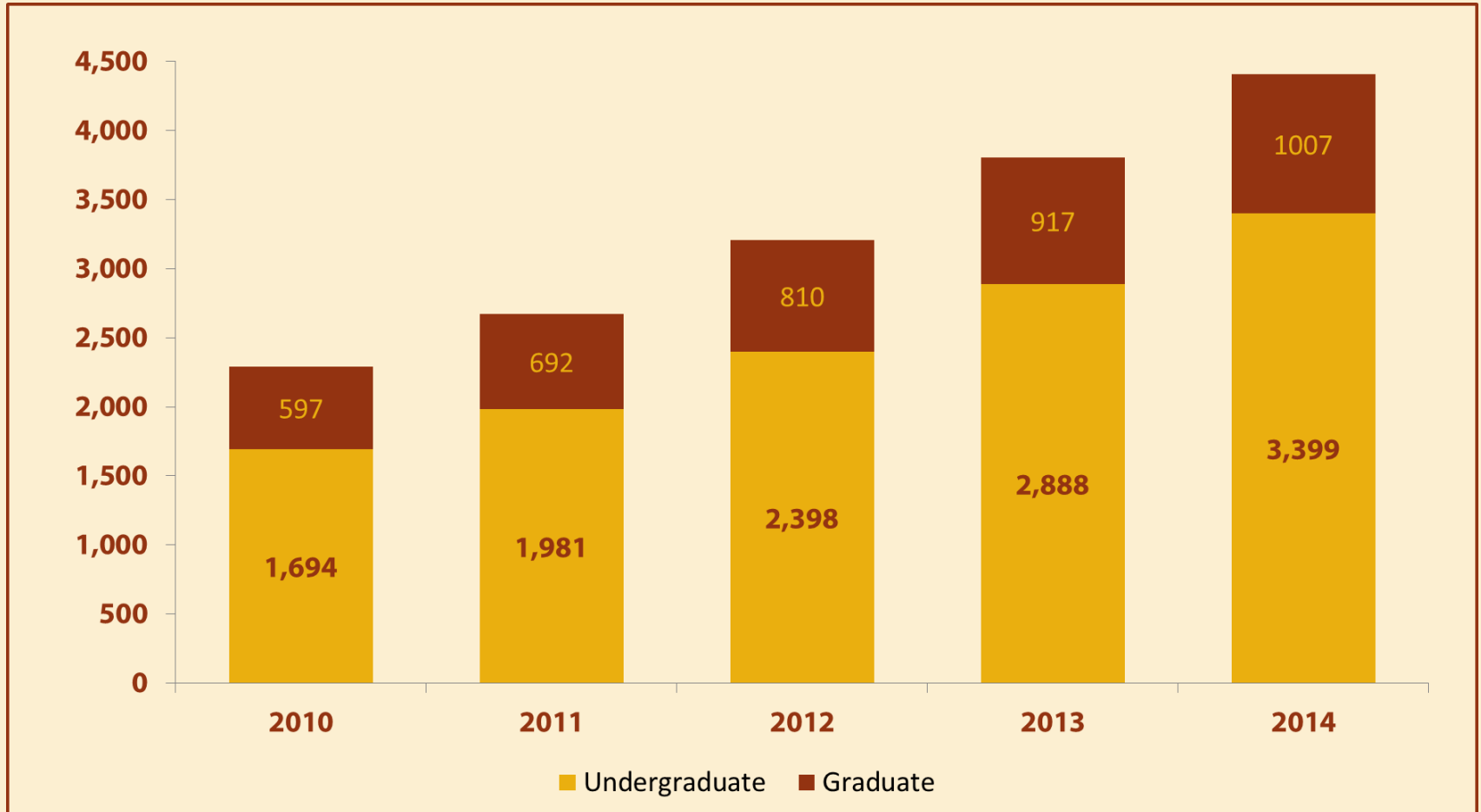


Indigenous Enrolment

Target by 2018: 10% for undergraduate & 5% for graduate

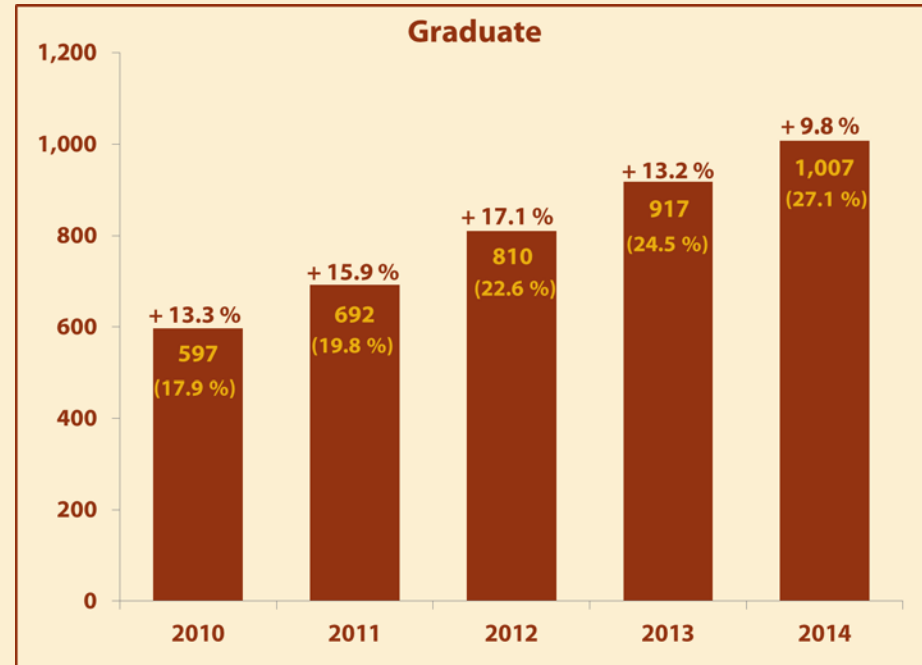
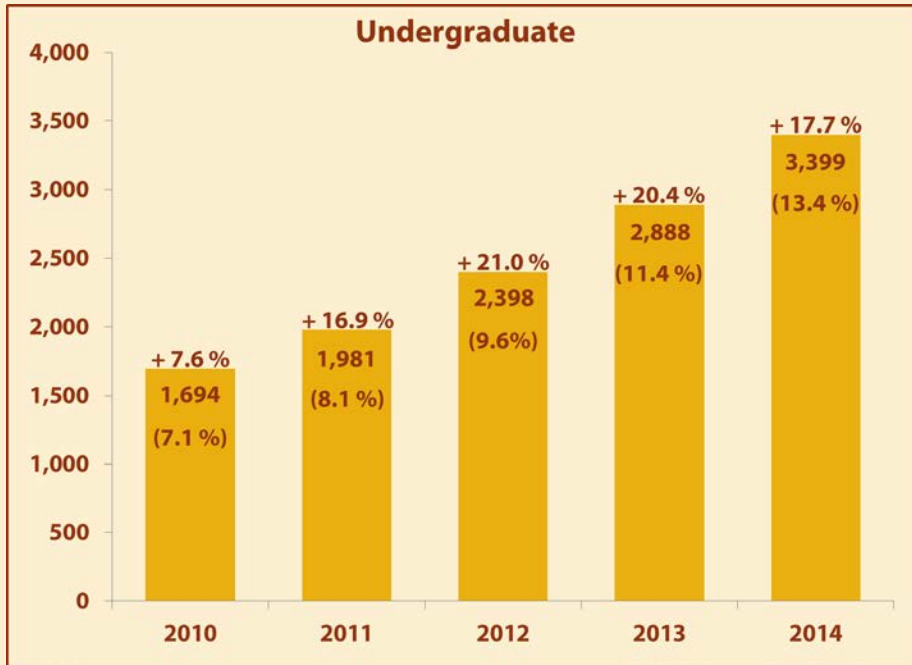


International Student Enrolment

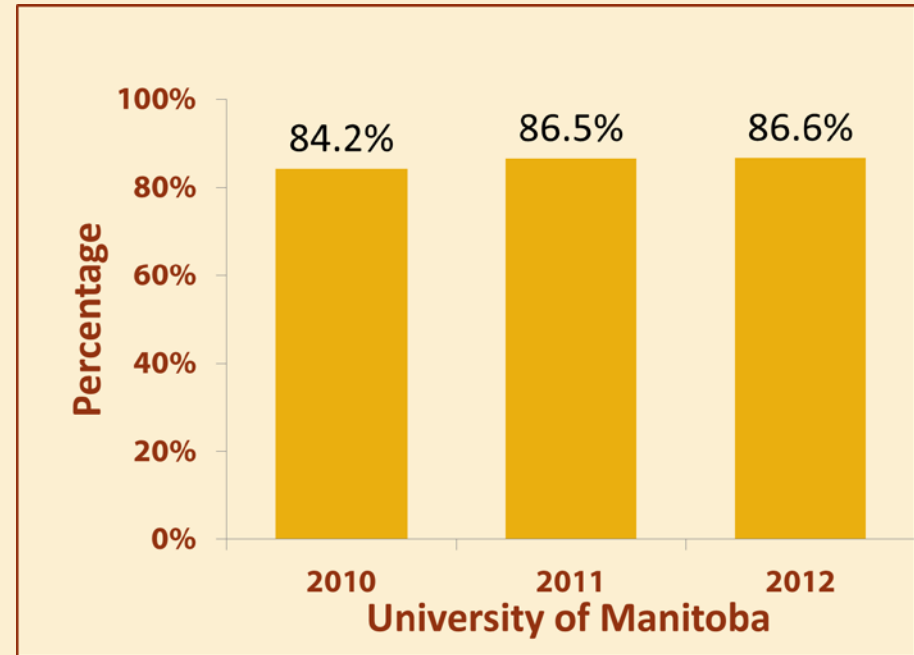
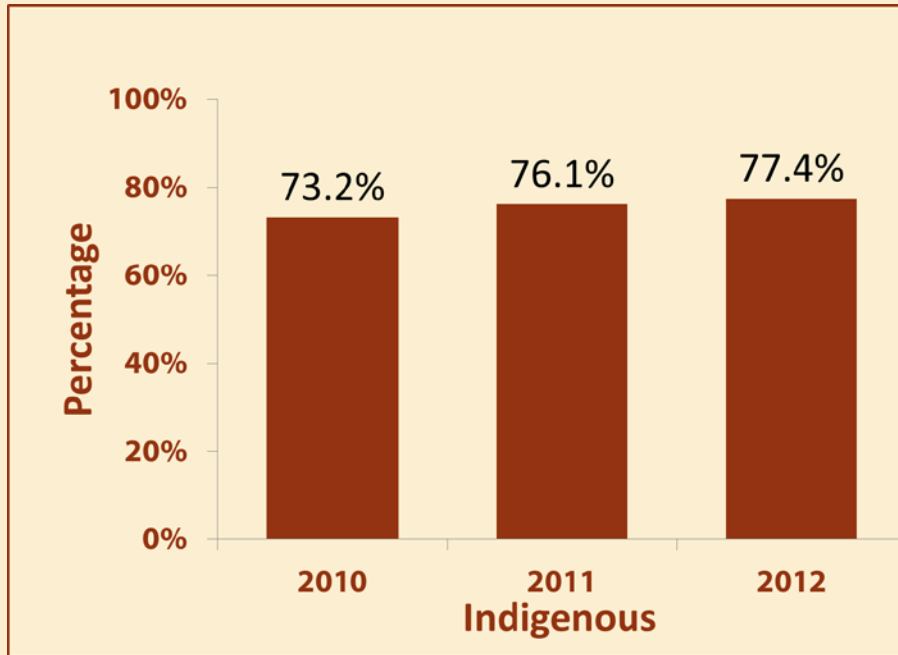


International Student Enrolment

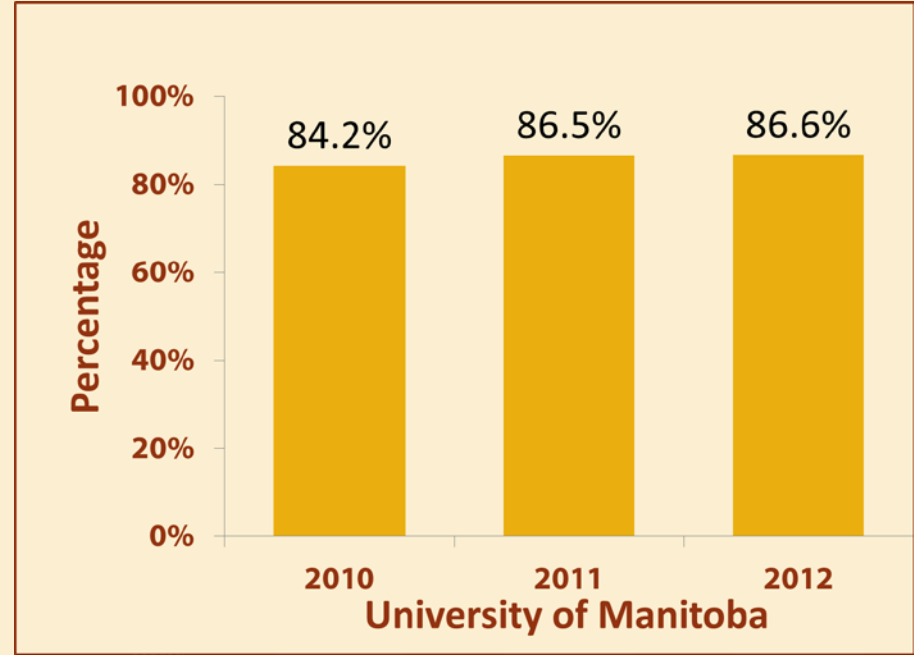
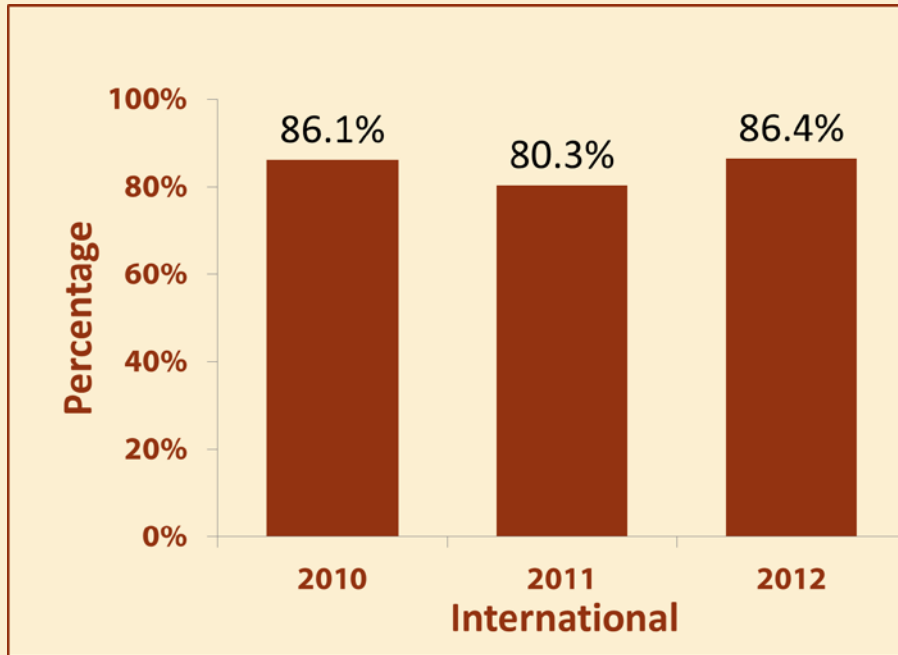
Target by 2018: 10% for undergraduate & 20% for graduate



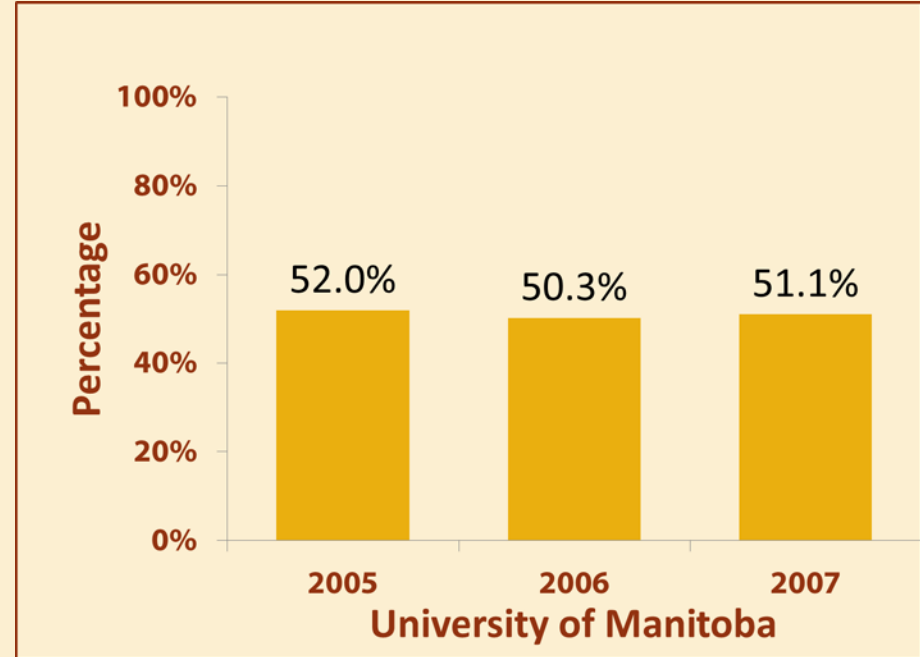
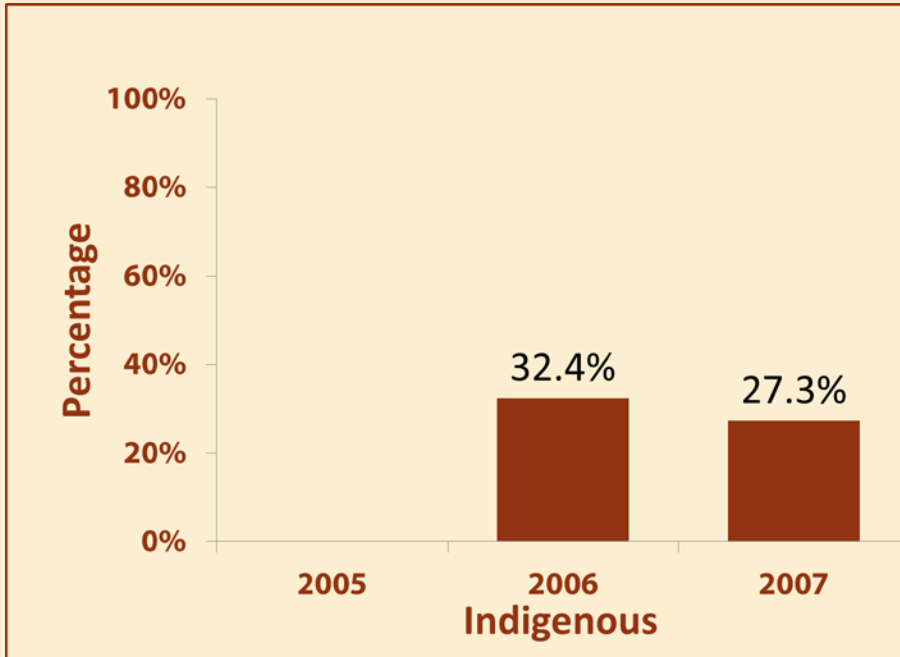
Indigenous Undergraduate Retention Rates – First to Second year



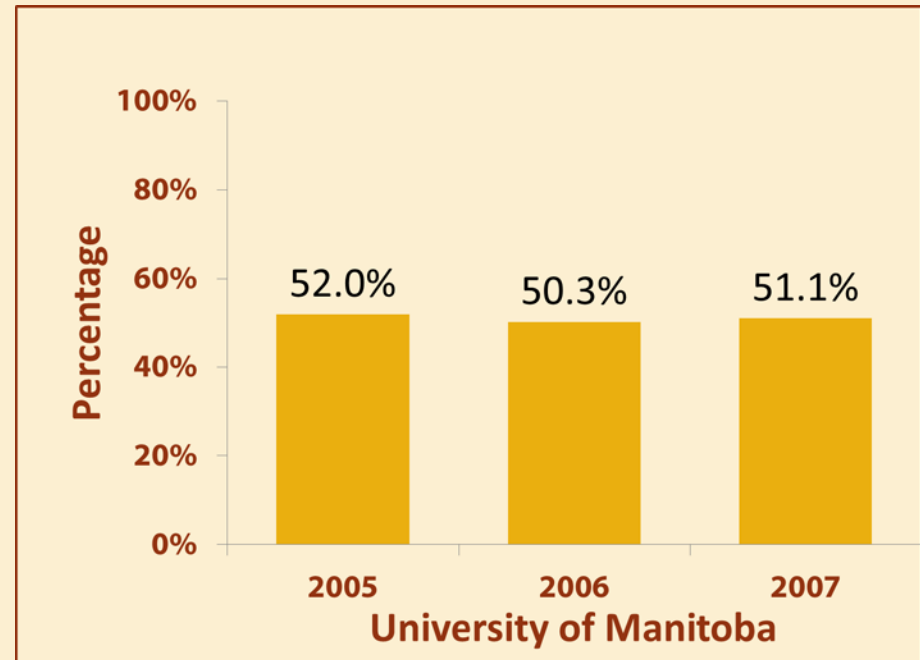
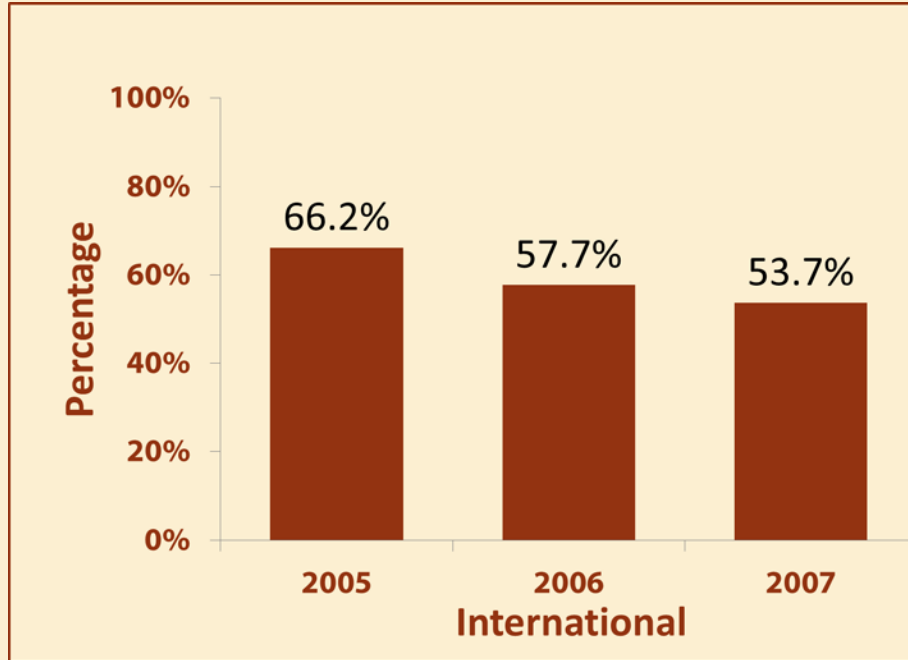
International Undergraduate Retention Rates – First to Second year



Indigenous Graduation after 6 Years



International Graduation After 6 Years



Observations – Enrolment Goals

- Achievement of SEM goals (Indigenous undergraduate and graduate students; graduate enrolment growth; improvement in student outcomes) requires more intentional planning and additional resource allocation
 - Need more data to inform decisions and be strategic in prioritizing tactics
 - Unit-level analysis and planning (by Faculty and degree programs) is required
 - How do we “scale up” our efforts?

Observations – Enrolment Goals

- We have surpassed our goals for both undergraduate and graduate international student enrolment
 - We need to diversify enrolment in programs and enhance recruitment pipelines for specific countries
 - Should we re-set/increase our goals, keep these targets, or limit international student enrolment (in some or all programs)?
 - Should we cap/set enrolment targets for international student pipelines?

Observations – Enrolment Planning

- On-line and distance enrolments continue to increase significantly but we have no intentional, institutional approach
 - Distinguish between “distance” and “on-line” enrolments
 - Integrate into SEM planning
- Better processes to control admissions in a number of degree programs (e.g., dual-entry streams from direct entry and University 1; international enrolment)
- A new Admissions policy, including processes and criteria for adjusting enrolment in degree programs, is drafted and will be discussed at the upcoming SPPC meeting.

Observations – Student Outcomes

- Undergraduate:
 - Retention and graduation rates need to increase significantly
 - A more nuanced understanding of factors contributing to poor student outcomes, based on data analysis, is needed
 - New VW, AW, GPA & Limited Access policies drafted to address the high volume of VW's and repeat courses
- Graduate:
 - Time-to-completion for both Master's and doctoral students needs to decrease
 - We must continue to work on strategies to increase funding

Next Steps

- A SEM Implementation Plan that outlines strategies to help achieve the SEM goals has been finalized.
- Indigenous student supports have been enhanced/established at the undergraduate and graduate levels.
- Many other strategies are established or in the planning stages.
- SEM goals continue to be considered in the development of other institutional plans (institutional SPF, campus planning, Front & Centre philanthropy campaign, budget allocation).
- Annual updates will continue to be provided to Senate and the Board.

