

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 J. Beddoes
Dean M. Benarroch
Prof. R. Bhullar
Prof. R. Biscontri
Prof. P. Blunden
Prof. T. Booth
Mr. M. Bourrier
Very Rev. R. Bozyk
Prof. M. Brabston
Dean. D. Brown
Prof. F. Burczynski
Prof. A. Calder
Prof. M. Campbell
Prof. J. Carlberg
Prof. P. Cattini
Prof. T. Chen
Prof. D. Churchill
Prof. N. Cicek
Recteur G. Csepregi
Prof. P. Dass
Dean E. Dawe
Prof. M. Domaratzki
Dean E. Etcheverry
Prof. T. Falkenberg
Prof. G. Fitzell
Ms. M. Furgale
Prof. M. Gabbert
Prof. G. Giesbrecht
Prof. J. Gilchrist
Ms. S. Gottheil
Dean N. Halden
Prof. R. Hechter
Dean G. Hepburn
Prof. P. Hess
Mr. J. Honeyford

Prof. J. Hughes
Prof. P. Hultin
Dean A. Iacopino
Dr. D. Jayas
Ms. L. Johnson
Ms. M.-A. Kandrack
Mr. J. Kearsey
Prof. K. Kelly
Dr. J. Keselman
Mr. P. Kochan
Mr. J. Kopp
Prof. L. Landrum
Mr. J. Lieberman
Ms. H. Loewen
Prof. D. MacPherson
Prof. S. McClement
Ms. J. McConnell
Mr. B. McMechan
Prof. D. McMillan
Prof. A. McNicol
Dean D. Mandzuk
Ms. K. Marcynuk
Prof. A. Menkis
Ms. K. Metcalfe
Dean J. Mulvale
Dean B. O'Connell
Prof. D. Oliver
Prof. T. Peter
Prof. D. Polyzois
Ms. E. Popowich
Dean B. Postl
Prof. M. Rastegar
Ms. C. Reitano
Prof. G. Restall
Mr. C. Rivera
Prof. C. Rocke
Ms. M.-J. Romaniuk
Dr. H. Secter
Prof. B. Shay
Mr. R. Sherbo
Ms. G. Sidhu
Mr. G. Sobie
Prof. R. Tate
Dean J. Taylor
Ms. H. Teklemariam
Dean L. Turnbull

Ms. R. van Ginkel
Prof. D. Walker
Prof. B.-C. Wang
Prof. D. Watt
Mr. J. Leclerc,
University Secretary
Dr. S. Coyston,
Recording Secretary

Assessors Present

Mr. J. Adams
Ms. A. Ducas
Prof. D.
Hiebert-Murphy
Mr. N. Marnoch
Prof. K. Matheos
Prof. J. Morrill
Dr. J. Ristock
Prof. G. Smith
Dr. M. Torchia

Regrets

Ms. P. Bachewich
Dean S. Baum
Dr. D. Collins
Prof. R. Currie
Dean N. Davies
Prof. R. Desai
Dean J. Doering
Mr. S. Dorge
Dr. G. Farthing
Ms. M. Ishida
Ms. A. Kilgour
Prof. W. Kinsner
Ms. R. Kunzman
Mr. B. Mahatoo
Mr. H. Piyadasa
Ms. C. Plumton
Ms. A. Prychitko
Prof. A. Schultz
Prof. A. Schwann
Dr. D. Stewart
Ms. S. Tappia
Dean K. Wittenberg

Absent

Ms. O. Alaka
Prof. C. Anderson
Mr. J. Arcega
Dr. J. Blatz
Prof. J. Cranston
Ms. S. Dveris
Prof. B. Elias
Prof. A. Farenhorst
Prof. D. Funk
Dr. G. Glavin
Mr. R. Ilag
Prof. S. Logsetty
Ms. T. McVannel
Ms. M. Maduka
Mr. K. Mann
Mr. S. O'Connor
Ms. A. Robert
Ms. A. Roscoe
Mr. S. Sinclair
Prof. H. Singh
Prof. D. Smyth
Prof. C. Trott
Mr. Q. Watt
Ms. D. Young

Also Present

Prof. T. Ashcroft
Ms. T. Buike
Prof. A. Burgener
Prof. M. Czubryt
Ms. A. Domingo
Prof. C. Ellison
Ms. J. Gruber
Mr. B. Hughes
Prof. D. Miller
Prof. M. Nachtigal
Ms. B. Usick
Ms. S. Utsunomiya
Ms. M. Versace
Mr. I. Viridi
Ms. M. Watson

The Chair informed Senate that the Speaker of the Senate Executive Committee was Professor Mary Brabston, I.H. Asper School of Business.

I MATTERS TO BE CONSIDERED IN CLOSED SESSION

1. Report of the Senate Committee on Honorary Degrees [November 19, 2015]

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

II MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE

1. Report of the Senate Committee on Curriculum and Course Changes on Course and Program Changes – Part A Page 4

2. Report of the Senate Committee on Medical Qualifications RE: Dr. Shaikh Mohammed Iqbal Page 160

3. Report of the Executive Committee of the Faculty of Graduate Studies on Course and Curriculum Changes RE: Departments of Classics and Sociology [October 28, 2015] Page 161

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

- the Report of the Senate Committee on Curriculum and Course Changes on Course and Program Changes – Part A;
- the Report of the Senate Committee on Medical Qualifications RE: Dr. Shaikh Mohammed Iqbal;
- the Report of the Executive Committee of the Faculty of Graduate Studies on Course and Curriculum Changes regarding the Departments of Classics and Sociology [dated October 28, 2015].

CARRIED

III MATTERS FORWARDED FOR INFORMATION

1. Report of the Senate Committee on Awards – Part A [October 19, 2015] Page 163

2. Correspondence from the Provost and Vice-President (Academic) RE: Implementation of Post-Baccalaureate Certificate and Certificate Programs, Extended Education Division Page 168

IV REPORT OF THE PRESIDENT

1. President's Report [December 2, 2015] Page 169

2. Behavioural Policies Review Page 183

The Chair invited Ms. Gottheil, Vice-Provost (Students), and Ms. Versace, Legal Counsel, to make a presentation on a behavioural policies review is underway at the University.

Ms. Gottheil recalled that, at the January 7, 2015 meeting, a question had been raised regarding steps the University might be taking to review and reconcile various policies governing behaviour on campus, given recent incidents that had occurred at Dalhousie University, as reported in the media. She recalled that she had responded that the University's various behavioural policies are collectively robust but confusing. She had also indicated that research had been initiated in the previous year, to determine emerging and best practices at North American campuses and to review case law, with a view to bringing revised policies to Senate for discussion.

Ms. Gottheil said the objectives of the presentation were to inform Senate of proposed changes to the various behavioural policies and to receive Senate's feedback, as part of an ongoing consultation process. She informed Senate that, in response to recent media focus on sexual assaults on university campuses, the provincial government had introduced Bill 3, which is designed to ensure safe campuses by dealing with issues of sexual violence and harassment.

Ms. Versace made a presentation on, "Behavioural Policies: Overview of Revisions." A copy of the presentation is appended to the minutes of the meeting.

Ms. Versace said the policies that are to be revised each govern staff and/or student conduct at the University. They include the *Respectful Work and Learning Environment* (RWLE) policy and procedure, the *Violent or Threatening Behaviour* policy and procedure, the *Inappropriate or Disruptive Student Behaviour* policy, and the *Student Discipline* bylaw and procedures. One objective of the review is to eliminate overlapping content, in response to a concern that the current suite of behavioural policies is confusing. Other objectives are to: (i) ensure the policies comply with statutory requirements including *The Workplace Safety and Health Act*, *The Human Rights Code*, and Bill 3, which is currently before the legislature; (ii) clarify behavioural expectations for students and employees by defining terms used in the policies and procedures; (iii) outline and streamline responses to sexual assault on campus by developing a *Sexual Assault Protocol*; (iv) respond to a changing environment, including social media, by defining what would be considered a university matter; (v) address the need for consistency in dealing with student misconduct and concerning behaviour across the University.

Ms. Versace said the Behavioural Policies Working Group had met regularly since May 2015 to review draft documents that had been prepared for

consultation. She said the Working Group would meet in January 2016 to review feedback gathered through various consultations.

Ms. Versace briefly reviewed proposed amendments to the policies and procedures, which include the following reorganizations. First, the *Student Discipline* procedures would be replaced by two new procedures, the *Student Academic Misconduct* procedure and the *Student Non-Academic Misconduct and Concerning Behaviour* procedure. Second, the existing policy on *Inappropriate or Disruptive Student Behaviour* would be incorporated into the proposed procedure on *Student Non-Academic Misconduct and Concerning Behaviour*. The *Student Discipline Appeal* procedure would remain as separate document. Third, as the *RWLE* policy provides a useful investigation process and also allows for natural justice for respondents, the Working Group is proposing that, rather than creating a separate policy, sexual assault would be highlighted within the *RWLE* policy and a separate *Sexual Assault Protocol* would be developed, to provide information on the available resources and who to contact if an individual either experiences, or receives a disclosure concerning, a sexual assault. Ms. Versace said the revised policies would also reflect current practices with respect to the role of the Student Threat Assessment Triage Intervention and Support Group (STATIS), in particular, which is referenced as a “risk assessment team” in the existing *Violent or Threatening Behaviour* policy and as the a “staff conference” in the *Inappropriate or Disruptive Student Behaviour* policy.

Ms. Versace reviewed proposed revisions the *RWLE* policy and procedure, as outlined in the presentation. She said the revised policy and procedure would: (i) set out behavioural expectations for faculty, staff, students, and individuals attending the University community; (ii) define “disrespectful conduct” and introduce a section on disrespectful conduct in the procedure; (iii) highlight sexual assault in the policy and introduce a separate section concerning sexual assault in the procedure, including a process for conducting investigations into disclosures of sexual assault; (iv) describe a process for the conduct of preliminary assessments of formal complaints; (v) introduce the idea of a Human Rights Advisory Committee, to review decisions made on the basis of a preliminary assessment and provide advice on how the policy should be implemented or revised; (vi) provide for a process for internal investigations, where appropriate.

Ms. Versace said the revised *RWLE* policy and procedure would define what is meant by “disrespectful conduct,” as described in the presentation. She observed that, under the current policy and procedure, which define “personal harassment,” the threshold for demonstrating that harassment has occurred is so high that respondents are often found not to have breached the policy. In such cases, underlying issues that led to a complaint are not addressed by the process. Ms. Versace said the Working Group had received diverse feedback on the proposed definition for “disrespectful conduct.” She invited Senators to comment on the definition.

Ms. Versace said the Working Group is proposing to introduce a *Sexual Assault Protocol*, which would be a procedure under the *RWLE* policy, in addition to including clearer provisions within the policy. Definitions of “sexual assault” and “consent” mirror those found in the Criminal Code, but the *RWLE* policy would

specify that disclosures of sexual assault would be investigated and determined on a balance of probabilities. Ms. Versace said the protocol would outline how individuals should respond to a disclosure of sexual assault as well as the limits of confidentiality within that response, particularly with respect to a disclosure involving a minor. The process would focus on the right of the affected individual to control that process, to ensure that person would not be re-victimized by the process. Within the *Sexual Assault Protocol*, a reporting protocol would highlight the role of STATIS in supporting survivors by developing an action plan that might include a safety plan and access to accommodations. Ms. Versace noted that the *RWLE* procedure would define what would be considered to be a “university matter,” and the *Sexual Assault Protocol* would clarify the University’s jurisdiction with respect to investigations and discipline. The objective would be to ensure that individuals who have experienced sexual assault could access supports available at the University even where the assault might have occurred off-campus.

Ms. Versace said a Sexual Assault website had been created recently to provide information on resources available on campus and within the community, for those who have experienced an assault, and guidelines for individuals who receive a disclosure of a sexual assault. Ms. Versace said the Working Group had elected to create guidelines for responding to a disclosure, rather than a procedure, as responses to such disclosures would not necessarily follow a step-by-step process. She said that, if there appear to be gaps in the policies it may be that the information is provided in the guidelines.

Ms. Versace briefly reviewed proposed revisions to the policy and procedure concerning *Violent of Threatening Behaviour*, as outlined in the presentation. She said revisions had been made to comply with *The Workplace Safety and Health Act* and to clarify the role of STATIS.

Ms. Versace briefly reviewed proposed revisions to the *Student Discipline Bylaw*, which would have three separate procedures, including *Student Academic Misconduct*, *Student Non-Academic Misconduct*, and *Student Discipline Appeal* procedures. The first two procedures more clearly described the jurisdiction of disciplinary authorities and the investigation process. The procedure for *Student Academic Misconduct* includes definitions, created in consultation with the Associate Deans Undergraduate / University Liaison Officers and the Academic Integrity Working Group.

Ms. Versace identified the various stakeholders that have participated in the community consultation process, as indicated in the presentation attached to the minutes. She said the draft policies and procedures could be downloaded from the University Governance webpage and invited Senators to submit feedback by email or anonymously through the webpage.

The Chair thanked Ms. Gottheil and Ms. Versace for the presentation.

Professor Austin-Smith asked if the Working Group had considered any of the recommendations included in the *Report of the Task Force on Misogyny, Sexism and Homophobia in Dalhousie University Faculty of Dentistry* (June 26, 2015). She observed that the Report focuses on an educative rather than a punitive

approach and includes recommendations to increase opportunities for interdisciplinary conversations among and between faculties on issues including racism, homophobia, and misogyny. The Report also suggests that very structured course requirements in professional programs might tend to isolate classmates and cohorts of students within such programs from larger conversations taking place at institutions. Professor Austin-Smith suggested that education would be a positive approach. Ms. Gottheil said the Working Group is aware of the Report. She said many recommendations made in the Report are addressed by existing policies and procedures at the University or by proposed revisions. Ms. Gottheil said Student Advocacy and the Office of Human Rights and Conflict Management do provide education and outreach to faculties, including those with professional programs.

Members raised concerns regarding the definition for “disrespectful behaviour.” Professor Austin-Smith suggested that it would encompass anything that someone might find offensive and might lead to arbitrary accusations. Professor Chen suggested that, because the definition is vague in terms of what constitutes disrespectful behaviour, it would allow for the possibility that a student, who perceived a criticism of his or her academic work to be an attack on his or her self-esteem, might think it appropriate to file a complaint against the instructor. This might lead to self-censorship by instructors, which would undermine the educational objectives of the institution.

Professor Gabbert said one difficulty with the revised *RWLE* policy and procedure is that it could lead to subjectivism, which could be problematic for instructors if they were found to be in violation of the policy because something that was said was felt to undermine someone’s dignity or self-esteem. This could be particularly problematic in situations where it is not clear whether it was the content or the tone (which is sometimes an important part of the content) in which something was said that caused offense. Professor Gabbert said that, if the policy and procedure were written in such a way as to regulate content and tone, instructors might be required to respect not only the persons of their students and colleagues, which would be fair, but also their ideas and the things that they believe are important, which, he suggested, instructors should not be obliged to do.

Referring to sections 2.17 through 2.19 of the revised *RWLE* policy, Professor Gabbert remarked that there is some reference to academic freedom but not to the UMFA Collective Agreement, which is the document that affects the academic freedom rights of most faculty members. He identified section 2.19 as being particularly problematic given the concerns outlined in the preceding paragraph, as it would require instructors to express opinions in a manner that would not be in breach of the *RWLE* policy or procedure. Ms. Versace noted that reference to the collective agreement is made in section 2.22 of the policy. She said the Working Group would be interested to receive practical suggestions about how to address concerns raised regarding the need to balance academic freedom of faculty members and principles of respectful behaviour provided in the *RWLE* policy and procedure.

Professor MacPherson concurred with concerns raised by Professor Gabbert. He suggested that the draft documents are problematic as the language is

concerned only with persons who have allegedly been disrespected without taking into account that, in a University environment, there will sometimes be legitimate academic debates and discussions that will offend some individuals. He suggested that it might be necessary to attempt to limit the term “offense” in some way that is beyond what the Supreme Court has referred to as the “vagaries of life.”

Professor MacPherson suggested that there should be a separate policy on sexual assault. He said sexual assault is clearly different from other sorts of behaviours dealt with in the *RWLE* policy, including harassment and disrespectful conduct, by its pervasiveness and long-term effects on those who have experienced an assault and on those who are indirectly affected. Also, the *Criminal Code* recognizes a need to treat sexual assault differently. Professor MacPherson suggested that having a separate policy on sexual assault would communicate that this is an important matter to the University, which would be significant given recent public focus on sexual assault on campuses. He suggested that to subsume sexual assault within the *RWLE* policy is to minimize it, as it would implicitly identify those who have experienced sexual assault in the same way as individuals who have been disrespected.

In response to concerns regarding the December 18th deadline to return feedback to the Working Group, Ms. Versace agreed that it would be possible to consider comments received in early January.

V 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.

Two questions concerning convocation ceremonies for Colleges in the Faculty of Health Sciences were received. The following question was received from Professor Burczynski, College of Pharmacy:

The College of Medicine has been permitted to hold convocation exercises at the Bannatyne Campus. For consistency within the Faculty of Health Sciences, will the other Colleges also be permitted to hold their convocation at the Bannatyne Campus or will all the Colleges within the Faculty of Health Sciences be required to attend convocation at the Fort Garry Campus?

The second question was received from Professor Gilchrist, College of Dentistry:

As you know, graduands from the Colleges of Medicine and Rehabilitation Sciences continue to enjoy the privilege of holding their own independent graduation ceremonies at the Brodie Centre in the Health Sciences complex following traditions established within the former Faculty of Medicine. Since, increasingly, we are being guided by a common set of ideals, procedures and rules within this newly unified Faculty of Health Sciences structure, do you think it is both fair and just that graduands from the remaining Colleges of Dentistry, Pharmacy and Nursing be granted the same privilege of holding their own independent graduation ceremonies if (a) they so desire and (b) are willing to organize and cover the costs?

Dr. Keselman clarified that there is no special convocation ceremony for programs offered by the College of Rehabilitation Sciences. She said students graduating from those programs participate in ceremonies at the Fort Garry Campus.

Dr. Keselman said there are special convocation ceremonies for two programs at the University; the Doctor of Medicine degree and the Diploma in Agriculture. The convocation ceremony for the Doctor of Medicine program has taken place at the Bannatyne Campus since 2006. In each case, the special convocation ceremony relates to the start and/or end dates of the programs and to activities that follow shortly after the convocations. The M.D. program ends earlier than other programs and graduates are reported to Senate before the end of April. The special convocation takes into account that many graduates proceed into residency programs shortly after graduation and often must establish themselves in locations outside of the city or out-of-province before those programs begin. Dr. Keselman said the start and end dates of the academic schedule for the Diploma in Agriculture are different given constraints of the agricultural season. The program starts later in the fall and ends earlier in the spring, to allow students to participate in harvest and seeding activities, respectively.

Dr. Keselman said the 2016/2017 Academic Schedule had been already established. She reminded Senators that it had been approved at the previous meeting.

Dr. Keselman said other models for convocation might be considered but would need to be considered in the context of financial, human, and space resources. She said the space constraints at the Bannatyne Campus, in terms of organizing a convocation event, are considerable. Also, any new model for convocation would have to conform to a set of guiding principles that would be designed to preserve the integrity of the convocation, which is a significant academic event for the University. It would also be necessary to take into consideration the potential impact on convocation events for the University as a whole. Dr. Keselman noted that some faculties geographically located at the Fort Garry Campus have made requests for special convocations in the past, so any model proposed on the basis of geographic location and unique circumstances of individual faculties would have to be considered bearing in mind past decisions.

Dean Iacopino said the possibility of holding a convocation ceremony at the Bannatyne Campus had been raised every year during his tenure at the University, but the idea had never before progressed so far as to be raised during Question Period at Senate. He suggested that demand for special convocation ceremonies originate with students, and he attributed the increased pressure for a change to a different student experience that has developed since the formation of the Faculty of Health Sciences, which has resulted in a new consciousness among students of a shared experience. Dean Iacopino acknowledged that there are traditions that surround convocation and agreed that there is merit in graduands coming together as part of a larger community of academics to celebrate that event, but he suggested that this larger gathering is also impersonal. He said perspectives on the definition of community have also changed for professional programs at the Bannatyne Campus. He observed that, as professional organizations and alumni associations have become increasingly involved with students during the course of their programs, they have developed intimate mentoring relationships with students.

Dean Iacopino said the College of Dentistry organizes a smaller, more intimate graduation celebration on the day prior to the convocation ceremony at the Fort Garry

Campus, which is largely funded by external stakeholders. He described it as a time during which students are together with a small group of people who they know and recognize, including their instructors, mentors, and family. He suggested that students' are increasingly disinterested in travelling to a second, larger event at an unfamiliar campus, to participate in a ceremony with a bunch of people who they do not know. Dean Iacopino raised the spectre that students in programs at the Bannatyne Campus might elect not to attend convocation ceremonies at the Fort Garry Campus, which, he suggested, would be a more difficult issue to address than it would be to consider the possibility of having special convocation ceremonies for these programs at the Bannatyne Campus.

Mr. Kopp said communications he has received from students in the Colleges of Dentistry and Pharmacy suggest that some students feel strongly that there should be special convocation ceremonies for their programs at the Bannatyne Campus.

Dean Etcheverry said the College of Rehabilitation Sciences has, for many years, conducted an award ceremony prior to the fall convocation, which includes representatives of accrediting bodies and other external stakeholders. The College presents the event to students in a way that communicates that is also important for them to join with others to celebrate their convocation as part of the broader University community and as part of the community who they will serve as graduates. Dean Etcheverry said most students attend the awards luncheon and virtually all of the students also attend the convocation ceremony at the Fort Garry Campus. The awards luncheon is carefully planned each year so as not to interfere with students' ability to participate in convocation. Dean Etcheverry acknowledged that there is student interest in having special convocations for the programs at the Bannatyne Campus, but suggested that it would be important for various positions to be considered in the discussion of different models for convocation.

Dr. Barnard observed that the questions raised require some consideration. He suggested that it might be useful to investigate practices at other institutions, to determine what justifications are used for different models that might exist at other places.

Dr. Keselman said the Registrar had recently surveyed U15 universities regarding convocation practices. The survey addressed a range of questions, including a question regarding special convocations. Dr. Keselman said that, although the various institutions might not have understood the term in the same way, the survey results suggest that special convocations are not the practice at other places. She noted, in particular, that the University of Toronto holds all of its convocation ceremonies, for students from all of its various campuses, in downtown Toronto, at Convocation Hall. She indicated that the question could be explored further.

VI CONSIDERATION OF THE MINUTES OF THE MEETING OF NOVEMBER 4, 2015

Professor McMillan MOVED, seconded by Professor Judy Anderson, THAT the minutes of the Senate meeting held on November 4, 2015 be approved as circulated.

CARRIED

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

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

1. **Report of the Senate Executive Committee** Page 185

Professor Brabston said the Senate Executive had met on November 18, 2015. Comments of the committee accompany the reports on which they were made.

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

Ms. Ducas said the Senate Planning and Priorities Committee had concluded its deliberations on a proposal for a Bachelor of Midwifery program, which had been brought forward by the College of Nursing, University of Manitoba, and the Faculty of Health Sciences, University College of the North. She said the proposal would be brought to Senate in due course.

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

1. **Report of the Senate Committee on Awards – Part B
[October 19, 2015]** Page 186

Professor Hultin said the Senate Committee on Awards is recommending one new bursary for undergraduate students in the College of Medicine, and two revised awards, including one for undergraduate students in the Asper and a general bursary for students in any program. He noted that all three awards are targeted to supporting Indigenous students.

Professor Hultin MOVED, on behalf of the committee, THAT Senate recommend that the Board of Governors approve, the Report of the Senate Committee on Awards – Part B [dated October 19, 2015].

CARRIED

2. **Report of the Senate Committee on Admissions
RE: Revised Selection Process for the Doctor of
Dental Medicine Program, College of Dentistry** Page 195

Ms. Gottheil said the College of Dentistry is proposing to remove the Manual Dexterity Test component from the Canadian Dental Aptitude Test score, which is one of three criteria used to assess students for admission to the Doctor of Dental Medicine (D.M.D.) program. The proposal takes into account the findings in a joint report of the Canadian Dental Association and the Association of Canadian Faculties of Dentistry, which showed, first, that the Manual Dexterity Test has a null to weak predictive ability on student performance and, second, that, of the Dental Aptitude Test components, Grade Point Average and reading comprehension tests are the best predictors of academic performance.

Ms. Gottheil MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Admissions concerning a revised selection process for the Doctor of Dental Medicine program, College of Dentistry, effective for the September 2017 admission cycle.

CARRIED

**3. Undergraduate Course Changes Beyond Nine Credit Hours
RE: Biomedical Sciences Concentration, Interdisciplinary Health Programs, Faculty of Health Sciences**

a) Report of the Senate Committee on Curriculum and Course Changes Page 200

Professor Smith said the Senate Committee on Curriculum and Course Changes had considered a proposal from the Interdisciplinary Health Programs (IHP), Faculty of Health Sciences, to introduce a Biomedical Sciences Concentration within the Bachelor of Health Sciences degree. The proposal includes the introduction of three courses that total 12 credit hours. He informed Senate that the committee had supported the proposal.

b) Report of the Senate Planning and Priorities Committee Page 202

Ms. Ducas briefly highlighted several observations made in the Report of the Senate Planning and Priorities Committee. She noted that, initially, enrolment in the proposed concentration would be limited to twenty-four students per year. The ongoing cost of offering the concentration would be \$8,702, which would be covered by revenue from laboratory fees (\$3,600) and an allocation from the Faculty of Health Sciences to cover the balance. The Faculty has also indicated that it would cover a one-time cost of \$93,838 related to purchasing laboratory equipment required for the course, HEAL 4640. Resources would be required to fund positions for two Teaching Assistants and for operating costs associated with the laboratory component of HEAL 4640. Resources are already in place for an Undergraduate Program Advisor for the IHP Programs, and other staff resources would be drawn from existing staff within the basic science departments.

Ms. Ducas said there had been considerable discussion at the committee regarding access to prerequisite courses BIOL 2520 and CHEM 2360, which are already oversubscribed. The committee had been advised that, when the Bachelor of Health Sciences degree was first established, the Faculty of Science had indicated that there would be space for up to forty students in these courses. The committee had also been advised that, in recent years, the University has addressed issues related to service teaching through the Strategic Resource Planning (SRP) process. Ms. Ducas said the committee had remained concerned about enrolment pressures in these courses and had observed that, notwithstanding the enrolment limits projected when the B.H.Sc. program was established, recent budget cuts, increased enrolment in the Faculty of Science, and ongoing financial pressures at the University mean that any enrolment

increase that might occur as a result of the implementation of the concentration would take place in a different resource context than existed in 2006. Given this, students might experience difficulty accessing the required Science prerequisites.

Ms. Ducas MOVED, on behalf of the committees, THAT Senate approve a proposal for a Biomedical Sciences Concentration in the Bachelor of Health Sciences, Faculty of Health Sciences, including three course introductions, effective September 1, 2016.

Observing that the budget is based on an anticipated annual enrolment of twenty-four students and that it specifies that the Faculty would allocate \$5,102 annually to cover the balance of the cost of the course that is not covered by laboratory fees, Professor Chen raised a concern that, in any given year that enrolment in the course was less than twenty-four students, the cost to the Faculty would be larger than indicated in the budget, which might require a reallocation of resources that would be made at the expense of another program or programs.

CARRIED

4. Reports of the Faculty Council of Graduate Studies on Program and Curriculum Changes

- a) **RE: Proposal for a Financial Analyst Concentration, in the M.B.A., Asper School of Business** Page 244

Professor McNicol said the proposed Financial Analyst concentration would prepare students to write the Chartered Financial Analyst (CFA) Program Exam. He noted that the program proposal includes proposals for three course introductions, two of which would be cross-listed with undergraduate courses.

Professor McNicol MOVED, seconded by Dean Benarroch, THAT Senate approve the Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes concerning a proposal, for a Financial Analyst Concentration in the Master of Business Administration, Asper School of Business, effective September 1, 2016.

CARRIED

- b) **RE: Department of Biochemistry and Medical Genetics** Page 248

Professor McNicol said the Department of Biochemistry and Medical Genetics is proposing to reduce the minimum number of credit hours required for the M.Sc. program from 13 credit hours to 10 credit hours, with 7 credit hours of required courses and 3 credit hours of electives. The program requirements for the Ph.D. program would not be changed, but the requirements for students entering the program from a thesis based M.Sc. program would be established as a minimum of 10 credit

hours completed in the M.Sc. program. The proposed revisions would bring the program requirements into line with those for other graduate programs offered in the Faculty of Health Sciences.

Professor McNicol MOVED, seconded by Dean Etcheverry, THAT Senate approve the Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes concerning the Department of Biochemistry and Medical Genetics, effective September 1, 2016.

CARRIED

c) RE: Proposal to Change Name of M.Sc. in Medical Rehabilitation, College of Rehabilitation Sciences

Page 252

Professor McNicol recalled that, when the Faculty of Health Sciences was established, the former School of Medical Rehabilitation had been established as a College within that Faculty, with the name College of Rehabilitation Sciences. He said the College is proposing to change the name of the Master of Science in Medical Rehabilitation to “Master of Science in Rehabilitation Sciences,” to correspond to the name of the College.

Professor McNicol MOVED, seconded by Dean Etcheverry, THAT Senate approve the Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes concerning a proposal to change the name of the Master of Science in Medical Rehabilitation to the “Master of Science in Rehabilitation Sciences”, effective September 1, 2016.

CARRIED

5. Report of the Senate Committee on Rules and Procedures RE: Re-Allocation of the Faculty of Human Ecology Student Senate Seat

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Mr. Leclerc said *The University of Manitoba Act* provides that the membership of Senate will include twenty-eight students elected by faculty and school councils. Senate determines how the spaces available for students are allocated to the faculties and schools. An analysis of current enrolment data shows that the Faculty of Engineering has fewer seats on Senate than some other faculties of a similar size. The proposal also responds to a request from Engineering students for an additional Senate seat. Given these things, the Senate Committee on Rules and Procedures is recommending that the student seat on Senate left vacant with the closure of the Faculty of Human Ecology be allocated to the Faculty of Engineering.

Professor Giesbrecht MOVED, seconded by Professor Gabbert, THAT Senate approve the Report of the Senate Committee on Rules and Procedures concerning a Re-Allocation of the Faculty of Human Ecology Student Senate Seat, effective upon approval by Senate.

CARRIED

X ADDITIONAL BUSINESS

1. Election of the Chancellor

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The Chair indicated that an election was required to elect three Senate members who are not students and two student Senators (one undergraduate and one graduate) to serve on the Chancellor Search Committee.

The University Secretary opened nominations for three Senate members who are not students to serve on the Selection Committee. On motions duly moved and seconded, Professor Brabston, Professor Kandrack, and Dean Turnbull were nominated. On a motion duly moved and seconded, nominations were closed.

Professor Brabston, Professor Kandrack, and Dean Turnbull were declared **ELECTED** to the Chancellor Search Committee.

The University Secretary opened nominations for one undergraduate student Senator to serve on the Selection Committee. On a motion duly moved and seconded, Mr. Sherbo was nominated. On a motion duly moved and seconded, nominations were closed.

Mr. Sherbo was declared **ELECTED** to the Chancellor Search Committee.

The University Secretary opened nominations for a graduate student Senator to serve on the Selection Committee. On a motion duly moved and seconded, Ms. Sidhu was nominated. On a motion duly moved and seconded, nominations were closed.

Ms. Sidhu was declared **ELECTED** to the Chancellor Search Committee.

XI ADJOURNMENT

The meeting was adjourned at 2:59 p.m.

These minutes, pages 1 to 14, combined with the agenda, pages 1 to 255, and the presentation, "Behavioural Policies: Overview of Revisions," comprise the minutes of the meeting of Senate held on December 2, 2015.

ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER
REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER

Behavioural Policies: Overview of Revisions



UNIVERSITY
OF MANITOBA

What policies have been revised?

- Respectful Work and Learning Environment
- Violent or Threatening Behaviour
- Inappropriate or Disruptive Student Behaviour
- Student Discipline Bylaw and procedure



Why were they revised?

- Need to ensure compliance with regulatory requirements
- Clarify behavioural expectations for students and employees
- Outline and streamline response to sexual assault
- Be responsive to a changing environment (e.g. social media)
- Need for consistency in addressing student misconduct and concerning behaviour



Working Group

- **Jeff Leclerc**, University Secretary
- **Susan Gottheil**, Vice-Provost (Students)
- **Jay Doering**, Vice-Provost (Graduate Education) and Dean, Faculty of Graduate Studies
- **Greg Juliano**, Associate Vice-President (Human Resources)
- **Naomi Andrew**, General Counsel and Director, Fair Practices and Legal Affairs
- **Alan Scott**, Chief Risk Officer
- **Jackie Gruber**, Human Rights and Conflict Management Officer
- **Brandy Usick**, Director, Student Advocacy and Accessibility
- **Maria Versace**, Legal Counsel
- **Marcia Yoshida**, Student Appeals Officer



How were policies revised?

- Reorganization of policies
- Incorporate regulatory requirements
- Enshrine in policy our current practices



RWLE Revisions

- Reflect organizational structure
- Correspond with regulatory and legislative requirements
- Behavioural expectations
- University's response to sexual assault
- Preliminary Assessments
- Human Rights Advisory Committee
- Provisions for internal investigations



“Disrespectful Conduct”

means offensive behaviour not constituting Discrimination, Harassment, or Sexual Assault, but that includes acts or omissions that:

- (a) Have or may have the effect of creating an intimidating, humiliating, hostile or offensive work or learning environment;
- (b) May unfairly damage the reputation of others;
- (c) Violate reasonable expectations of privacy;



“Disrespectful Conduct”

means offensive behaviour not constituting Discrimination, Harassment, or Sexual Assault, but that includes acts or omissions that:

- (d) Undermine the dignity, self-esteem or productivity of another individuals or group;
- (e) Undermine collaborative work and learning relationships



Sexual Assault Protocol

- Procedure under RWLE
- Sexual assault and consent are defined
- How to handle disclosures
 - Rights of affected individuals
 - Limits of confidentiality
- Reporting Protocol
- Identify supports available to survivors
- Education and training of campus community





Search

- Home
- Prevention
- Safe Spaces and Support
- Anonymous Reporting on Campus
- Student Counselling Centre
- Office of Human Rights and Conflict Management
- Student Support Case Manager
- University Health Service
- Health and Wellness
- Security Services
- Services for Students at Bannatyne Campus

Sexual Assault

If you think you have been sexually assaulted we encourage you to contact **Klinic Community Health Centre** (24/7). You can also contact the **Student Counselling Centre** at their Fort Garry (474 University Centre) or Bannatyne (S207 Medical Services Building) Campus locations.

Helping Someone Who Has Been Sexually Assaulted

What is Sexual Assault?

- an act of violence or aggression involving a sexual attack either verbal, emotional or physical.
- unwelcome sexual comments, harassment or threats that make you feel uncomfortable, violated or under attack.
- touching in a sexual way without permission.
- forced kissing or fondling.
- forced oral, anal or vaginal intercourse (rape)

Without consent, it is Sexual Assault.

(Source: *Klinic*)

What is Consent?

Consent is a freely given, enthusiastic and clear communication of agreement between two people before participating in each sexual encounter and sexual activity.

Consent can be withdrawn at any time by any person.

Consent is NOT obtained when a person:

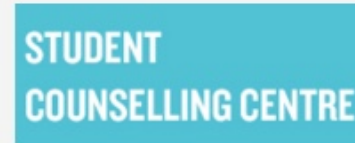
- is intoxicated or drunk
- is sleeping

NEED HELP NOW?

Available 24 hours / 7 days a week



Available during normal business hours



Resources for Responding to a Disclosure of Sexual Assault (PDF)



<http://umanitoba.ca/student/sexual-assault/>

Violent or Threatening Behaviour Revisions

- Revised to comply with the *Workplace Safety and Health Regulation*
- Student/Staff Threat Assessment Triage Intervention Support team (STATIS)
- Response protocols
- Supports available
- Confidentiality



Student Discipline Bylaw Revisions

- Separated out into three distinct procedures:
 - Student Academic Misconduct Procedure;
 - Student Non-Academic Misconduct and Concerning Behaviour Procedure; and
 - Appeal Procedures



Main changes in new Procedures

- Student Non-Academic Misconduct and Concerning Behaviour
 - Disciplinary Authority
 - Cross-references
 - Section on “Concerning Behaviour”
- Student Academic Misconduct
 - Focus on consistency
- Student Discipline Appeal Procedures
 - Focus on flow and consistency
 - Clarified roles and representation



Community Consultations

- ADU (undergraduate)
- Student Experience
- Provost Council
- Student Residences
- Unions (UMFA, AESES, CUPE Engineering, CUPE, UNIFOR)
- Student Support
- Sexual Assault Working Group
- LASH committees / OSHA
- UMSU senior sticks
- UDC
- President Advisory Committee on Respect
- Community Consultation at Fort Garry and at Bannatyne





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BEHAVIOURAL POLICIES
REVIEW CONSULTATIONS

Behavioural Policies Review Consultations

For a general overview of the changes proposed for these policies, please [CLICK HERE](#).

The University recently undertook a review of the governing documents pertaining to behaviour and conduct of students, staff and faculty at the University. The current governing documents relating to this subject matter include the [Respectful Work and Learning Environment Policy](#), the [Violent or Threatening Behaviour Policy](#), the [Inappropriate or Disruptive Student Behaviour Policy](#), and the [Student Discipline Bylaw](#).

This review is being undertaken by a working group that includes broad representation from units that support the University in administering these governing documents. The proposed revision of these governing documents is being guided by the following concerns:

1. A need to ensure compliance with [The Human Rights Code \(Manitoba\)](#) and [The Workplace Safety and Health Regulation \(Manitoba\)](#);
2. A desire to more clearly outline and streamline the University's response to sexual assault on campus;

SUBMIT YOUR FEEDBACK

We welcome your feedback, comments and ideas. To submit feedback, please [CLICK HERE](#)

All submissions are anonymous and confidential.

However, if you would like us to reply to your feedback, please include your email address in the body of the text, or email us directly at policy.feedback@umanitoba.ca.

http://umanitoba.ca/admin/governance/governing_documents/behavioural_policy_review_consultations.html

Email: policy.feedback@umanitoba.ca