

**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**

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**Members Present**

Dr. D. Barnard,  
Chair  
Dr. C. Adams  
Prof. B. Albensi  
Prof. C. Anderson  
Prof. B. Austin-Smith  
Dean S. Baum  
Dean J. Beddoes  
Prof. M. Bieringer  
Dr. J. Blatz  
Prof. T. Bone  
Prof. O. Botar  
Very Rev. R. Bozyk  
Prof. F. Burczynski  
Prof. T. Chen  
Prof. N. Cicek  
Prof. S. Clark  
Mr. M. Colley  
Prof. M. Czubryt  
Prof. D. Delay  
Ms. L. Demczuk  
Prof. S. Dhingra  
Prof. M. Domaratzki  
Prof. B. Elias  
Mr. A. Fischer  
Mrs. L. Forsythe  
Prof. M. Gabbert  
Prof. D. Gardner  
Mr. M. Garrett  
Ms. S. Gottheil  
Mr. H. Guzman  
Dean N. Halden  
Mr. M. Haroon  
Dean G. Hepburn  
Ms. R.-L. Holter-  
Ferguson  
Prof. J. Honeyford  
Prof. T. Ivanco  
Prof. S. Karimi  
Mr. H. Katz  
Ms. N. Lam  
Prof. L. Landrum

Ms. K. Macalinao  
Prof. K. Main  
Prof. B. Mark  
Prof. C. Miller  
Dean, T. Mondor  
Dean J. Mulvale  
Prof. K. Nixon  
Mr. C. F. Nwaiwu  
Prof. D. Oliver  
Ms. S. Olson  
Prof. T. Peter  
Prof. S. Popowich  
Dean B. Postl  
Prof. M. Rastegar  
Prof. T. Reeve  
Ms. C. Reitano  
Dr. J. Ristock  
Dr. M.-J. Romaniuk  
Mr. J. Sanderson  
Prof. A. Schultz  
Ms. A. Slagerman  
Prof. M. Smith  
Mr. G. Sobie  
Prof. R. Tate  
Dean J. Taylor  
Prof. C. Trott  
Prof. C. Van Winkle  
Prof. P. Wener  
Dean K. Wittenberg  
Ms. L. Zapshala-Kelln  
Mr. J. Leclerc,  
University Secretary  
Dr. S. Coyston,  
Recording Secretary

**Assessors Present**

Ms. S. Bonner-Proulx  
Dr. J. Doering  
Dr. D. Hiebert-Murphy  
Prof. R. Lastra  
Dr. L. Lavallée  
Prof. D. McNeil  
Mr. C. Neumann

Mr. M. Shaw  
Dr. D. Stewart  
Dr. M. Torchia

**Regrets**

Mr. J. Adams  
Prof. G. Anderson  
Prof. R. Biscontri  
Prof. P. Blunden  
Dean. D. Brown  
Dr. D. Collins  
Recteur G. Csepregi  
Dean E. Dawe  
Mr. S. Dorge  
Dean N. Dyck  
Prof. W. El-Matary  
Prof. A. Farenhorst  
Prof. J. Gilchrist  
Prof. B. Hallman  
Prof. E. Haque  
Prof. J. Hare  
Prof. R. Hechter  
Prof. P. Hess  
Dean G. Jacoby  
Dr. D. Jayas  
Ms. L. Johnson  
Mr. J. Kearsey  
Prof. W. Kinsner  
Ms. T. Kriegl  
Ms. M.-L. Linh  
Mr. A. LeClair  
Dean D. Mandzuk  
Mr. N. Marnoch  
Mr. D. Martens  
Prof. S. McClement  
Ms. J. McConnell  
Prof. J. Paliwal  
Mr. A. Prenovault  
Mr. P. Raghunatha  
Prof. G. Restall  
Prof. A. Schwann  
Dr. H. Sector  
Ms. L. Stoyko

Ms. I. Supel  
Dean R. Urbanowski  
Prof. X. Wang  
Mr. J. Wilson

**Absent**

Ms. R. Abolarin  
Prof. A. Alessi-Severini  
Dean J. Black-Branch  
Mr. M. Block  
Ms. T. Brenan  
Mr. J. Chaitram  
Mr. J. Cranston  
Prof. R. Currie  
Ms. J. Dela Cruz  
Mr. L. Dojack  
Ms. B. Dorais-Fleming  
Dr. G. Glavin  
Dean A. Iacopino  
Prof. R. Koop  
Prof. D. MacPherson  
Dean L. Raman-Wilms  
Mr. J. Reynolds  
Mr. S. Rizk  
Prof. C. Schmidt  
Ms. V. Truong

**Also Present**

Prof. C. Ateah  
Ms. S. Bannatyne  
Ms. C. Davidson  
Prof. M. Edwards  
Ms. P. Gareau  
Mr. R. Roller  
Ms. B. Usick  
Ms. S. Utsunomiya  
Ms. M. Watson  
Ms. M. Yoshida

The Chair informed Senate that the Speaker was Dean Jeff Taylor, Faculty of Arts.

**I MATTERS TO BE CONSIDERED IN CLOSED SESSION - none**

**II MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE**

1. **Proposed Academic Schedule, 2019 Summer Term** Page 6
2. **Revision to the Academic Schedule for 2018-2019, Max Rady College of Medicine** Page 11
3. **Reports of the Faculty Council of Graduate Studies on Program and Curriculum Changes**
  - a) **RE: BFAR Statements, Departments of Community Health Sciences, Immunology, Religion, Sociology and Criminology, Mathematics, Microbiology, and College of Pharmacy** Page 12
  - b) **RE: Department of Interior Design** Page 27
  - c) **RE: Physics and Astronomy** Page 28
4. **Request for Extension, Articulation Agreement, University of Manitoba, Bachelor of Science in Agribusiness – Assiniboine Community College, Diploma in Agribusiness** Page 30
  - a) **Report of the Senate Committee on Curriculum and Course Changes** Page 33
  - b) **Report of the Senate Committee on Admissions** Page 35
5. **Request for Extension, Articulation Agreement, University of Manitoba, Bachelor of Environmental Science – University College of the North, Natural Resources Management Technology Diploma** Page 36
  - a) **Report of the Senate Committee on Curriculum and Course Changes** Page 38
  - b) **Report of the Senate Committee on Admissions** Page 39
6. **Report of the Senate Committee on Approved Teaching Centres RE: Cross-Registered Courses and Instructors for 2018-2019** Page 40

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

- **the Academic Schedule, 2019 Summer Term;**

- a revision to the Academic Schedule for 2018-2019, Max Rady College of Medicine;
- the Reports of the Faculty Council of Graduate Studies on Program and Curriculum Changes
  - RE: BFAR Statements, Departments of Community Health Sciences, Immunology, Religion, Sociology and Criminology, Mathematics, Microbiology, and College of Pharmacy;
  - RE: Department of Interior Design;
  - RE: Physics and Astronomy;
- a request for extension, Articulation Agreement, University of Manitoba, Bachelor of Science in Agribusiness – Assiniboine Community College, Diploma in Agribusiness;
- a request for extension, Articulation Agreement, University of Manitoba, Bachelor of Environmental Science – University College of the North, Natural Resources Management Technology Diploma;
- the Report of the Senate Committee on Approved Teaching Centres RE: Cross-Registered Courses and Instructors for 2018-2019.

**CARRIED**

### **III MATTERS FORWARDED FOR INFORMATION**

1. **Report of the Senate Committee on Awards – Part A** Page 43  
[May 10, 2018]

2. **In Memoriam: Dr. Petr Černý** Page 57

Dean Halden offered a memorial tribute for Dr. Petr Černý, who joined the University of Manitoba in 1968 as a post-doctoral fellow. He was appointed as Professor Emeritus following his retirement, in 1999.

Dean Halden said Dr. Černý's research in the field of granitic pegmatites had led to a qualitatively new level of their understanding, refined petrogenetic and mineral deposit models, and improved classification schemes. His contributions to Earth sciences were recognized by numerous national and international professional organizations, including, among others, the Logan Medal from the Geological Association of Canada, the Past President's Medal from the Mineralogical Association of Canada, the Pošepný Gold Plaque from the Czech Academy of Science, and the Silver Medal from Asociación Geológica Argentina. In 1978, a new mineral, Černýite, found at Keystone, South Dakota, was named in his honour.

3. **Reports of the Senate Committee on Academic Review**

- a) **RE: Undergraduate and Graduate Program Reviews** Page 58

- b) **RE: Annual Report on the Status of Academic Program Reviews and Accredited Programs, May 15, 2017 – April 5, 2018** Page 75
4. **Request to Suspend Admissions to the Bachelor of Human Ecology in Family Social Sciences and the Bachelor of Human Ecology in Family Social Sciences, After Degree Programs** Page 84
- The Chair reminded the committee, that, under the *Admission Targets* policy, it is the President who approves changes to enrolment limits following consultation with the dean or director and with Senate and the Board of Governors, subject to the provisions of the provincial *Programs of Study Regulation*.
5. **Request to Suspend Admissions to Post-Baccalaureate Certificate in Applied Leadership (PBCAL)** Page 97
6. **Request to Extend Suspension of Admissions to Integrated Bachelor of Music/Bachelor of Education Program** Page 102
7. **Report of the Senate Committee on Admissions RE: Proposal from Enrolment Services and the Faculty of Graduate Studies to Modify the Gender Identity Options Listed on the University of Manitoba Application** Page 105

Ms. Gottheil said Enrolment Services and the Faculty of Graduate Studies were recommending that the gender identity options on the University's application forms be revised, to replace the current binary options of male and female with five options: female, male, two-spirit, non-binary, and another gender identity, where an applicant could indicate how they self-identify. She said, given provincial and federal reporting requirements, the University must continue to collect information on gender.

Ms. Gottheil said a working group had been struck to consider changes to the application forms. The group had consulted widely internally and externally, including with the Rainbow Resource Centre and the Manitoba Human Rights Commission, regarding appropriate terminology, and it had reviewed what was being done at other institutions.

Ms. Gottheil said, beginning in the 2018 Fall Term, current students would also have the option to change their gender identity, to one of the five options noted above, in their student record. She noted that Aurora, the student information system, was limited to three options, male, female, and not available. The University will work with vendors and governments to pressure for changes elsewhere.

Ms. Gottheil said the proposal had been reviewed by the Senate Committee on Admissions and the Faculty Council of the Faculty of Graduate Studies.

## IV REPORT OF THE PRESIDENT

### 1. President's Report

Dr. Barnard said the University of Manitoba and the Gairdner Foundation had hosted a conference on *Canada and Global Public Health: Moving from Action to Strategy* (June 12 – 13, 2018), which had brought together an impressive group of researchers and public health leaders from across country and around the world. It was a notable event that built on a strength of the University.

Dr. Barnard congratulated Ms. Carla Loewen (B.Ed./2001; B.A./ 2003; M.Ed./2016) on her recent election as alumni representative to Board of Governors. Ms. Loewen replaces Ms. Shona Connelly.

Dr. Barnard reported that, on May 29<sup>th</sup>, the University had announced a Front and Centre Campaign total of \$466,495,719. The University was on track to meet the campaign benchmark. The University had also announced Dr. Gerald and Mrs. Reesa Niznick's transformative gift of \$7.5 million to the College of Dentistry.

Dr. Barnard informed Senate that the Board of Directors for the UM Properties GP Inc., had been appointed by the University's Board of Governors (May 22, 2018). He and Ms. Zapshala-Kelln, Vice-President (Administration), would represent the University on the Board of Directors and Mr. Bob Silver, Distinguished Alumni Award recipient, would serve as Chair. Other members of the Board include Mr. Rick Adams, Mr. Steve Demmings, Mr. Bob Ellard, and Ms. Diane Gray. The Board of Directors would ensure development of the Southwood Lands aligned with the *Visionary (re)Generation Master Plan*. Its first task would be to hire a CEO, who would take the secondary plan to the City of Winnipeg, for the City's formal approval.

Dr. Barnard said the University had accepted a decision by the Manitoba Labour Board that the University should have shared the provincial government's salary mandate sooner than it did during the 2016 negotiations with the University of Manitoba Faculty Association (UMFA). At the time, the University had thought that it was acting in the best interests of UMFA members by continuing the dialogue with the province, but it was the wrong decision and the University had apologized. Affected UMFA members would receive a remedy payment in an upcoming pay period and UMFA would also receive a payment, in accordance with the ruling.

Dr. Barnard reported that the University's provincial operating grant had been reduced by 0.9 % for the current fiscal year. Provincial legislation provides for a 6.6% tuition increase, but even with this, tuition rates at the University would continue to be the lowest rates in western Canada and among lowest in the country. President Barnard said the University would disburse about \$17 million in scholarships and bursaries and this amount would continue to grow with the success of the Front and Centre Campaign, which had resulted in the establishment of 573 new scholarships, bursaries, and fellowships.

Dr. Barnard said, with the provincial government's decision to no longer provide health coverage for international students, the University would allocate just over \$2.2 million in its 2018 budget, to bridge international students in the transition to private insurance. The University had partnered with other postsecondary institutions in the province to provide a private health insurance plan to international students.

## **2. Enrolment at the University of Manitoba: What's on the Horizon?**

Ms. Gottheil, Vice-Provost (Students), Dean Mondor, Vice-Provost (Graduate Education), and Mr. Roller, Executive Director, Office of Institutional Analysis, provided an update on the University's *Strategic Enrolment Management (SEM) Planning Framework (2013 – 2018)*. A copy of the presentation, "Enrolment at the University of Manitoba: What's on the Horizon?" is appended to the minutes of the meeting.

Ms. Gottheil said the purpose of the presentation was to provide an update on SEM planning over the previous five years and to begin a discussion about SEM planning directions for the University for the next five years. In 2012, when the current *SEM Planning Framework* was under development, the perception was that enrolment was growing at an exponential rate, in the absence of plan, and was taxing human and physical resources. The SEM Planning Committee had been tasked with developing an SEM plan, for the number and types of students at the University, that would be one aspect of integrated planning underway at the institution at that time, including strategic and budget planning processes.

Ms. Gottheil said SEM had three lenses; (i) student experience, to ensure activities that influence student recruitment and progression were those that would attract and support students, (ii) institutional priorities, to ensure academic programs and administrative policies support both students and the institution, and (iii) organizational framework and structure, to ensure that SEM goals could be achieved effectively and efficiently. Key to developing an SEM plan was tying it to the institutional academic and strategic planning processes.

Ms. Gottheil said most institutions wanted to increase enrolment, in order to increase revenue. Other important considerations were changing demographics and the need to make strategic choices based on the types of students an institution serves. Ms. Gottheil said SEM planning at the University might include decisions about the type of institution the University should be and the types of students it should serve taking into account the mission and vision of the University and its role in a system of colleges and universities in the province, in which it was the only research-intensive university.

Dean Mondor recalled that the current *SEM Planning Framework* was established in 2013. It was the first institution-wide plan to examine current and future enrolment at the University. Many of the targets, for enrolment and student outcomes at the undergraduate and graduate levels, were aspirational but served to establish a basis of measurement going forward. Several targets, particularly for graduate enrolment and student outcomes, had been established with reference to the U15, which the University had recently joined.

Dean Mondor recalled that the *SEM Planning Framework* established targets of 32,000 for total student enrolment, with 80 percent undergraduate and 20 percent graduate students. He briefly reviewed progress made toward several undergraduate targets, as outlined in the presentation appended to the minutes. Total undergraduate enrolment had declined slightly from 2013 to present, but it had remained relatively stable overall, at about 25,000 students. Indigenous undergraduate enrolment had moved toward the target of 10 percent of total undergraduate enrolment, from 7.8 to 8.9 percent. International undergraduate enrolment had increased significantly (16.1 percent) and had exceeded the target for 10 percent. Progress had not been made toward targets set for improving the retention rate between first and second year and the graduation rate after six years, the latter having declined from 51.1 percent to 48.7 percent.

Dean Mondor briefly reviewed progress made toward graduate targets, as outlined in the presentation appended to the minutes. Progress had not been made toward the target of 20 percent of total student enrolment. Although it had fluctuated from year-to-year, graduate enrolment remained at about 12.5 percent. The existing target for 5 percent Indigenous graduate student enrolment had been met, with current enrolment at 5.8 percent. International graduate student enrolment, which had been 17 percent in 2012 and 24.5 percent in 2013, had already exceeded the target for 20 percent set when the *SEM Planning Framework* was established. It had continued to increase across all programs and was currently 32.4 percent of graduate student enrolment. Domestic graduate student enrolment had declined during the same period. Progress had been made toward each of the targets set for graduate student outcomes, including increasing the ratio of Doctoral to research Master's students, increasing graduation rates for Master's students after five years and Doctoral students after nine years, and reducing the mean number of terms to graduation for Master's students. Progress had not been made toward the target set for the mean number of terms to graduation for Doctoral students (15 terms), which had increased slightly from 16.8 terms to 17.0 terms.

Ms. Gottheil said, following the implementation of the *SEM Planning Framework*, it had taken several years to identify strategies that would result in progress toward goals identified in the plan and to then make changes to policies and practices. She cited as examples: (i) recent changes to the undergraduate, direct entry admission option framework, to ensure applicants would be prepared for success in their programs (Senate, May 16, 2018); (ii) revisions to the *Voluntary Withdrawal* and *Grade Point Averages* policies and the introduction of the *Authorized Withdrawal* and *Repeated Course* policies (Senate, June 22, 2016) and registration course waitlists, to ensure students could access required courses and complete their programs in a timely way; (iii) new systems, including for admissions (Apply Yourself) and advising (UM Achieve degree audit; Career Compass), to support the activities of Student Affairs units and Academic Advisors, to be more efficient and to focus on those students who required the most support; (iv) increased financial support for students, through focused fundraising during the Front and Centre Campaign; (v) enhanced academic, social, and cultural supports for Indigenous and international students; and (vi) enhanced support for graduate students, with the introduction of GradSteps workshops. Different than in the past, data would be used to assess the impact of

some of these changes and to inform decision making, with support from the Office of Institutional Analysis.

Ms. Gottheil identified several challenges related to enrolment planning. The fact that targets for international enrolment had been exceeded might not be entirely positive, as there had been no planning for the current levels. Also, it might be argued that there were not sufficient supports inside and outside the classroom to support these students. Referring to Indigenous enrolment, Ms. Gottheil said the University had reached what were conservative, five-year goals. Ultimately, the aim was to reach Indigenous enrolment levels representative of the self-identified Indigenous population in the province, and current enrolment did not approach this longer-term target. In terms student outcomes, Ms. Gottheil said there had been no improvements and, in some cases, movement had been in the wrong direction from the targets. She reminded Senators that data were for students who entered the University as full-time students and did not include part-time students. The fact that there had been no increase in graduate enrolment and the proportion of Doctoral to Master's students remained low raised questions as to whether these had been correct goals.

Mr. Roller reviewed data that might inform SEM planning on future enrolment trends at the University, as outlined in the presentation appended to the minutes. Manitoba high school graduates were one of the largest sources of new students each year. The number of high school graduates varied over the period 2006/2007 to 2015/2016, including lower numbers of graduates in the last two years. In each of the last three years, approximately 23 percent of Manitoba high school graduates had come to the University of Manitoba. Increasing international student enrolment from 2012 to 2017 had contributed to stable total student enrolment over the same period. International student enrolment had plateaued in the last two years, and it was difficult to predict what would happen in the next couple years. Combined undergraduate and graduate Indigenous student enrolment had also increased over the same period, due in part to encouraging students to self-declare as Indigenous but also because there were additional Indigenous students. Statistics Canada census data for 2016 show the Indigenous population in Manitoba, which comprises 18 percent of the total Manitoba population (all ages) and 24 percent of the population aged 15 – 24 years old, is higher than the Indigenous population in Canada, in the same age groups. Participation rates of Manitobans (18 - 24 years old) showed a slight trend down in the last two years, which might indicate a trend for the coming years. Participation rates varied depending on economic factors, with a lower proportion of high school graduates entering university when the provincial unemployment rate was low. The current unemployment rate was 6 percent.

Ms. Gottheil identified a number of questions to consider as the University began to think about the SEM plan for the next five years, including whether it should (i) continue to focus on the same student categories, (ii) also address other student categories that are missing, (iii) contain fewer goals, in order to focus on achieving a smaller number of targets, given limited financial and human resources, (iv) continue to use the U15 as the sole comparator group, and (v) encourage SEM planning at the academic unit level that would enhance student success and the student experience.



The Chair invited discussion.

Professor Botar remarked that it was disquieting to think that unexpected increases in international enrolment might be the only way to maintain enrolment levels, particularly considering recent declines in international enrolment in other places and future uncertainties in this regard. He asked if there were things that could be done to address that precariousness. Dean Mondor said, while it was not possible to predict how future world events might impact international enrolment, he suggested that, because each year there were more international applicants than international students admitted, the University could withstand some fluctuation in demand. Also, when the University implemented an international differential fee several years ago, the Faculty of Graduate Studies had created scholarships for international graduate students admitted with a minimum 3.5 Grade Point Average, for the first two years in their program. This might serve to protect international graduate enrolment from changing external factors that led to decreased demand elsewhere.

Ms. Gottheil said there was a demographic decline nationally and across North America, but the decline varied across regions. Some institutions had responded by increasing international student recruitment efforts. The University of Manitoba had never used international enrolment to balance domestic enrolment. The University had various pipelines for international students and a long history of attracting, admitting and supporting international students. In 2013, international student enrolment was 8.1 percent of total enrolment at the University and it had been at the same level ten years before that, with some fluctuations in the intervening years. Ms. Gottheil identified a need for the province to consider ways to increase participation rates in postsecondary education, as the province of Ontario had done several years earlier. Consideration could also be given to different pathways to the University, for example, laddering from colleges, recognizing that not all domestic students come to the University directly from high school.

Mr. Sanderson asked whether international student enrolment targets established in 2013, which were lower than international enrolment levels at the time, signaled a mandate to decrease the proportion of international students. Ms. Gottheil said the *SEM Planning Framework, 2013-2018* had been drafted in 2012, when international student enrolment was lower than the targets. There had been a sharp increase in international student enrolment in the first years of the plan. In 2016, the SEM Planning Committee had considered the question of limiting international enrolment, given that it was over the target. The outcome of that discussion had been a decision to increase academic and social supports for international students and to re-evaluate the enrolment targets as part of the discussions for the subsequent SEM planning framework.

Professor Miller, who had recently joined the University, coming from the University of Wisconsin-Milwaukee, remarked on similar demographic and enrolment trends at the two places. She said one strategy used by the latter institution was to invest in recruitment of domestic students from neighbouring states. She suggested the University might increase recruitment efforts in Northwest Ontario, for example, by promoting the proximity and lower cost of living in Winnipeg relative to Toronto. Also, the University might recruit

Indigenous students from northern Minnesota, who might be attracted to particular programs that are not offered in the United States. Moreover, as many tribes in that state had strong scholarship programs for their students, it might be a source of international tuition revenue for the University.

Professor Cicek recalled that, when the current *SEM Planning Framework* was developed, a gap in domestic graduate student enrolment had been identified. While the University had exceeded its target for international graduate enrolment, it had fallen short of the target for overall graduate enrolment by about 2,600 students. Professor Cicek asked if there was a strategy to encourage domestic students to attend graduate school and to support them in their programs. He suggested one approach would be to provide graduate student funding. Dean Mondor said the University wanted to address declining domestic graduate student enrolment and the SEM Planning Committee would seek input from academic units about potential strategies. Consideration might be given to targeted recruitment and funding efforts or, as Professor Miller had proposed, recruiting students from other jurisdictions. He noted that conversations with deans indicated they were concerned with recruiting the best students rather than engineering particular proportions of different categories of students.

Professor Austin-Smith suggested that it would be important to consider the continuity of the University's undergraduate to graduate programs and how that could, perhaps, be facilitated through the encouragement of more four-year undergraduate degree programs. She observed that a unit wanting to recruit the best students to its graduate programs might not know who these individuals were if they completed a three-year degree. Also, graduates of a three-year degrees who return to undertake graduate studies were required to complete a qualifying or pre-Master's year to be considered for admission to Graduate Studies. Ms. Gottheil agreed that it would be useful to have a discussion with faculties about the possibility of either increasing the number of four-year degree programs or incentivizing enrolment in existing ones.

Dean Mondor anticipated that revisions to the *Academic Guide* under item IX 3 (a) on the agenda, which would allow undergraduate students to register in graduate courses and, in some situations, use those courses for credit toward a graduate program, might encourage strong students to consider pursuing graduate studies at the University.

Mr. Raghunatha observed that many students in health sciences graduate programs were supported by stipends funded by faculty members' research grants or Research Manitoba studentships. Given recent tuition increases, cuts to Research Manitoba funding, and the elimination of a provincial tuition rebate, he identified graduate student support as an item for discussion in enrolment planning.

Dean Wittenberg observed that much of the conversation had been focused on SEM planning to ensure stable revenue rather than to ensure a quality education. She suggested, given the rapidly changing environment that graduates would be entering, that it would become necessary to reconsider traditional undergraduate and graduate programs in order to provide future students with the types of education and programs they would need to be successful.

Dr. Barnard observed that the SEM planning exercise that was about to be launched would be a project for the entire University community to decide the direction for the institution rather than one in which senior administrators presented a final plan based on enrolment data for Senate's consideration. The discussion had identified several potential conversations, including the balance of three- and four-year degree programs at the University and the types of students who were served by each of these.

Dr. Barnard thanked Ms. Gottheil, Dean Mondor, and Mr. Roller for their presentation.

**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.

No questions were received.

**VI CONSIDERATION OF THE MINUTES OF THE MEETING OF MAY 16, 2018**

**Dr. Adams MOVED, seconded by Professor Chen, THAT the minutes of the Senate meeting held on May 16, 2018 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 112

Dean Taylor said Senate Executive had made recommendations on nominations to fill a number of vacancies on the Senate Committee on Nominations, including three vacancies for academic staff and two vacancies for student members. One vacancy for an academic staff member remained.

Other comments of the Executive Committee accompany the report on which they were made.

**Dean Taylor MOVED, on behalf of the committee, THAT the following nominations to the Senate Committee on Nominations be approved by Senate for three-year terms beginning June 1, 2018, and ending May 31, 2021:**

- a) Professor Bonnie Hallman (new appointment, Senator), representing Agricultural and Food Sciences and Environment, Earth, and Resources;**
- b) Professor Helen Cameron (re-appointment), representing Science;**

- c) **Professor Steven Passmore (new appointment, Senator), representing Education, Kinesiology and Recreation Management, and Extended Education; and**

**THAT the following nominations to the Senate Committee on Nominations be approved by Senate for one-year terms beginning June 1, 2018, and ending May 31, 2019:**

- a) **Ms. Nina Lam (Arts);**
- b) **Mr. Cody Ross (Graduate Studies).**

**CARRIED**

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

Professor Main said that, in an electronic meeting, the Senate Planning and Priorities Committee (SPPC) had approved two Reports (items IX 2 (a) and (b)).

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

- 1. **Report of the Senate Committee on Awards – Part B [May 10, 2018]** Page 115

**Dean Wittenberg MOVED, seconded by Dean Beddoes, THAT Senate recommend that the Board of Governors approve the Report of the Senate Committee on Awards – Part B [dated May 10, 2018].**

**CARRIED**

**2. Undergraduate Course Changes Beyond Nine Credit Hours**

- a) **RE: School of Art** Page 120
  - i) **Report of the Senate Committee on Curriculum and Course Changes** Page 128

Professor McNeill said the School of Art was proposing to introduce eight studio courses, including STDO 1480 Digital Essentials, which would be used in the Bachelor of Fine Arts (General) and Bachelor of Fine Arts (Honours) degrees. The School was also proposing to modify the Bachelor of Fine Arts (General) in Art History and the Bachelor of Fine Arts (Honours) in Art History, to remove a language requirement, which would be replaced by a requirement for 6 credit hours of electives

Professor McNeill said proposed course changes exceeded 9 credit hours, as the School had elected to retain existing ceramics courses while until it was satisfied that the introduction of the new courses had proceeded as planned.

ii) **Report of the Senate Planning and Priorities Committee** Page 130

Professor Main said the SPPC had considered the same course introductions in April. The committee had endorsed the course changes.

**Professor Main MOVED, on behalf of the committees, THAT Senate Executive endorse undergraduate curriculum and course changes proposed by the School of Art, effective September 1, 2018.**

Professor Reitano asked why the language requirement was being removed from the Art History programs. She suggested that the language requirement was important for graduates of these programs, who often were required to work abroad.

Professor McNeill replied that the School was proposing to make the change, as similar programs at other institutions no longer had a compulsory language course.

Professor Botar said the decision to remove the language requirement had been a difficult one for the School, as it felt strongly that Art History majors should have a second language, particularly if students intended to pursue graduate studies. He said the proposal responded to a recommendation in a recent undergraduate program review, which suggested that the requirement might be adversely affecting enrolment in the programs. The School was not sure this was the case but was proposing to remove the requirement to see if it would lead to a change in enrolment.

**CARRIED**

b) **RE: Faculty of Science** Page 132

i) **Report of the Senate Planning and Priorities Committee** Page 152

Professor Main said the SPPC had considered undergraduate course changes beyond nine credit hours in the Faculty of Science at its meetings in February, March, and April. The Faculty was proposing to introduce four interdisciplinary topics courses at each of the 1000-, 2000-, 3000-, and 4000- levels. The primary objectives were to offer courses with an interdisciplinary perspective on science topics and to have some flexibility to reflect changing technologies and interests within the student body and faculty.

Professor Main said the committee had discussed concerns about the resource implications of the course introductions, including the

implications for some other sciences courses for which there was high demand. She referred Senators to Report for the committee's comments on these matters.

ii) **Report of the Senate Committee on Curriculum and Course Changes** Page 154

Professor McNeill said the Senate Committee on Curriculum and Course Changes (SCCCC) had received sample course outlines illustrating particular interdisciplinary courses that might be created under each of the SCI 1000, SCI 2000, SCI 3000, and SCI 4000 course numbers. The proposed courses, which would be given a new subject code, "SCI", to recognize the interdisciplinary nature of the courses, would provide a mechanism to introduce courses across departments.

**Professor McNeill MOVED, on behalf of the committees, THAT Senate approve undergraduate course changes beyond nine credit hours for the Faculty of Science, effective September 1, 2018.**

Professor Chen asked who would have responsibility for reviewing proposals for courses to be offered under the SCI topics course numbers, to ensure commensurability between courses offered by different departments and to identify potential overlap with other courses. Professor McNeil said the Dean's Office would manage the course offerings. Proposals for new courses would be reviewed by the Associate Dean (Undergraduate), who would consult with relevant stakeholders in the Faculty.

**CARRIED**

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

a) **RE: Revised Academic Guide, Faculty of Graduate Studies** Page 156

Dean Mondor said the Faculty of Graduate Studies was proposing changes the *Academic Guide*, including updating language to clarify processes and procedures. He briefly review some of the more substantive changes, including, first, to allow undergraduate students to register in graduate course (7000- level or above), with permission of the unit offering the course. Students who were subsequently admitted to a graduate program at the University could request to use completed graduate courses toward their graduate program requirements, thereby reducing their time to completion. Second, the Faculty was proposing to introduce guidelines for the use of cross-listed courses in graduate program requirements.

**Dean Mondor MOVED, seconded by Dean Wittenberg, THAT Senate approve the Report of the Faculty Council of Graduate Studies on**

**Program and Curriculum Changes concerning revisions to the Academic Guide, Faculty of Graduate Studies, effective September 1, 2018.**

**CARRIED**

**b) RE: Department of Biosystems Engineering Page 210**

Dean Mondor said the Department of Biosystems Engineering was proposing to eliminate a requirement for an engineering project, for the Master of Engineering in Biosystems Engineering. The modified program would be a course-based program. The proposal responded to a recommendation in a program review and was intended to encourage additional enrolment.

**Dean Mondor MOVED, seconded by Professor Cicek, THAT Senate approve the Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes concerning the Department of Biosystems Engineering, effective September 1, 2018.**

**CARRIED**

**c) RE: Department of Community Health Sciences Page 217**

Dean Mondor said the Department of Community Health Sciences was proposing to introduce several courses that reflect the expertise of faculty who joined the Department when it was merged with the former Department of Family Social Sciences (Senate, June 25, 2014; Board of Governors, June 24, 2014). Proposed course and program modifications would clarify requirements, improve course sequencing, and provide students with more options with respect to research methods courses.

**Dean Mondor MOVED, seconded by Professor Austin-Smith, THAT Senate approve the Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes concerning the Department of Community Health Sciences, effective September 1, 2018.**

**CARRIED**

**d) RE: Department of Geological Sciences Page 234**

Dean Mondor said the Department of Geological Sciences was proposing substantive modifications to the Master of Science in Geological Sciences program, involving a reduction in the required number of credit hours, from 12 to 6 credit hours. The requirement for a thesis would be retained. The intent of the proposal, which responded to a recommendation in a program review, was to increase students' focus on research, to better prepare them for research careers or for further study in a doctoral program.

**Dean Mondor MOVED, seconded by Dean Halden, THAT Senate approve the Report of the Faculty Council of Graduate Studies on**

**Program and Curriculum Changes concerning the Department of Geological Sciences, effective September 1, 2018.**

**CARRIED**

- e) **RE: College of Nursing, M.N.** Page 256

Dean Mondor said the College of Nursing was proposing course and curriculum changes for the Master of Nursing program, to clarify course objectives and program requirements, improve course sequencing, and to delete courses that were no longer being taught.

**Dean Mondor MOVED, seconded by Professor Schultz, THAT Senate approve the Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes concerning the Master of Nursing, College of Nursing, effective September 1, 2018.**

**CARRIED**

- f) **RE: College of Nursing, Ph.D. in Nursing** Page 266

Dean Mondor said the College of Nursing was proposing to delete one course, to introduce one course, and to modify two courses, to clarify course objectives and program requirements, improve course sequencing.

**Dean Mondor MOVED, seconded by Professor Blatz, THAT Senate approve the Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes concerning the Ph.D. in Nursing, College of Nursing, effective September 1, 2018.**

**CARRIED**

- g) **RE: College of Pharmacy** Page 270

Dean Mondor said the College of Pharmacy was proposing the modification of two seminar courses and the introduction of two seminar courses, so it would be clear on the transcript, for students who had completed both their Master's and Ph.D. degrees at the University, that they had completed different seminar courses in each program.

**Dean Mondor MOVED, seconded by Dean Wittenberg, THAT Senate approve the Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes concerning the College of Pharmacy, effective September 1, 2018.**

**CARRIED**

- h) **RE: Department of Physical Therapy** Page 280

Dean Mondor said the Department of Physical Therapy was proposing the deletion of three courses, the introduction of three courses, and program changes, to better reflect the program objectives.



**Dean Mondor MOVED, seconded by Professor Garrett, THAT Senate approve the Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes concerning the Department of Physical Therapy, effective September 1, 2018.**

**CARRIED**

**i) RE: Department of Statistics**

Page 285

Dean Mondor said the Department of Statistics had completed a review of its graduate program regulations over the previous year and it was proposing to update the supplemental regulations for the Master's and Ph.D. programs. He noted, in particular, a proposal to modify the Ph.D. program to eliminate a requirement for a qualifying examination. A candidacy examination would continue to be required, and the Department was proposing amendments to the supplemental regulations to strengthen the rules concerning this exam.

**Dean Mondor MOVED, seconded by Professor Domaratzki, THAT Senate approve the Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes concerning the Department of Statistics, effective September 1, 2018.**

**CARRIED**

**4. Report of the Senate Committee on Academic Dress  
RE: Master of Finance**

Page 297

Dr. Barnard said Professor Hess, Chair of the Senate Committee on Academic Dress, had sent regrets for the meeting.

**Professor Oliver MOVED, seconded by Professor Smith, THAT Senate approve the Report of the Senate Committee on Academic Dress concerning the Master of Finance.**

**CARRIED**

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

**a) RE: Revised Advanced Entry Admission Requirements for Degree Programs in the Faculty of Agricultural and Food Sciences**

Page 298

Ms. Gottheil said the Faculty of Agricultural and Food Sciences was proposing to harmonize advanced entry admission requirements for all five undergraduate degree programs it offered. The objective was to simplify the application and admission processes.

Ms. Gottheil said, under the revised advanced entry admission requirements, applicants would be assessed using an Adjusted Grade Point Average calculation based on all university coursework, including repeated courses. Similar to Adjusted Grade Point Averages established for admission to other programs at the University, the calculation would

allow some forgiveness in the calculation based on the number of credit hours an applicant had completed.

**Ms. Gottheil MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Admissions concerning revised advanced entry admission requirements for degree programs in the Faculty of Agricultural and Food Sciences, effective for the Fall 2019 intake.**

**CARRIED**

**b) RE: Revised Admission Requirements for the Bachelor of Nursing Degree, College of Nursing**

Page 305

Ms. Gottheil said the implementation of Degree Audit, in UM Achieve, had brought to light a discrepancy between Senate-approved admission requirements for the Bachelor of Nursing program and a practice in the College of Nursing to allow students to use BIOL 2410 and BIOL 2420, in lieu of BIOL 1412, and MBIO 3010 in lieu of MBIO 1220. The College was proposing changes to the admission requirements to formalize this practice.

Ms. Gottheil said the College was also proposing to require that students achieve a minimum grade of “C” in courses completed to meet the University’s Mathematics (M) and Written English (W) requirements, for consistency with academic regulations for the B.N. degree, which require a minimum grade of “C” in courses assigned a letter grade.

**Ms. Gottheil MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Admissions concerning revised admission requirements for Bachelor of Nursing degree, College of Nursing, effective for the Fall 2019 intake.**

**CARRIED**

**c) RE: Revised Admission Requirements for the Doctor of Medicine Degree, Max Rady College of Medicine**

Page 311

Ms. Gottheil said the Max Rady College of Medicine was proposing two amendments to the admission requirements for the Doctor of Medicine program. The first involved a revision to the Adjusted Grade Point Average calculation, to use grades for undergraduate courses submitted by the application deadline. Currently, the Adjusted Grade Point Average, which contributed to the composite score used to rank applicants for admission, was calculated using grades submitted at the time of application. It was recalculated as final grades were received, which required that the ranking of applicants be adjusted. The objective of the proposed change was to make the assessment of applicants more efficient. The second amendment related to a proposal to require that hat applicants to the M.D. program complete the Computer-Based Assessment for Sampling Personal Characteristics (CASPer) test, an online situational judgment test to evaluate non-cognitive skills and inter-

personal characteristics. Research showed that the CASPer test, which was increasingly being used for admission to medicine and other health sciences programs across Canada, did not negatively affect the diversity of applicants. As the research did not include a large number of Indigenous applicants, CASPer test results would not be used in the selection of applicants from the Canadian Indigenous applicant pool.

**Ms. Gottheil MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Admissions concerning revised admission requirements for the Doctor of Medicine degree, Max Rady College of Medicine, effective for the Fall 2019 intake.**

**CARRIED**

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

- a) **RE: Modification of Regulations on Maximum Attempts, Suspension, Reinstatement, and Degree Grade Point Average, Faculty of Agricultural and Food Sciences** Page 319

Dr. Hiebert-Murphy said the Faculty of Agricultural and Food Sciences was proposing revisions to its regulations on *Maximum Attempts*, *Suspension*, and *Reinstatement*, to increase consistency of requirements across degree programs offered by the Faculty.

**Dr. Hiebert-Murphy MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Instruction and Evaluation concerning modification of the regulations on Maximum Attempts, Suspension, Reinstatement, and Degree Grade Point Average, Faculty of Agricultural and Food Sciences, effective September 1, 2018.**

**CARRIED**

- b) **RE: Modification of Regulations on Graduating with Distinction or First Class Honours, Faculty of Arts** Page 331

Dr. Hiebert-Murphy said the Faculty of Arts was proposing changes to its regulation on *Graduating with Distinction or First Class Honours*, to no longer require that second degree students complete a larger number of credit hours than required to graduate in order to be eligible to graduate with distinction.

**Dr. Hiebert-Murphy MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Instruction and Evaluation concerning modification of regulations on Graduating with Distinction or First Class Honours, Faculty of Arts, effective September 1, 2018.**

**CARRIED**

- c) **RE: Modification of Regulation on Accommodations for Missed Undergraduate Term Examinations, I.H. Asper School of Business** Page 338

Dr. Hiebert-Murphy said the Asper School of Business was proposing changes to its regulation on *Accommodations for Missed Undergraduate Term Examinations*, including a number of editorial changes, the addition of several events that would be eligible for accommodation, and the addition of a statement to clarify that students could not request accommodation for a missed term examination on the basis that they had been involved in organizing an event.

**Dr. Hiebert-Murphy MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Instruction and Evaluation concerning modification of the regulation on *Accommodations for Missed Undergraduate Term Examinations*, I.H. Asper School of Business, effective September 1, 2018.**

**CARRIED**

7. **Reports of the Senate Committee on University Research**  
**RE: Periodic Reviews of Research Centres and Institutes**

- a) **Centre on Aging** Page 345

**Dr. Doering MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on University Research, on the periodic review of the Centre on Aging, regarding a recommendation that the Centre be renewed for a term of five (5) years, from September 3, 2018 through September 2, 2023.**

**CARRIED**

- b) **Winnipeg Institute for Theoretical Physics** Page 349

**Dr. Doering MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on University Research, on the periodic review of the Winnipeg Institute for Theoretical Physics, regarding a recommendation that the Institute be renewed for a term of five (5) years, from September 3, 2018 through September 2, 2023.**

**CARRIED**

8. **Reports of the Senate Committee on Rules and Procedures**

- a) **RE: Revisions to the Election of Students to Senate Procedure** Page 352

Dean Taylor said the Senate Committee on Rules and Procedures had received a joint proposal from the University of Manitoba Students' Union (UMSU) and the University of Manitoba Graduate Students' Association (UMGSA) to revise the term of office for student Senators in the *Election of Students to Senate* procedure, from April 1 – March 31 to May 1 to

April 30. The revised term of office would align with the terms of office of student union executives and student council associations and would also allow more time for student councils to conduct their elections.

Dean Taylor said pending approval of the proposed change, the term for student Senators elected for April 1, 2018 would end on April 30, 2019, as a transitional term.

**Dean Taylor MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Rules and Procedures concerning revisions to the *Election of Students to Senate* procedure, effective on approval by Senate.**

**CARRIED**

**b) RE: Revisions to the Senate Meeting Rules**

Page 358

Dean Taylor said the Office of the University Secretary had undertaken a review of the *Senate Meeting Rules*, to ensure these were up-to-date and reflected current practice. The Office had also taken the opportunity to consolidate the rules into a single document.

**Dean Taylor MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Rules and Procedures concerning revisions to the Senate Meeting Rules, effective upon approval by Senate.**

**CARRIED**

**9. Report of the Senate Committee on Nominations [June 5, 2018]**

Page 382

Professor Edwards said the committee met on June 5<sup>th</sup> to consider nominations to fill vacancies on Standing Committees of Senate. She referred Senators to the committee's nominations, as set out in the Report.

The Chair called for further nominations.

On a motion duly moved and seconded, Professor Miller was nominated for the vacancy on the Senate Planning and Priorities Committee.

There were no further nominations.

Professor Miller was **ELECTED** to the Senate Planning and Priorities Committee for a three-year term ending on May 31, 2021.

**Professor Edwards MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Nominations, RE: recommendations for (i) faculty nominees to the Senate Committee on Academic Review, Senate Committee on Honorary Degrees, Senate Committee on Libraries, and Senate Committee on University Research, and (ii) student nominees to Senate committees, as outlined in the Report [dated June 5, 2018].**

X ADDITIONAL BUSINESS1. Revisions to the Policy on The Chancellor

Page 402

Mr. Leclerc said Chancellor Selter's term would end the following year. In preparing for the process to identify a new Chancellor, President Barnard and Mr. Lieberman (Chair, Board of Governors, and Chair, Committee of Election), were recommending changes to the policy on *The Chancellor*, to update the language concerning qualities sought in the Chancellor. They were also recommending a change to the policy on *Election of the Chancellor*, to add the Vice-President (External) as a member of the Chancellor Search Committee in light of the external focus the Chancellor has and the linkages to the broader community.

Mr. Leclerc said proposed changes to the two policies would be brought to the Board of Governors for concurrence, as the membership of the Committee of Election comprised members of Senate and the Board.

**Dean Postl MOVED, seconded by Dean Beddoes, THAT Senate approve revisions to the policies on *The Chancellor* and *Election of the Chancellor*, effective on approval by the Board of Governors.**

CARRIED

2. Election of the Chancellor

Page 407

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

The Chair called for nominations from the floor to elect three Senate members who were not students.

On motions duly moved and seconded Professor Austin-Smith, Professor Blatz, and Dean Halden were nominated.

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

Professor Austin-Smith, Professor Blatz, and Dean Halden were declared **ELECTED** to the Chancellor Search Committee.

The Chair called for nominations from the floor to elect one graduate student Senator.

On motions duly moved and seconded, Ms. Forsythe and Mr. Neumann were nominated.

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

Ms. Forsythe was **ELECTED** to the Chancellor Search Committee as the graduate student Senator.

On a motion duly moved and seconded, Mr. Sanderson was nominated.

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

Mr. Sanderson was declared **ELECTED** to the Chancellor Search Committee as the undergraduate student Senator.

**3. Report of the Implementation Working Group for the Cooper Commission Report [May 11, 2018] Page 409**

Ms. Usick said the Working Group had made a number of observations and recommendations, as outlined in the Report. She noted, in particular, that the Working Group had completed the review of 62 proposals to establish *Bona Fide* Academic Requirements (BFARs) for graduate programs and proposals to establish essential skills and abilities documents for two graduate programs. She noted that the proposals were at various stages in the approval process.

Ms. Usick called attention to several recommendations in the Report, including that (i) the Working Group's mandate to review proposed BFARs before these entered the approval process should continue until all graduate program BFARs had been completed, (ii) the original September 2017 deadline for completion of graduate program BFARs be extended to May 31, 2019, and (iii) upon completion of the graduate program BFARs, the Working Group reassess the recommendation to create undergraduate program BFARs.

**Professor Miller MOVED, seconded by Professor Chen, THAT Senate approve the recommendations in Report of the Implementation Working Group for the Cooper Commission Report, effective upon approval by Senate.**

**CARRIED**

**4. Review of Summer Term Academic Schedule Page 412**

The Chair said Mr. Marnoch had sent regrets for the meeting.

**Professor Austin-Smith MOVED, seconded by Mr. Sobie, THAT Senate approve the proposed framework for a review of the Summer Term Academic Schedule.**

**CARRIED**

**XI ADJOURNMENT**

The meeting was adjourned at 3:23 p.m.

These minutes, pages 1 to 23, together with the agenda, pages 1 to 413, and the presentation, *Enrolment at the University of Manitoba: What's on the Horizon?*, comprise the minutes of the meeting of Senate held on June 20, 2018.

# TRAILBLAZER ADVENTURER INNOVATOR DEFENDER CHALLENGER ADVENTURER TRAILBLAZER DEFENDER VISIONARY VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY

## ENROLMENT PLANNING AT THE UM:

## UPDATE & WHAT'S NEXT?

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*June 20, 2018 Senate*

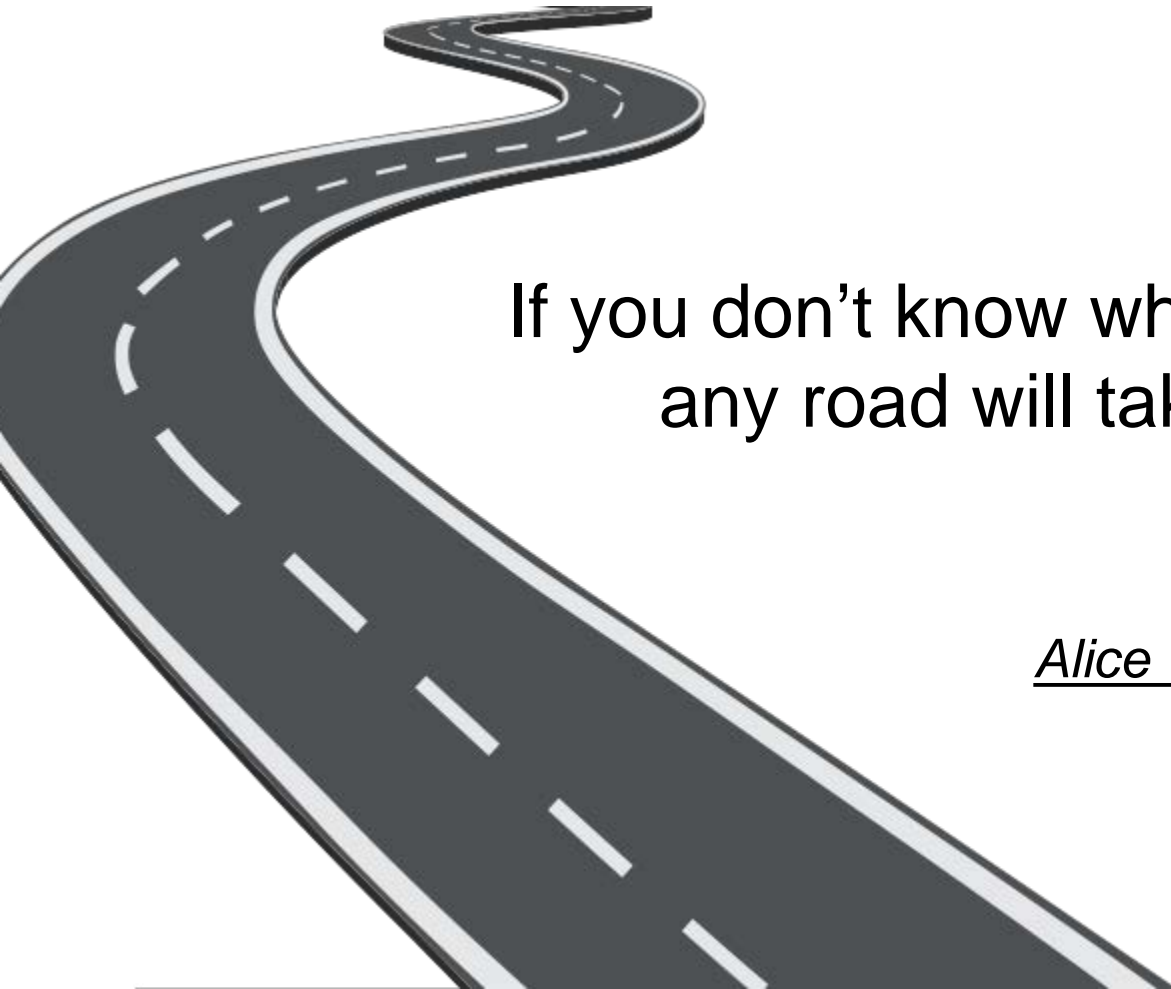
**Susan Gottheil**, Vice-Provost (Students)  
**Todd Mondor**, Vice-Provost (Graduate Education)  
& Dean, Faculty of Graduate Studies  
**Randy Roller**, Executive Director, OIA

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UNIVERSITY  
OF MANITOBA





If you don't know where you're going,  
any road will take you there.

Cheshire Cat,  
*Alice Through the Looking Glass*



# Institutional Planning Processes

- Strategic planning – answers “why”
- Academic program planning – answers “what”
- Facility planning – answers “where”
- Budget planning – answers “how”
- Enrolment planning – answers “who”



# SEM is...

- The range of activities that influence a student's initial and continued enrolment
- The programs, policies and processes that impact institutional enrolment
- The organizational framework and structure that supports institutional and student goals
- It is tied into the institutional academic and strategic plan



# All PSEs are NOT the Same

- Size
- Location
- Student body
- Mission
- Accessibility

We can't be all things to all people.

**\*\*\* SEM IS ABOUT MAKING CHOICES  
AND BEING STRATEGIC\*\*\***



# SEM Plan Background

- Current SEM goals were established in 2013
- First institution-wide plan to examine current and future enrolment
- Represented a means of connecting the student experience to the mission and identity of our University
  - The **U15 Group of Canadian Research Universities** (commonly shortened to **U15**), which UM had recently joined, was used as a comparator group
- Identified critical enrolment goals, including student outcomes for both undergraduate and graduate students



## Progress Toward Meeting Undergraduate Goals

	SEM Goal	Initial Status	Current Status
Enrolment	25,600	25,363 (Nov 1, 2013)	25,065 (Nov 1, 2017)
Indigenous Students	10% (2,560)	7.8% (1,973; Nov 1, 2013)	8.9% (2,221; Nov 1, 2017)
International Students	10% (2,560)	11.4% (2,888; Nov 1, 2013)	16.1% (4,024; Nov 1, 2017)
Retention Rate (1 <sup>st</sup> to 2 <sup>nd</sup> yr)	90%	86.7% (for 2012 cohort)	86.4% (for 2016 cohort)
Graduation Rate (after 6 yrs)	60%	51.1% (for 2007 cohort)	48.7% (for 2011 cohort)

## Progress Toward Meeting Graduate Goals

	SEM V1 Goal	Initial Status	Current Status
Enrolment	20%; 6,400	12.6%; 3,748 (2013)	12.4%; 3,721 (Nov 2017)
Indigenous Students	5%; 320	4.2%; 158 (2013)	5.8%; 214; (Nov 2017)
International Students	20%; 1,280	24.5%; 917 (2013)	32.4%; 1,206 (Nov 2017)
Ratio Research-M to PhD	1:1	1 : 0.66 (Fall 2013)	1 : 0.78 (Winter 2018)
M Grad. after 5 yrs	80%	71.7% (2006)	79.3 (2010)
PhD Grad. after 9 yrs	75%	70.7% (2002)	74.1% (2006)
Mean # Terms to Grad	M = 7 PhD = 15	M = 8.9 (2006) PhD = 16.8 (2002)	Master's = 8.1 (2010) PhD = 17.0 (2006)

# SAMPLE SEM STRATEGIES

- Revised/new Admissions Target Policy and Procedures (2015)
  - Enhanced use of data to support evidence-based analysis and decision-making
  - Recruitment (*Connect* crm; marketing; coordination)
  - Admissions (*Apply Yourself*; new Direct Entry Admission Policy framework - 2018)
  - Review of transit and progression rules (U1, Arts and Science)
  - Enhancement of advising supports (*u.achieve*, *Career Compass*)
- 





# SAMPLE SEM STRATEGIES

- Revision to VW, AW and course repeat policies (2016)
- Implementation of registration course waitlists
- Enhanced financial supports for undergraduate, graduate, Indigenous and international students
- Enhanced academic, social and cultural supports for Indigenous and international students
- *GradSteps* workshops



# What Has Worked?

# Have We Moved the Needle?



# CHALLENGES

- International enrolment target well exceeded
    - 2015 Provost's Council Working Group reviewed targets and agreed still within median of U15 for both undergraduate and graduate international enrolment
  - No movement towards undergraduate outcomes goals
    - Complexity of factors influencing student persistence and academic success
  - At the graduate level, enrolment has not increased significantly; the proportion of PhD students remains low
  - SEM Plan V2 needs to be developed – what should we focus on?
- 



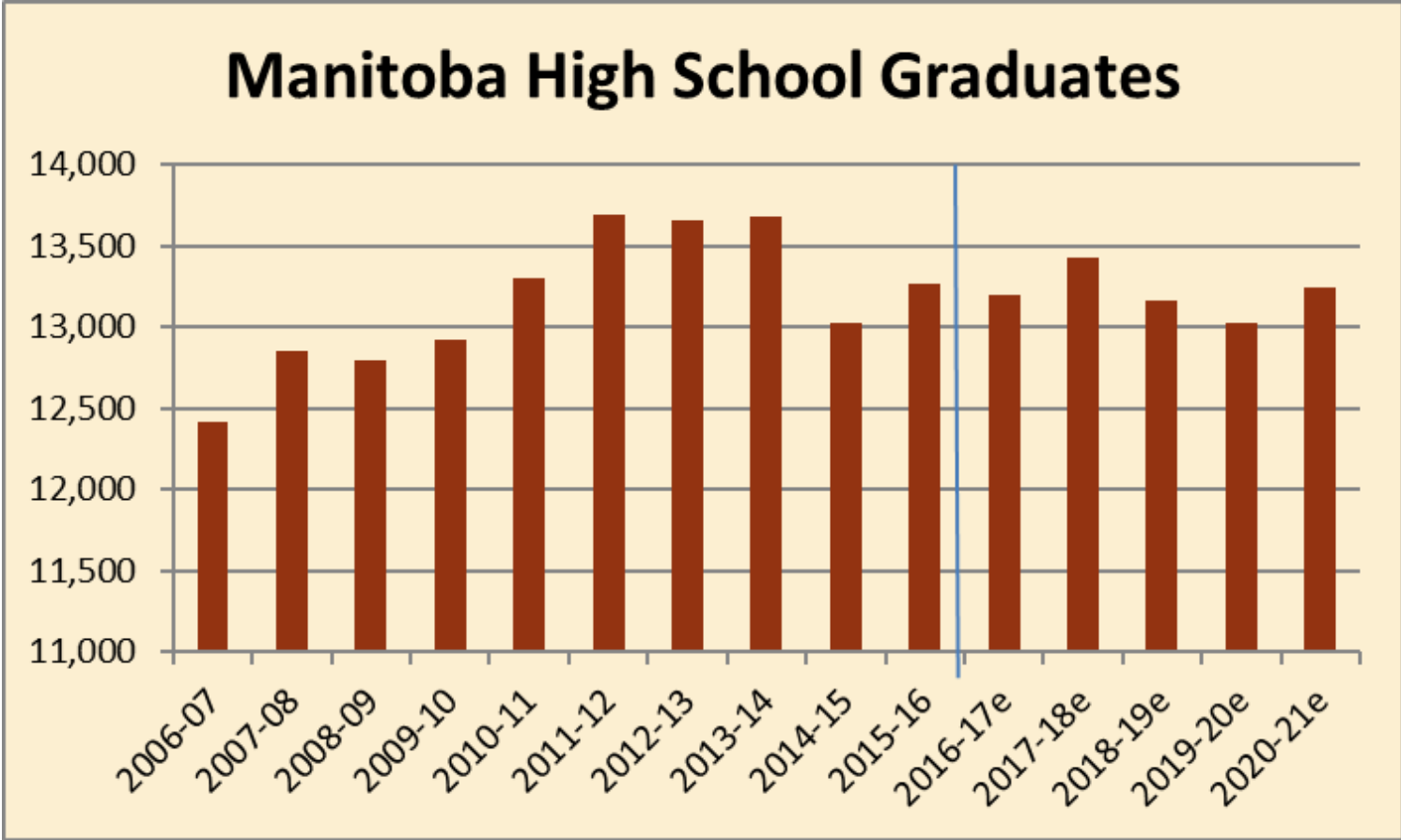
# WHAT IS ON THE HORIZON?



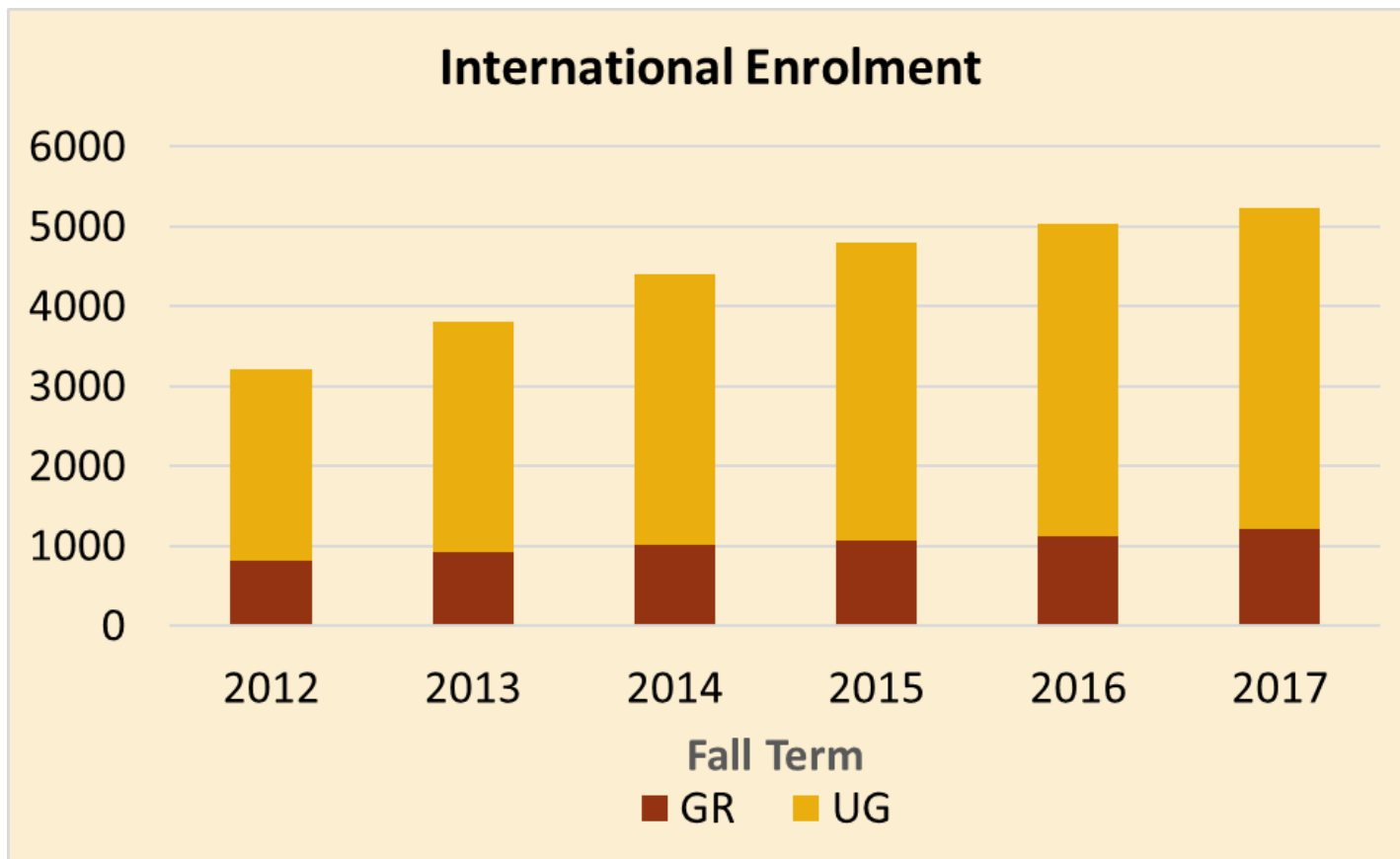
“Most of us see  
the writing on the wall,  
we just assume it’s  
addressed to someone else”



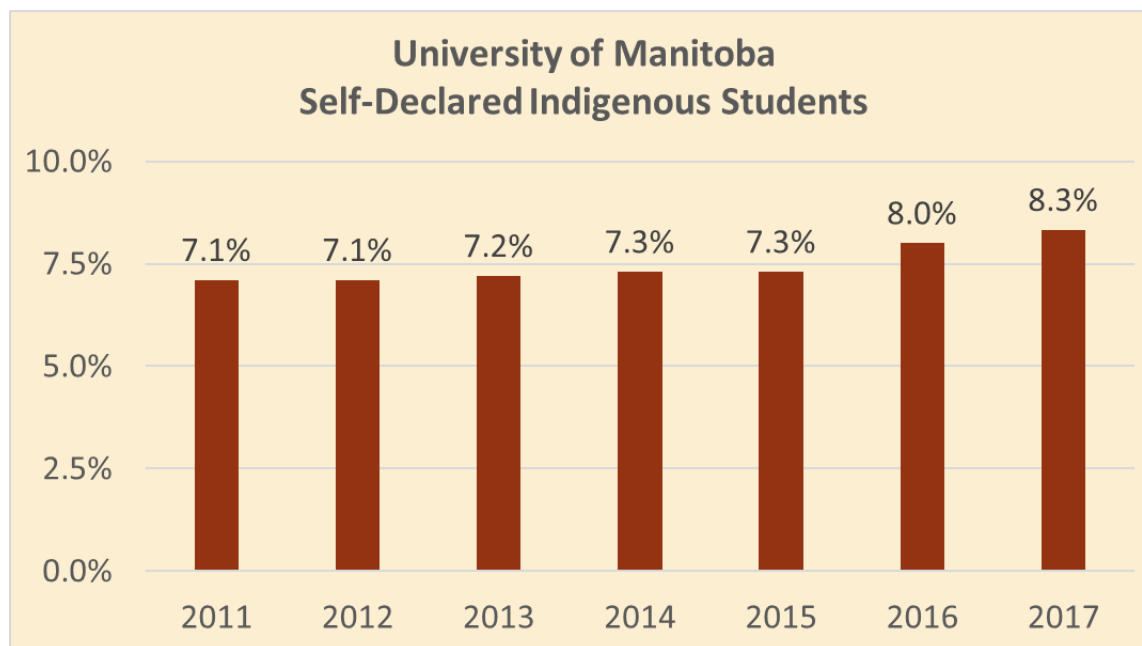
# HIGH SCHOOL GRADUATES



## INTERNATIONAL STUDENTS



## SELF-DECLARED INDIGENOUS STUDENTS

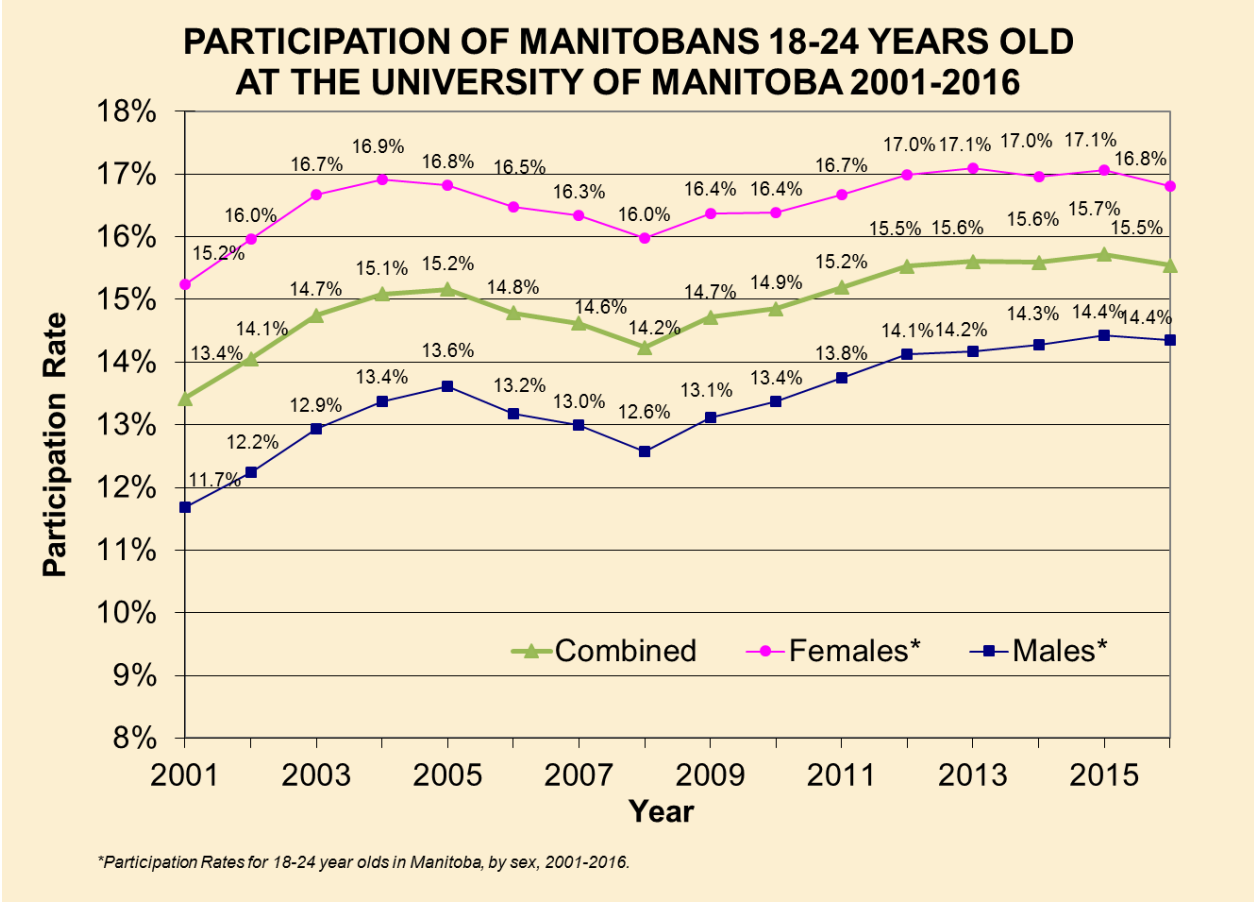


### Statistics Canada Census Data

	All Ages		Ages 15-24	
	Indigenous Population in Canada (%)	Indigenous Population in Manitoba (%)	Indigenous Population in Canada (%)	Indigenous Population in Manitoba (%)
2016	4.9%	18.0%	7%	24.0%

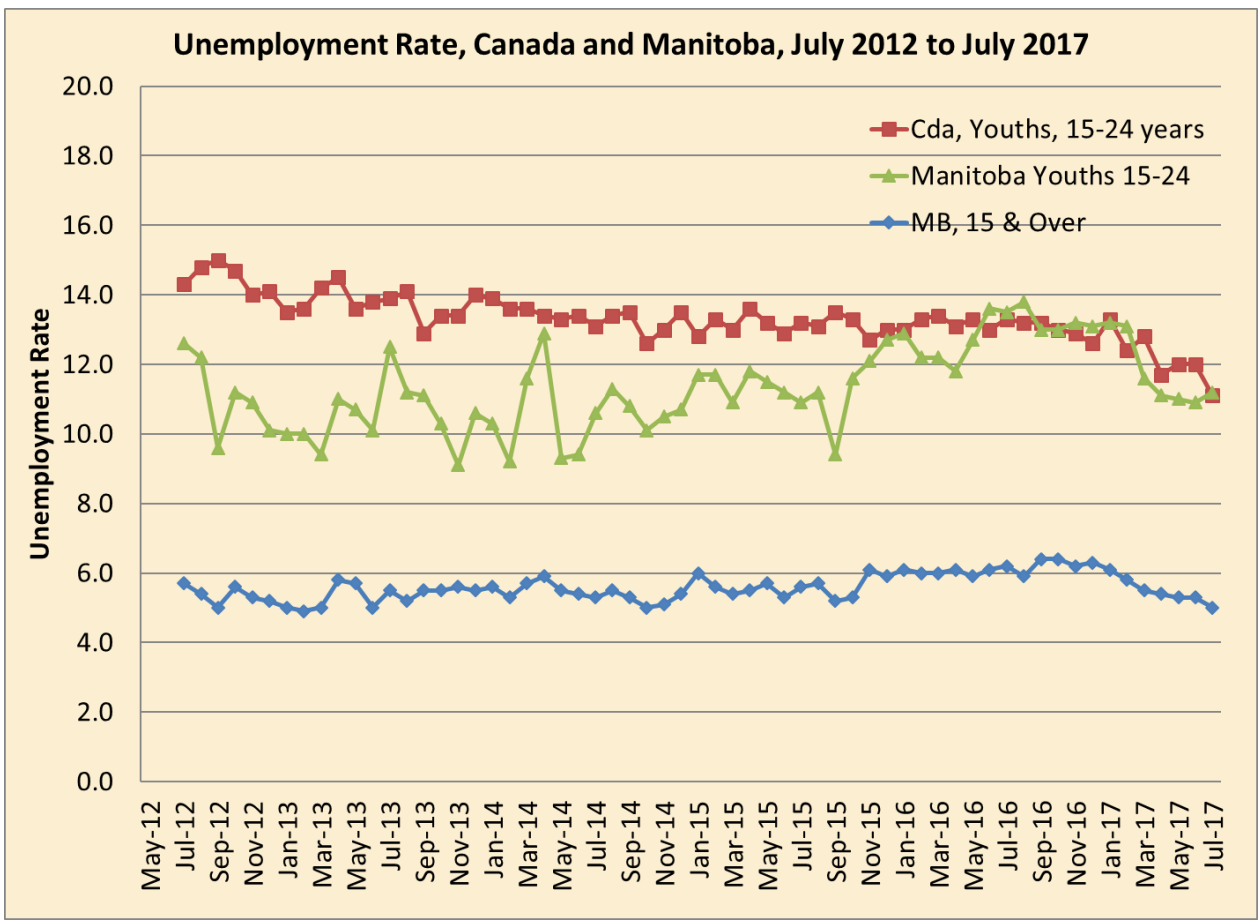


# PARTICIPATION RATE





# IMPACT OF ECONOMIC CONDITIONS ON UNIVERSITY ENROLMENT



# Some questions to consider ...

- Have we set too many SEM goals – would fewer goals help us to be more focused (and successful)?
  - If so, what do we need to focus on?
- Should we focus our next SEM Plan on the same student segments? Are there groups that are missing?
- Should the U15 be our sole comparator group?
- How can we encourage SEM planning at the academic unit/program level?



**QUESTIONS**

**COMMENTS**

**DISCUSSION**

