

BOARD OF GOVERNORS

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

Tuesday, March 17, 2009
160 Extended Education Complex
4:00 p.m.

OPEN SESSION

Please call regrets to: 474-6165 no later than 9:00 a.m.
the day of the meeting.

Members are reminded that discussions entered into and the decisions made during this meeting are carried out in confidence and are not to be repeated or discussed outside the meeting room. Any material provided for this meeting will be held in confidence afterwards, or it may be returned to the Secretary at the end of the meeting.

Decisions reached during this meeting which are to be announced after the meeting will be made public by official announcement or press release only and such publication does not free members of the obligation to hold in confidence the discussions which took place in the meeting or the material involved.

The continued presence of a member in the room shall indicate acceptance of these conditions.

OFFICE OF THE UNIVERSITY SECRETARY



UNIVERSITY
OF MANITOBA



BOARD OF GOVERNORS

160 Extended Education
Tuesday, March 17, 2009
4:00 p.m.

OPEN SESSION

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AGENDA


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<u>FOR ACTION</u>		
2. APPROVAL OF THE AGENDA	Chair	
3. UNANIMOUS CONSENT AGENDA	Chair	1
<i>If any member of the Board wants to ask a question, discuss or oppose an item that is marked for the consent agenda, the member can have an item removed from the consent agenda by contacting the Secretary of the Board prior to the meeting or by asking that it be removed before the Chair calls for a mover and seconder for the motion to approve or receive, by unanimous consent, the items listed.</i>		
4. MINUTES (Open Session)	Chair	
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8.4 <u>Proposal to Establish a Research Chair in Watershed Science</u>		189
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FOR INFORMATION

10. UPDATES

10.1 Update from the UMSU President UMSU President (oral)

11. FROM SENATE

11.1 Report of the University Disciplinary Committee for the period September 1, 2007 to August 31, 2008 193

12. OTHER BUSINESS - none

MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION

MOTION TO ADJOURN



AGENDA ITEM: *Unanimous Consent Agenda*

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the following items on the March 17, 2009 Open Session Agenda by unanimous consent:

- 4.1 Approval of the Minutes for the January 27, 2009 meeting (Open Session) as circulated or amended*
- 7.4 Policy and Procedure: Biological Safety*
- 7.5 Policy and Procedure: Violent or Threatening Behavior*
- 7.6 Referendum: School of Dental Hygiene*
- 7.7 Referendum: Faculty of Dentistry*
- 8.2 Report of the Senate Committee on Awards [dated December 17, 2008]*
- 8.3 Proposal to Establish an Endowed Chair in Renal Transplant*
- 8.4 Proposal to Establish a Research Chair in Watershed Science*

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

In preparing the agenda for Board meetings, the Secretary shall identify action and information items that are routine and/or likely non-controversial. In so doing, the Secretary may consult with the Chair of the Board, the relevant committee chair and the principal administrative resource persons. All such items shall be flagged on the agenda as being 'consent agenda' items. Action and information items on the agenda that are not so flagged shall be presented singly for discussion and voting as appropriate.

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

Before the agenda is presented for approval, the Chair shall:

- a) Advise the Board of items that are to be removed from the consent agenda, based on prior requests from Board members; and
- b) Ask if there are any other items that should be removed from the list.

The minutes of the Board meeting shall report matters approved as part of the consent agenda as "carried by unanimous consent". Information items received as part of the consent agenda will be reported as received.



UNIVERSITY
OF MANITOBA

Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jeff Leclerc <i>[Signature]</i>	March 10/09
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____

Submission prepared by: _____

Submission approved by: *University Secretary.*

Attachments

n/a



**Minutes of the Meeting of the Board of Governors
Open Session
January 27, 2009**

The meeting was held at 4:00 p.m. in Room 160, Extended Education Complex.

Present: T. Sargeant, Chair
J. Leclerc, Secretary

D. Barnard A. Berg A. Black P. Bovey R. Dhalla R. Eyford
A. Glenn G. Hatch J. Lederman W. Norrie R. Sigurdson M. Sitter
J. Sopotiuik M. Tripple S. Van Schie R. Zegalski

Assessors Present:

T. Booth

Officials Present:

E. Goldie K. Inskip D. Jayas J. Keselman D. McCallum

Regrets:

J. Anderson R. Mahé H. Milan D. Ruth J. Sealey T. Strutt

1. **Announcements**

Mr. Sargeant welcomed Ms. Kerry McQuarrie-Smith, Executive Assistant to the President, to the meeting and informed the Board of Ms. Ellen Gordon's resignation from the Board.

2. **Approval of the Agenda**

It was moved by Ms. Bovey and seconded by Mr. Black:

THAT the agenda for the January 27, 2009 Open Session be approved as circulated.

CARRIED

2. **Minutes**

2.1 Open Minutes

It was moved by Mr. Zegalski and seconded by Ms. Hatch:

THAT the minutes of the November 18, 2008 Open Session be approved as circulated.

CARRIED

3.2 Business Arising – Spoiled Ballots in Student Referendum

In response to a question raised at the November 18, 2008 Board meeting, Ms. Goldie noted that the ballots for student referendums have now been revised by deleting the phrase “mark with an X only” so that both an X and a checkmark would be accepted as a vote.

Ms. Hatch remarked that it was concerning that this would occur and was pleased to see that it has been addressed. She asked if other ballots on campus were similar. Mr. Sopotiuik indicated that the ballots for UMSU required a clear indication with the final decision resting with the chief returning officer.

4. Report from the President

Dr. Barnard noted that the federal budget had been released just prior to the meeting and included \$2 billion for infrastructure for universities, however the details of the funding were not yet available. He added that there is also \$750 million in new money for CFI funding and \$87 million for graduate student scholarships, along with some indication of support for arctic research.

Ms. Lederman asked if the total funds raised as of January 9th, as referenced in the report, represented fiscal year to date. Ms. Goldie confirmed that it was, with the fiscal year end date of March 31st.

5. From Governance Sub-Committee

5.1 Unanimous Consent Agenda

Mr. Leclerc outlined the proposal to the Board, highlighting that the purpose of the consent agenda was to consider the routine items more efficiently, allowing the Board more time to consider pressing issues. At the same time, any item could be removed from the consent agenda at the request of a member.

Dr. Booth asked what types of motions would be included within the consent agenda. Mr. Leclerc replied that they would be non-controversial submissions. Dr. Booth asked if Assessors could request that an item be removed from the consent agenda. Mr. Sargeant confirmed that they could.

It was moved by Mr. Black and seconded by Ms. Hatch:

THAT the Board of Governors approve the addition of the *Unanimous Consent Agenda* as presented to the meeting rules of the Board of Governors.

CARRIED

6. From Finance, Administration and Human Resources Committee

6.1 TRIUMF Joint Venture Membership

Mr. Zegalski asked why TRIUMF was requesting that the University of Manitoba become full members after allowing associate membership status for a number of years. Dr. Keselman responded that TRIUMF had recently revised their categories of membership and that the associate membership was now a trial period to allow universities the opportunity to assess whether they wanted to join as full members. Dr. Keselman added that the University's reluctance to join the Board as a full member in the past was due to associated liabilities, especially in relation to the cost of decommissioning the laboratory. Since the federal Nuclear Safety and Control Act of 2000 required TRIUMF to develop a preliminary decommissioning plan and associated funding plan, the University of Manitoba has now reached a sufficient level of assurance to join the venture. Additionally, as the risk is shared equally among the members of the venture, the risk to the University of Manitoba is mitigated by each additional member.

Ms. Lederman asked what was the process for monitoring the financial guarantee situation. Dr. Keselman replied that full membership granted the University full representation and voting rights on the Board. Mrs. McCallum added that the Comptroller has suggested that the representative on the Board be an individual with financial expertise.

It was moved by Ms. Bovey and seconded by Mr. Black:

THAT the Board of Governors approve the University of Manitoba's full membership in the TRIUMF Joint Venture.

CARRIED

6.2 Policy and Procedure: Nepotism

It was moved by Ms. Bovey and seconded by Ms. Lederman:

THAT the Board of Governors rescind the Nepotism Policy dated April 1, 2004 and approve the Nepotism Policy as presented.

CARRIED

6.3 Policy and Procedure: Employment Files

It was moved by Ms. Bovey and seconded by Mr. Berg:

THAT the Board of Governors approve the Employment Files Policy as presented.

CARRIED

6.4 Policy and Procedure: Vacation Plan for Support Staff Medical/Dental Practitioners and Administrators

It was moved by Ms. Bovey and seconded by Mr. Eyford:

THAT the Board of Governors approve the Vacation Plan for Support Staff Medical/Dental Practitioners and Administrators Policy as presented.

CARRIED

6.5 Policy and Procedure: Vacation Plan for Excluded Students and Out of Province Support Staff

It was moved by Ms. Bovey and seconded by Mr. Black:

THAT the Board of Governors approve the Vacation Plan for Excluded Students and Out of Province Support Staff Policy as presented.

CARRIED

6.6 Policy and Procedure: Reduced Appointments

It was moved by Ms. Bovey and seconded by Mr. Zegalski:

THAT the Board of Governors approve the Reduced Appointments Policy as presented.

CARRIED

6.7 Policy and Procedure: Term Appointment and Tenure for Academic Staff Excluded from Bargaining Units

Dr. Booth asked if the various groups had been consulted regarding the revisions. Mr. Voss replied that as there are no bargaining units affected by this policy, none had been consulted.

Dr. Booth noted a concern with the use of the phrase 'organizational change' throughout section 2.1.1. of the procedure and commented that it contained an element of attack on tenure. His opinion is that the University does not want to be seen as weakening the cornerstone of academic freedom. Mrs. McCallum responded that she was willing to defer the motion and consider amending the procedure.

It was moved by Ms. Bovey and seconded by Mr. Tripple:

THAT the Board of Governors defer consideration of the Reduced Appointments Policy pending revisions.

CARRIED

6.8 Policy and Procedure: Respectful Work and Learning Environment

Mr. Black noted that the Board has recently been considering a number of policy revisions and asked if there would be additional policies coming to the Board. Mrs. McCallum replied that while the majority of the Human Resources policies have now been revised and updated, there will be some further submissions for approval. She added that a number of administrative policies, which do not require Board approval, have also been updated.

It was moved by Ms. Bovey and seconded by Mr. Black:

THAT the Board of Governors approve the Respectful Work and Learning Environment Policy as presented.

CARRIED

6.9 Referendum: Faculty of Agricultural and Food Sciences

It was moved by Ms. Bovey and seconded by Mr. Berg:

THAT the Board of Governors approve that a \$3.67 per credit hour contribution be assessed against the degree students in the Faculty of Agricultural and Food Sciences; and a \$2.56 per credit hour contribution be assessed against the diploma students in the Faculty of Agricultural and Food Sciences for a three year term commencing in the fall of 2009.

CARRIED

6.10 Referendum: Faculty of Nursing

It was moved by Ms. Bovey and seconded by Ms. Hatch:

THAT the Board of Governors approve that a \$3.00 per credit hour contribution be assessed against the students in the Faculty of Nursing for a three year term commencing in the fall of 2009.

CARRIED

6.11 Referendum: Faculty of Science

Mr. Black noted the low participation rate of the referendum and asked if there had been any consideration given to electronic ballots. Ms. Goldie replied that it is being considered, however it is not yet an option. She also outlined the various manners in which the students had been informed of the vote, including classroom presentations, email and voting stations for two full days outside of the student lounge.

It was moved by Ms. Bovey and seconded by Mr. Black:

THAT the Board of Governors approve that a \$5.00 per credit hour contribution be assessed against the students in the Faculty of Science for a three year term commencing in the fall of 2009.

CARRIED

7. From Senate

7.1 Policy and Procedure: Accessibility for Students with Disabilities

Mr. Sopotniuk noted that there had been a discussion at Senate concerning the language contained within the policy, however it was agreed that this proposal was an improved version that should move forward. Mr. Leclerc added that following the Senate meeting, Dr. Lynn Smith, Executive Director of Student Services, had met with various faculty members and discussed the concerns expressed at the meeting. It was agreed that updates will be presented to the Senate and Board as the discussion continues and that the policy would always be open for revision.

Mr. Sargeant asked if the University had a policy regarding students with mental disabilities. Dr. Keselman replied that the Campus Life program through the Faculty of Education provided students with cognitive disabilities the opportunity to audit courses at the University.

It was moved by Dr. Barnard and seconded by Ms. Bovey:

THAT the Board of Governors approve the Policy on Accessibility for Students with Disabilities [as recommended by Senate January 7, 2009].

CARRIED

7.2 Policy and Procedure: Chairs and Professorships

It was moved by Dr. Barnard and seconded by Mr. Black:

THAT the Board of Governors approve the Policy on Chairs and Professorships [as recommended by Senate December 3, 2008].

CARRIED

7.3 Proposal for a Post-Baccalaureate Diploma for the IEEQ Program in the Faculty of Engineering

Dr. Barnard remarked on the strong connection between this program and the province's continued emphasis on bringing skilled immigrants to Manitoba and finding jobs in their area of expertise.

Ms. Lederman asked how the Post-Baccalaureate Diploma program functioned. Mr. Leclerc replied that the focus of the program was to augment the training received overseas to allow the individual to be considered academically qualified for registration as a Professional Engineer in Canada.

Mr. Black noted that a number of years ago the Board had considered a similar program for medical doctors and asked if there were any other professional disciplines the province requires for which the University could develop programs. Dr. Barnard replied that he would provide the Board with additional information on this item at an upcoming meeting.

It was moved by Dr. Barnard and seconded by Ms. Van Schie:

THAT the Board of Governors approve the proposal for the Post-Baccalaureate Diploma for the Internationally Educated Engineers Qualification Program in the Faculty of Engineering [as recommended by Senate December 3, 2008].

CARRIED

Dr. Barnard suggested that the Board consider the two Reports of the Senate Committee on Awards, items 7.4 and 7.5, as one motion.

It was moved by Dr. Barnard and seconded by:

THAT the Board of Governors approve nine new offers, eight amended offers, and the withdrawal of two offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated October 24, 2008], and;

THAT the Board of Governors approve six new offers, twenty-two amended offers, and the withdrawal of one offer, as set out in Appendix A of the Report of the Senate Committee on Awards [dated November 24, 2008].

CARRIED

9. **Other Business**

9.1 Rescinding of Bylaw – Deans' and Directors' Council

It was moved by Dr. Barnard and seconded by Dr. Sigurdson:

THAT the Board of Governors rescind the Bylaw – Deans’ and Directors’ Council, last revised by the Board of Governors on January 28, 1999, effective immediately.

CARRIED

The Board of Governors received the following items for information:

10. Reports

10.1 Update from the UMSU President

Mr. Sopotniuk noted that UMSU was in the midst of Celebration Week and that this year’s theme was ‘Behind Closed Doors’. He discussed the numerous activities occurring, including the pancake breakfast and numerous speakers, and thanked the University administration for its ongoing support of this event. Mr. Sopotniuk added that over 115 holiday hampers had been distributed across the city in December and that they were expecting the sold out the Event Before Christmas social to have raised over \$10,000.

Mr. Glenn remarked that the GSA had hosted a well attended end of term event on December 17th and approved the GSA’s audited statements at the AGM on January 22nd.

11. From Finance, Administration and Human Resources Committee - none

11.1 Resource Planning and Allocation Process for 2009-10

11.2 Timely and Accurate Payment of Payroll Source Deductions

Ms. Lederman asked if this item should be included within the Internal Auditor’s annual report. Mrs. McCallum replied that she would consult with the Comptroller regarding the options.

12. From Senate

12.1 Academic Schedule for 2009-10

13. Additional Business

Mr. Sargeant thanked those who attended the Board retreat on January 24th for attending and expressed gratitude to Mr. Hugh Goldie and Dr. Barnard for leading sessions at the retreat. Mr. Sargeant also informed the Committee that Dr. Harry Duckworth, Chancellor Emeritus of the University of Manitoba, had passed away.

Motion to Move to Closed and Confidential Session

It was moved by Ms. Bovey and seconded by Mr. Black:

THAT the Board of Governors move into Closed and Confidential Session.

CARRIED

Motion to Adjourn

It was moved by Dr. Norrie:

THAT the meeting adjourn.

CARRIED

Chair

University Secretary

PRESIDENT'S REPORT: March 17, 2009

I. GENERAL

The release of the 2009 federal budget on January 27 and the last meeting of the Board of Governors took place almost simultaneously. The budget contained commitments to a series of investments of interest to the University of Manitoba, the most significant being the \$2 billion fund to support infrastructure projects in universities and colleges. We understand that all funds are to be allocated on the basis of merit to projects that can be completed within the two-year timeframe of the fund. We are working with the provincial government to ensure that proposed projects are identified strategically, in order to optimize the potential to access federal funds.

The budget also supported additional graduate scholarships through NSERC (\$35 million), CIHR (\$35 million) and SSHRC (\$17.5 million). It did not contain increases to the granting councils, which has prompted some controversy. There was, however, \$750 million for the Canadian Foundation for Innovation for leading-edge research infrastructure and a series of commitments to specific research initiatives. Recognizing the merit of the concerns that have been raised, the budget did make significant commitments in the area of post-secondary education, particularly infrastructure. This had been identified by universities as a priority and our interests now are best served by seeking to identify how we can best access the funding that has been committed.

The Committee of Presidents of Universities in Manitoba (COPUM) had the opportunity recently to meet with Honourable Greg Selinger, Minister of Finance and Honourable Diane McGifford, Minister of Advanced Education and Literacy to express our viewpoints about the upcoming provincial budget. As current Chair, I expressed our concerns about the effects of the economic downturn on our operations and our recommendation that the upcoming provincial budget provide increases to our operating grants and commit to a meaningful lift of the tuition freeze. We had a frank and positive discussion about the need to ensure that Manitoba gets maximum benefit from the federal budget, including the need for provincial investments in research.

At its meeting on February 4, 2009, after a thought-provoking discussion, Senate approved the introduction of a joint Master's degree in Peace and Conflict Studies. As I expressed at the time, it was an important discussion for Senate to have had and the commitment demonstrated by its members to a respectful discussion and resolution was greatly appreciated.

At the March 4, 2009 meeting of Senate, I provided an update about the release of the contract between the University of Manitoba and Navitas regarding the International College of Manitoba (ICM). Recognizing that this issue is of interest to the greater University community, we will be having a Town Hall on April 6 in order to discuss ICM and how we can move forward.

Finally, I have spoken to Mr. Bob Silver to congratulate him on his appointment as Chancellor of the University of Winnipeg. We are fortunate in having the benefit of Mr. Silver's leadership as Chairman of Board of SmartPark and he has expressed his willingness to continue in this role, as well as in his more informal role on the President's Advisory Committee. On behalf of the University of Manitoba, I expressed our sincere appreciation for his continued commitment.

II. ACADEMIC MATTERS

Staff Distinctions

- Shahin Shooshtari, (family social sciences), received the 2008 Young Researcher Fellowship Award from the International Association for Scientific Study of Intellectual Disability, for her research on Aging with an Intellectual Disability.
- Torsten Hegmann, (chemistry), received a Canadian National Committee for the International Union of Pure & Applied Chemistry (CNC-IUPAC) Travel Award. Hegmann will attend the 42nd IUPAC Congress “Chemistry Solutions” in Glasgow, Scotland (UK) in August 2009 as the Canadian representative in the Young Observer Program. This program strives to introduce the work of IUPAC to a new generation of distinguished researchers and to provide an opportunity to address international scientific policy issues.
- Two University of Manitoba projects that were nominated for the MacJannet Prize for Global Citizenship have been selected as finalists in a competition involving 64 nominations from 40 institutions located in 19 countries around the world. The MacJannet Prize recognizes exceptional student civic engagement initiatives based in Talloires Network member universities around the world, and contributes financially to their ongoing public service efforts. The first-ever MacJannet Prize is to be jointly awarded in June 2009 by The MacJannet Foundation, an organization committed to building a community of global citizens, and the Talloires Network, a network of over 76 universities dedicated to promoting the civic roles and social responsibilities of higher education. First, second and third place prize winners will be awarded cash prizes between \$1,000 -\$5,000 and promoted through the Talloires Network. A documentary film will be made of the first prize winning program. The two University of Manitoba projects are:
 1. "Service Learning in the Global Community" - Kelly Beavorford (Architecture). Between 2005 and 2008 Professor Beavorford has lead three teams of University of Manitoba Architecture students to Turkey and to Uganda to live in a low income community abroad, and work alongside their community hosts to design and construct a building facility that has been chosen by the host community. Students earn 6 University course credits towards their Architecture degree program, but the value goes well beyond academic rewards. The transformative experience motivates students to continued action on behalf of the poor, as exemplified through the student-initiated Architects Without Borders Canada, begun by Service Learning in the Global Community alumni.
 2. “Global Initiative on Storytelling for Peace and Renewing the Community” (SPARC) - Jessica Senehi, (Arthur V. Mauro Centre for Peace and Justice). In 2006, the Arthur V. Mauro Centre for Peace and Justice at St. Paul’s College, University of Manitoba, established a global initiative on Storytelling for Peace and Renewing Community (SPARC) to promote innovative story-based

approaches for peacemaking and community-building. This is likely the only sustained initiative of its kind in the world. The SPARC program has two main components:

i) The SPARC Summer Institute brings together international storytellers, as well as local storytellers to teach educators how these approaches can be used for peace education across disciplines and for all grade levels.

ii) The International Winnipeg Storytelling Festival brings innovative artist peacemakers from around the world to share their skills and ideas with students, the local community, and with each other.

Student Honours

- Environmental Design graduate Kelly Doran has won the Prix de Rome award in Architecture. The \$34,000 prize, awarded by the Canada Council for the Arts, is given to a recent graduate of one of Canada's 10 accredited schools of architecture who demonstrates outstanding potential. Doran was the 2003 University Gold Medalist at the University of Manitoba where he earned a Bachelor of Environmental Design.
- The University of Manitoba delegation of engineering students travelled to Regina in January for the Western Engineering Competition and came back big winners. The team received the following awards:
 - Junior Team Design, 2nd place, team members: Simon Cooke, Justin Richards, Chris Trenholm, Steve Fetterly;
 - Senior Team Design, 1st place, team members: Sean Hervo, Cody Nowell, Iian Ho, Andrew Condon;
 - Senior Team Design, 2nd place, team members: Matthew DeMonye, Matt Fair, Derek Neufeld, Ryley Davidson;
 - Engineering Communication, 2nd place, team members: Nikou Jalayeri and Melissa Haresin; and
 - Impromptu Debate, 3rd place, team members: Ryan Gryba and Kathryn Marcynuk.

In addition, the University of Manitoba Concrete Toboggan Team were Overall winners at this year's Great Northern Concrete Toboggan Race in Red Deer, Alberta in February.

- Chibuike Udenigwe, (graduate student human nutritional sciences) received the 2009 Honoured Student award from the American Oil Chemists' Society (AOCS). The award consists of an all expense paid trip to attend the 100th annual AOCS conference in Orlando, Florida, May 3-6 where Chibuike will be formally presented with a plaque during the annual Business Breakfast and Awards Recognition Ceremony on May 5. Chibuike will also deliver a special invited oral paper on his research accomplishments at the technical session of the Protein and Co-Products Division.
- Textile Sciences student Nia Schindle is a finalist in the 2009 Telio Design competition. Her original design sketch was chosen as one of the top 25 entries among 116 sketches

from 20 schools across Canada. She is in the process of constructing the dress which will be shipped to Montreal to be judged and featured in a fashion show during Montreal Fashion week.

- Student mooting team (Law) David Ireland and Alison Cathcart, placed at the Western Canada Trial Moot Competition in Saskatoon in January. The team will now be moving on to the premier moot competition event in Canada, The Sopinka Cup in Ottawa, on March 13, 2009.
- Nursing student Poongodi Sampath presented at the 2009 Canadian Nursing Students's Association Conference held in Charlottetown, PEI in January, and also received the Honor Society of Nursing Scholarship for Student Clinical Excellence.
- Pharmacy Student (4th year) and Senior Stick Barret Procyshyn, was presented with the "CAPSI/Wyeth Guy Genest Passion for Pharmacy Award" at the 2009 Professional Development Week (PDW) conference in St. John's, Newfoundland (Jan. 14-17/09). This award is intended to recognize one individual from each Faculty of Pharmacy in Canada for their notable passion for, and dedication to, the profession of Pharmacy. The award consists of a reserved space at PDW where the individual will have the opportunity to meet other recipients from across the country and be officially recognized and presented with a plaque at the annual Awards Ceremony. There is also a \$500 prize to make attendance feasible.
- Amy Grossberndt, (4th year Pharmacy) received a scholarship from the Canadian Society of Hospital Pharmacists (CSHP) and Canadian Association of Pharmacy Students and Interns (CAPSI). The award recognizes pharmacy students who show promise as a future hospital pharmacy practitioner through their student activities or their experiential training in direct patient care, research or education. The award was recognized at the 2009 Professional Development Week (PDW) conference in St. John's Newfoundland (Jan. 14-17/09). Amy's travel costs were provided by CSHP and she was presented with a plaque and a cash award of \$500.
- Chad Smith (Elizabeth Hill Counselling Centre, Social Work and master's student) has been invited to present on his thesis at the 2nd Annual International LGBT Human Rights Conference in Copenhagen. This conference is part of the World Outgames taking place in July, 2009.

New Initiatives/Special Events

- On February 5, 6 and 7, 2009, the Faculty of Architecture held the international symposium: ATMOSPHERE. The event was well attended by approximately two hundred people including students, faculty, and professionals. There were six keynote speakers from Canada, Europe, New Zealand and the United States. Other speakers who participated were from Australia, Austria, Canada and New Zealand.

- The Associates of the Asper School of Business have announced that Mr. Jim Balsillie, Co-CEO of Research in Motion (RIM) is the 2009 recipient of the International Distinguished Entrepreneur Award. The award will be presented at a Gala on Tuesday June 2, 2009 at the Winnipeg Convention Centre.
- Variety, the Children's Charity of Manitoba, in conjunction with the Faculty of Dentistry at the University of Manitoba, has again come to the aid of children in Manitoba. On January 16, the Manitoba charity confirmed the renewal of their sponsorship of the Faculty's Variety Children's Dental Outreach Program with a \$100,000 gift over three years made possible by the generous support of ADESA Winnipeg. This will ensure the operation of the program that provides oral health-care for elementary students in 15 inner-city schools in the Winnipeg School Division and students attending the Helen Betty Osborne Ininiw Education Resource Centre in Norway House.
- The Faculty of Dentistry's annual showcase of scientific research was held at Research Day Wednesday, February 25, 2009 at the University of Manitoba. The keynote address from Dr. Byoung Suh, PhD, FADM, a materials chemist from Bisco, was *Simplified Adhesives: Is Easier and Faster Really Better?* The day, which highlighted biomaterials, included array of research posters along with presentations from students, academics and collaborators at the National Research Council. Speakers and poster displays were followed by the popular Art In Science exhibit at Neil John Maclean Library Common Area in the Brodie Centre at the University of Manitoba's Bannatyne Campus. Proceeds from the sale of artistic images go to support student research at the Faculty of Dentistry and School of Dental Hygiene.
- The Faculty of Medicine was privileged to host the 2008 Recipient of the Royal College of Physicians and Surgeons of Canada, McLaughlin-Gallie Visiting Fellowship, Professor Sir Michael Marmot on February 3rd. This was the first time in the 49 years of the Fellowship that the University of Manitoba has ever hosted a McLaughlin-Gallie Fellow, and Manitoba was one of only three universities selected for a visit this year. Dr. Marmot is Director of the International Institute for Society and Health at the University College London (UCL) England and MRC Research Professor of Epidemiology and Public Health at UCL. In 2000, he was knighted by Her Majesty the Queen for services to epidemiology and health inequalities. Dr. Marmot presented a public lecture "*Closing the Gap: Health Equity and the WHO Commission on Social Determinants of Health*" to over 300 attendees. He also participated in three small group discussion sessions with faculty, students, researchers, community, and government representatives, sharing thoughts regarding the health of Manitoba's Indigenous People, Primary Care/Public Health and Child Health.
- Students and faculty members of the Marcel A. Desautels Faculty of Music featured prominently in this year's New Music Festival. The Festival ran from January 31-February 6 in various venues throughout the city. Seven faculty members were featured as performers, conductors, and composers: Elroy Friesen, Alan Harrington, Karla Dawe, Richard Gillis, Fraser Linklater, David Moroz, and Orjan Sandred. Over 120 Faculty of Music students participated as members of the University of Manitoba Wind Ensemble, Women's Choir, and Singers. Faculty and students performed in two world premieres,

and were recorded for national broadcast by the CBC. This year represents the largest participation of the Faculty of Music in the history of the New Music Festival.

- The Institute of Industrial Mathematical Sciences and the Department of Mathematics organized the 15th Annual Workshop on Problem Solving for Students in Senior 2, 3 and 4 on four consecutive Saturdays (January 24, 31, February 7 & 14). The main purpose of the workshop is to provide training for the Pascal, Cayley, Fermat and Euclid Mathematics Competitions and to assist high school students in writing the Manitoba Senior 4 Competitions. In addition to improving students' problem-solving abilities, the workshop brings together students with a passion for mathematics, and allows them to meet enthusiastic undergraduate students, graduate students and faculty members in the mathematical sciences. The 2008/09 workshop was coordinated by Abba Gumel and Rob Craigen, (mathematics). Fifteen high schools participated in the workshop.
- Also just announced, Dr. Jayas is a co-recipient of the prestigious 2009 Brockhouse Canada Prize for Interdisciplinary Research in Science and Engineering, which recognizes outstanding Canadian teams of researchers from different disciplines who have combined their expertise to produce achievements of outstanding international significance in the natural sciences and engineering in the last six years. He received this award with Dr. Noel White of the Cereal Research Centre, Agriculture and Agri-Food Canada. The prize is accompanied by a team research grant of \$250,000, which may be used to support the direct costs of university-based research and/or the enhancement of research facilities. The award was formally presented on February 25 by Suzanne Fortier, President, Natural Sciences and Engineering Research Council (NSERC) Institute Foundation Award, recognizing his research accomplishments.

III. RESEARCH MATTERS

- ***ResearchLIFE***, the new University of Manitoba research magazine, was launched in January 2009. The magazine will be published twice per year, a Winter issue (January) and a Summer issue (July). The magazine highlights research, scholarly works and creative activities by faculty and students at the university in all areas.
- Dr. Frank Hawthorne, Distinguished Professor of geological sciences, and Canada Research Chair in Crystallography and Mineralogy was awarded the 2008 Carnegie Mineralogical Award by the Carnegie Museum of Natural History. This award is considered one of the most prestigious awards in the fields of mineralogy, lapidary art and geology. Dr. Hawthorne is the first Canadian to receive this award and only the second non-U.S. awardee.

The award was established in 1987 by the Carnegie Museum of Natural History and underwritten by the Hillman Foundation. It honours outstanding contributions in mineralogical preservation, conservation and education that match the ideals advanced in the museum's Hillman Hall of Minerals and Gems.

- Physiology professors Grant Pierce (Executive Director of Research, St. Boniface General Hospital) and Pawan Singal (Director, Institute of Cardiovascular Sciences) were recently awarded the Aldabón award from the Cuban city of Holguin. The Aldabón award is a symbol of friendship, solidarity and respect and is the equivalent of receiving the “keys to the city” of Holguin.

Distinguished Professor Naranjan Dhalla (Director of Cardiovascular Development, St. Boniface General Hospital) received the shield of Holguin, an expression of the respect of the Holguin people for his contributions to the development of public health in both Cuba and Canada. The trio were participating in the **Second International Symposium on Cardiovascular Research** and the **First Cuba-Canada meeting on the Heart**.

- The Manitoba Research and Innovation Fund of the Province of Manitoba awarded 16 projects a total of \$2.1 million. The funding supports a wide range of projects from health to the environment to advances in technologies. This funding is the matching portion for the Canada Foundation for Innovation (CFI) Leaders Opportunity Fund awards previously received, essentially resulting in a total investment of \$5.3 million to these important projects. CFI and the province cover 40% each of eligible project costs and the other partners contribute the remainder 20%.
- Distinguished Professor Digvir Jayas, biosystems engineering, CRC in Stored-Grain Ecosystems and Acting Vice-President (Research); with colleague and entomologist Dr. Noel White, Cereal Research Centre, Agriculture and Agri-Food Canada; were the recipients of the 2008 Brockhouse Canada Prize for Interdisciplinary Research in Science and Engineering. The award has been conferred only four times, and two of those awards have been to University of Manitoba research teams.

The team of Jayas and White have spent more than two decades studying the causes of grain spoilage and they are internationally recognized for the development of prevention techniques that reduce spoilage, under a wide range of environmental conditions.

The award was established by the Natural Sciences and Engineering Research Council of Canada (NSERC) in 2004 and is named after Nobel laureate Bertam Brockhouse. The prize honours teams of researchers that combine expertise in different disciplines to produce achievements of international scientific or engineering significance. It includes \$250,000 in funding for future research activities.

- Professor Fikret Berkes, Natural Resources Institute, CRC in Community-Based Resource Management, is the co-chair of a newly established International Research Development Chair in Community-Based Resource Management. He is partnering with Dr. Alpina Begossi of the State University of Campinas Brazil to develop community-based adaptive management to increase food security and improve livelihoods of fishing communities in Paraty (Rio de Janeiro State).

The new program was launched in 2007 and received 104 applications for joint research between CRCs and their counterparts at universities in the developing world. The

Berkes/Begossi partnership is one of only eight chairs awarded across the country. Each team will receive up to \$1 million over five years to address a key development challenge. Much of the budget is earmarked for training. This partnership will provide university students with unique training and fieldwork opportunities under the mentorship of the chairholders.

- Two Canada Research Chairs (CRC)s had their chairs renewed in February. Dr. Michael Freund, chemistry, CRC in Conducting Polymers and Electronic Materials, will receive \$500,000 over five years, to continue his work on the development of new strategies for controlling the chemical and electronic properties of conducting polymers as well as their use in sensing applications. Dr. Adele Perry, history, CRC in Western Canadian Social History, will receive \$500,000 over five years, to continue her examination of the history of Canada's western region from the vantage point of international social history.
- The Research Communications & Marketing Team in the Office of the Vice-President (Research) organized another successful Science, Engineering and Technology (SET) Day for over 250 high school students and their teachers on February 20th. The day featured presentations by leading researchers in five fields: health, climate change, psychology, robotics and biofuels. This year, high school students from 47 schools in Manitoba, one from Sioux Lookout, Ontario and one from Bellegarde, Saskatchewan came to hear about how the world is expected to change over their lifetimes. SET Day is meant to show students how appealing science can be and entice them into considering careers in science, engineering and technology fields. This year, an essay competition is being launched for participating students to tell us what excited them about the day. The winner will have their story printed in the next issue of *ResearchLIFE*.

IV. ADMINISTRATIVE MATTERS

- The current economic crisis is impacting universities around the globe. While we have not yet been hit as hard as many of our sister institutions, the University of Manitoba is certainly not immune and is facing pension, operating and endowment challenges never experienced before.
- The Manitoba legislature will resume on March 25, 2009 with the introduction of the 2009 provincial budget. Base operating grant increases and capital envelope funding for universities and colleges are normally announced in conjunction with the Provincial budget address. We also anticipate details will be released with respect to the long awaited lifting of the tuition fee freeze. The University of Manitoba previously advised the Council on Post-Secondary Education (COPSE) that it requires a base grant increase of 10.9 % for 2009-10 (or equivalent tuition fee increase/grant increase combination) to maintain steady state operations. As we draw closer to the end of the current fiscal year, we are refining our 2009-10 operating revenue and expenditure projections and are continuing to investigate possible solutions to address any resultant funding shortfall once the base grant and tuition fee increases are known. The 2009-10 recommended budget will be presented to the Board of Governors following the government grant announcement, likely at the May 2009 meeting. In the interim, spending guidelines are

being recommended based on 98 % of the current 2008-09 operating budget from April 1, 2009 until the Board of Governors approves the 2009-10 operating budget.

- Faculties and units have been advised of their respective spending allocations from the endowment fund for each of their funds. The calculations are based on a 3 year average of market values to the end of December 31, 2008. The endowment fund lost 19.4% of its market value in 2008, resulting in a cutback of spending allocations between 4% and 5% for most of the funds in the University Investment Trust (UIT) pool. Some individual funds received increases in spending amounts, but this was due to new contributions to that individual fund. Overall, the entire spending allocation for 2009-10 is \$13.55 million (compared to \$13.16 million last year). The increase was due to \$22.86 million in new donations to the UIT pool in 2008. The impact on individual funds without new contributions was a decrease in allocations for student support, faculty and school support, chairs, professorships, research, etc. In the upcoming year, market returns and liquidity will be closely monitored before any policy decisions are made with respect to next year's spending allocation rate.
- The University continues to examine options for dealing with the pension plan funding issues. The impact of the markets combined with the increasing longevity of university retired employees has created challenges for the University Pension Plan (1993). A valuation of the Pension Plan is required as of December 31, 2009 after which it is anticipated that special payments will be required to fund the unfunded liability. The University has also indicated its intent to apply for election of an exemption for solvency payments in anticipation of a solvency deficit.
- The Angel Learning Inc software has been implemented with pilot projects underway. Feedback has been positive and there has been significant increase in usage for the winter term. Approximately 800 faculty members are teaching 846 courses utilizing the Angel software to approximately 13,000 students. This represents a significant increase from Fall 2008 when 200 faculty members utilized Angel to teach 292 courses to 6,400 students.
- Planning is underway for the hosting of the Canadian Banner Users Conference (CBUC) to be held at the University of Manitoba from Sept 29 to October 1, 2009. It is anticipated that 450 delegates from across Canada will attend.
- Work continues on the advancement of Project Domino. Project consultants for the redevelopment of Tache Hall have been meeting with the relevant constituents to review and refine the space requirements for the Marcel Desautels Faculty of Music, School of Art and the Music Library. An asbestos survey was carried out on the old Pharmacy Building. Abatement is now underway and will be completed prior to the upcoming fume hood upgrade, roof replacement and laboratory renovations. Planning and design of a new residence to replace Tache Hall is also well underway.

- ARAMARK Campus Food Services has begun compositing all food waste post-production which is expected to have a significant impact on the amount of waste going to the landfill.
- For the 2008 Tax Year, Financial Services issued 11,277 T4s (11,001 in 2007) and 11,670 T4As (9,632 in 2007).
- Construction has begun of the new 25,000 square foot facility located at 150 Innovation Drive in SmartPark. The new 25,000 facility will bridge the retention pond and will house RTDS/TGS who require replacement space due to the sale of 137 Innovation Drive to Cangene.
- A 3 year collective agreement with CUPE sessional staff was ratified on February 27, 2009.

V. EXTERNAL MATTERS

- Doors Open Winnipeg at the University of Manitoba will feature tours of Taché Hall on Saturday, May 23, 2009. Doors Open coincides this year with the Lieutenant-Governor's Spring Levee.
- The Carol Shields Memorial Labyrinth will officially open on Sunday, May 10th, capping the inaugural Carol Shields Symposium on Women's Writing: Festival of Voices. The opening will include readings of Carol Shields' works by national authors, as well as musical and dance performances. The University of Manitoba sponsored a quotation wall at the Labyrinth site and has otherwise assisted in this project to honour the memory of Dr. Shields, an award-winning author and University of Manitoba English professor.

Alumni Affairs

- A reception was held in Kuala Lumpur for graduates in Malaysia and Singapore on February 13, 2009, hosted by David Morphy, vice-provost (student affairs) and Iris Reece Tougas, director of Admissions, who were in Kuala Lumpur for a student recruitment fair.
- An alumni reception will be held for in Toronto on Friday, April 17, 2009, coinciding with two Manitoba Homecoming 2010 events to which University of Manitoba graduates will be invited: a young bands event on Thursday, April 16th at the Rivoli, and a Winnipeg social on Friday, April 17th at the Horseshoe Tavern with the Wheatfield Soldiers hockey club (made up of former Winnipeggers in Toronto).

Public Affairs

- Print ads highlighting the innovative work and achievements of three of renowned researchers are running in February and March in University Affairs and The Globe and

Mail. The ads feature John Hanesiak, associate professor, Clayton H. Riddell Faculty of Environment, Earth, and Resources; Warren Cariou, Canada Research Chair in Narrative, Community and Indigenous Cultures, and Roberta Woodgate, associate professor, Nursing.

- The Public Affairs team has won a Bronze CASE District 8 Award for the 2007/08 Annual Report, *A Winning Season*. This is a significant achievement given the intense competition within this popular category from universities, colleges and private schools across Western Canada and the Pacific Northwest United States.

Government Relations Office

- \$2.1 million has been secured in federal funding towards the implementation of a High Performance Computing (HPC) Facility at the Fort Garry campus which will become part of the regional HPC consortium – Western Canada Research Computing Grid. This investment is made possible through Western Economic Diversification. An official announcement will be made at a later date.
- \$1.7 million has been secured in federal funding towards the renovation of the 6th floor of the Basic Medical Sciences Building for a new regenerative medicine program. An official announcement will be made at a later date.

Development & Advancement Services

- Total funds raised as of March 2, 2009: \$40,137,241.90



AGENDA ITEM: *Code of Conduct for Members of the Board of Governors*

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the Code of Conduct for Members of the Board of Governors Bylaw, to be effective June 1, 2009, as presented.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

As it is the desire of the Board of Governors that all of its actions be seen to be founded on the principle of ethical community leadership, the reason for this bylaw is to provide for a Code of Conduct for Members of the Board of Governors of the University that will ensure public confidence in all aspects of the Board of Governors.

RESOURCE REQUIREMENTS:

N/A

IMPLICATIONS:

At the time of appointment to the Board of Governors, and each year thereafter, all members shall sign and file a declaration with the University Secretary indicating that they have read, understand and agree to abide with the terms and spirit of the Code of Conduct.

ALTERNATIVES:

N/A

CONSULTATION:

The draft code was considered by the ad hoc Governance Committee and reviewed by the University's Legal Counsel.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>[Signature]</u>	<u>December 17/08</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Governance Sub-ctm</u>	<u>5 March 09</u>
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____

Jeff Leclerc, University Secretary

Submission prepared by:

Submission approved by:

This must be the President, a Vice-President, or the University Secretary.

Attachments

- University of Manitoba Bylaw: Code of Conduct
- Code of Conduct

CODE OF CONDUCT FOR MEMBERS OF THE BOARD OF GOVERNORS
OF THE UNIVERSITY OF MANITOBA
(THE “CODE”)

Background

The Mission of the University of Manitoba (hereinafter, “the University”), as approved by the Board of Governors in 1993, is: “To create, preserve and communicate knowledge, and thereby, contribute to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.”

In *Building for a Bright Future: A Strategic Academic Plan for the University of Manitoba*, the University adopted as its Vision: “To affirm the position of the University of Manitoba among the best of Canada’s research-intensive institutions and to lead our nation in demonstrating a commitment to the education of a broad sector of society.”

The University of Manitoba Act establishes the Board of Governors (hereinafter, “the Board”) and confers upon it certain powers and authorities.

It is the desire of the Board that all of its actions be seen to be founded on the principle of ethical community leadership.

Objectives

The goal of the Code is to ensure public confidence in all aspects of the University Board and, in particular:

- to promote public confidence in the integrity, trustworthiness and impartiality of members of the Board;
- to articulate rules of conduct;
- to set out the responsibilities of Board members in carrying out their duties;
- to assist members of the Board in recognizing, avoiding and dealing with conflict of interest situations;
- to prevent conflict of interest through avoidance of those activities which may give rise to conflict of interest; and
- to set out the rules under which members of the Board shall govern themselves with regard to confidentiality.

Definitions

“Member(s)”, means any person(s) appointed as a member or assessor of the Board, as well as any person appointed as a member of a standing or ad hoc committee of the Board, whether or not he/she is a member of the Board.

Application

This Code applies to all members.

I. GENERAL DUTIES AND OBLIGATIONS OF MEMBERS

All members have a fiduciary duty to act only in the best interests of the University.

At the time of appointment to the Board, each Member shall sign and file a declaration with the University Secretary indicating that he/she has read, understands and agrees to comply with this Code.

During his/her term of office, each Member:

- shall carry out his/her functions with honesty, integrity, independence, and good faith, and shall act only in the best interests of the University;
- shall act responsibly with the prudence of a reasonable individual;
- shall respect the confidentiality of information received in the performance of duties, as well as the confidentiality of the deliberations of the Board, both during and after his/her tenure on the board or its committees;
- shall respect the authority of the Board and Board decisions once made;
- shall prepare for, attend and participate in meetings of the Board, and committees as appropriate;
- shall declare any real or apparent conflict of interest as soon as he/she is aware of it;
- shall not assist any person or any organization in its dealings with the University when such intervention may result in real or apparent preferential treatment to that person or organization by the University;
- shall not use, for his/her personal benefit or advantage, or for the benefit or advantage of any family member, any information acquired in the exercise of their office that is not otherwise generally available to the public; and

- shall not use, directly or indirectly, any facilities, property or services of the University, nor allow them to be used, for purposes other than as expressly approved by the University.
- shall not make use of any confidential information obtained as a Member, in order to derive therefrom a benefit or advantage for himself/herself or that of any family member;

II. RULES GOVERNING CONFLICTS OF INTEREST

Preamble:

A Member holds a position of trust. As such, there is a general obligation to avoid situations of conflict of interest.

Definition of Conflict of Interest:

A conflict of interest arises when a Member's personal and/or business/occupational/professional interests compete with or supersede the Member's dedication to the interest of the University. This could arise from a real or apparent conflict of interest.

Real conflict of interest:

A "real conflict of interest" exists when a Member holds a business, occupational or professional interest, whether directly or indirectly ("a personal interest"), that in the opinion of a reasonable person is sufficient to put into question the Member's ability to exercise his or her duties on the Board independently, impartially and objectively.

Avoidance of Conflicts:

Each Member must arrange his/her personal interests and conduct himself/herself in a manner to avoid a real or apparent conflict of interest. Without limiting the generality of the foregoing, a Member:

- shall not act on behalf of, or deal with, the University, in any matter where a real or apparent conflict may exist;
- shall not use the relationship with the University to confer an advantage on oneself or on a close friend, any related person, business associate, or a corporation or partnership in which the Member holds a significant interest;

- shall not use property owned by the University to confer an advantage on oneself or on a close friend, any related person, business associate, or a corporation or partnership in which the Member holds a significant interest;
- shall not use information acquired through membership on the Board to confer an advantage on oneself or on a close friend, any related person, business associate, or a corporation or partnership in which the Member holds a significant interest;
- who is a student at, or an employee of, the University, may take part in discussions and vote on all matters relating generally to the financial operations of the University, including remuneration, benefits, terms of employment and rights and privileges available to employees of the University generally.

Clarification

If a Member is in doubt as to whether or not a conflict exists, the Member must seek the advice of the Chair of the Board; or of a person designated by the Board; and must follow the advice given. In the case of the Board Chair, he or she is to seek the advice of the Executive Committee.

Declaration of Conflict of Interest:

A Member must take immediate steps to resolve the conflict or to remove the perception that one exists.

Each Member is required to make a declaration of the nature and extent of any conflict of interest at the first opportunity after the facts related to the conflict of interest have come to the Member's attention.

After making a declaration of a conflict of interest, the Member:

- shall not take part in the discussion of the matter and shall not vote on any question in respect of the matter (that Member may be counted for the purposes of reaching a quorum for that meeting);
- shall leave the meeting for the period during which the matter is under discussion; and
- shall not attempt in any way, before, during or after the meeting, to influence the discussion and/or voting on any question in respect of the matter.

After a declaration of a conflict of interest has been made by a Member:

- the declaration and the resolution of any conflict of interest shall be recorded in the minutes of the meeting.

III. RULES GOVERNING CONFIDENTIALITY

Proceedings at “open” sessions of meetings of the Board are not confidential. Agendas, briefing documents, minutes, reports and other documents received by a Member for purposes of an open session are not confidential, unless specifically identified as “confidential”.

Proceedings at “closed” sessions of meetings of the Board are confidential.

Proceedings at meetings of committees of the Board are confidential, unless otherwise explicitly directed by the Board.

Agendas, briefing documents, minutes, reports and other documents received by a Member for purposes of a closed session of a Board meeting or a committee meeting are confidential.

During the term of the member and thereafter, confidential information received by a Member shall not be divulged to any other person without the express prior, written authorization of the Board.

It is the responsibility of Members and any other person who receives confidential information to ensure the security of confidential information entrusted to them at all times. At the appropriate time, such documentation must be destroyed in a confidential matter. Members may return such documentation to the University Secretary for destruction.

OTHER

Rules about Gifts:

Members should not accept entertainment, gifts or favours that create or appear to create preferential treatment for the Member or the University.

Gifts and entertainment should only be accepted or offered by a Member in the course of performing board responsibilities where:

- the gift has no more than token value;
- it is the normal exchange of hospitality or customary gesture of courtesy between persons doing business together;
- the exchange is lawful and in accordance with local ethical practices and standards, and
- it could not be construed as creating a sense of obligation on the part of the Member.

Inappropriate gifts received by a Member should be returned to the donor.

The President & Vice-Chancellor shall be covered by the staff policy.

Full and immediate disclosure of borderline cases should be made to the Board chair.

Non-Compliance:

A Member who breaches any of the terms of this code shall be subject to sanction by the Board, up to and including a request for the Member's resignation, or removal from the Board by the appointing body, as the case may require.

The Chair shall assess the circumstances surrounding any non-compliance with these guidelines and shall make a recommendation to the Board of Governors.

Members are required to report any events which do not appear to be in compliance with the policy to the University Secretary.

The University Secretary shall give an incident/compliance report to the Board of Governors annually.

Orientation:

The Code shall form part of the orientation program for all Members.

Endnote:

Nothing in the Code is intended to preclude any person from membership on the Board. The Code exists to provide a framework within which to deal with situations which arise between a Member's duties to the Board and her/his private affairs. As long as the "Declaration" is properly made and the provisions of the Code followed, the relationship may continue.

DECLARATION

Purpose:

The purpose of this Declaration is to identify, in advance, any possible areas where a member's private affairs might come into conflict with the business of the University. It is to be completed and signed by each member on an annual basis and will be maintained in confidence in the Office of the University Secretary.

Declaration: Please indicate which of the following applies to you:

- _____ 1. To the best of my knowledge, there are no situations in which my personal interests would come into conflict with my duties as a member of the University Board.

- _____ 2. I do have personal interests which fall within the realm of the University. These are listed on the attached sheet of paper.

I understand my responsibilities to avoid situations wherein these interests conflict with my duties as a member of the University Board and that, by following these guidelines, I will be able to avoid such conflicts.

If, during my tenure as a Board member, any situation arises in which my private affairs would come into conflict with my duties as a member of the University Board, I will immediately inform the University Secretary, in writing.

(Signature)

STATEMENT OF UNDERSTANDING

(To be completed by all members of the University Board.)

I have read and understand the Code of Conduct for Members of the Board of Governors of the University of Manitoba and agree to abide by its terms and spirit.

I have completed the Declaration.

Signature

Print Name



AGENDA ITEM: Interim Spending Guidelines for 2009-10

RECOMMENDED RESOLUTION:

That the Board of Governors authorize interim spending guidelines based on 98% of the current 2008-09 baseline operating budget from April 1, 2009 until the Board of Governors approves the 2009-10 operating budget.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

Government grant levels for 2009-10 are unknown at this time, however, the Province has announced that the Manitoba legislature will resume March 25, 2009 with the introduction of the 2009 budget. Base grant increases to the operating grants for universities are normally announced in conjunction with the introduction of the provincial budget. We also anticipate an announcement at that time with respect to the lifting of the tuition freeze.

This interim spending authority is based on a conservative estimate with respect to the anticipated base grant increase combined with the lifting of the tuition freeze.

A proposed final operating budget will be brought forward following the government grant announcement and review of 2008-09 operating results.

The 2008-09 baseline operating budget as at April 1, 2008 is attached for information

RESOURCE REQUIREMENTS:

A minimum base grant increase of 10.9% (\$28.3 million) or a tuition increase of 30.6% or some combination thereof is required to sustain the 2008-09 programming levels. 6.94% is required just to cover the negotiated salary and benefit increases for all of the employee groups.

IMPLICATIONS:

An interim spending authority is required to support normal University operations until the Board is able to approve the 2009-10 operating budget.

ALTERNATIVES:

None

CONSULTATION:

None



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<i>Deborah McCall</i>	<i>Feb 23/09</i>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>Genevieve Ford-Barnard</i>	<i>Feb 23/09</i>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>FAHR</i>	<i>3 Mar 09</i>
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: Joanne Dyer, University Budget Officer and Executive Assistant to the Vice-President (Administration)

Submission approved by: Deborah McCallum, Vice-President (Administration)

Appendices

Appendix A – 2008-09 baseline operating budget as at April 1, 2008

UNIVERSITY OF MANITOBA - 2008-2009 OPERATING BUDGET

Board of Governors Approved Operating Budget

	2008/2009 BASELINE (Gross)	2008/2009 INCOME TARGET (All Revenue)	2008/2009 BASELINE (Net)
ACADEMIC UNITS			
Agricultural & Food Sciences	13,517,629	1,091,454	12,426,175
Architecture	5,827,457	304,128	5,523,329
Art, School of	2,882,220	98,162	2,784,058
Arts	29,845,094	350,031	29,495,063
Clayton H. Riddell Faculty of Environment, Earth and Resources	6,514,598	305,826	6,208,772
Dentistry	13,798,538	6,102,577	7,695,961
Education	7,083,220	549,974	6,533,246
Engineering	14,207,492	1,382,368	12,825,124
Engineering - Access Programs	427,800	-	427,800
Extended Education	15,249,808	13,184,933	2,064,875
Extended Education - Access Programs	892,300	-	892,300
Graduate Studies - Operating	1,758,303	176,893	1,581,410
Graduate Studies - Graduate Student Support	6,133,677	1,872,000	4,261,677
Human Ecology	3,400,278	95,032	3,305,246
I.H. Asper School of Business	11,243,452	1,135,770	10,107,682
Kinesiology and Recr. Mgmt - Bison Sport & Active Living	7,044,304	5,311,374	1,732,930
Kinesiology & Recreation Management - Academic Programs	2,705,987	42,110	2,663,877
Law	4,049,372	914,716	3,134,656
Medicine	45,664,962	10,021,463	35,643,499
Music	3,911,588	979,094	2,932,494
Nursing	9,442,956	166,979	9,275,977
Nursing - Access Program	219,800	-	219,800
Pharmacy	3,234,482	299,917	2,934,565
Science	25,781,718	1,614,236	24,167,482
Social Work	3,387,365	702,578	2,684,787
Social Work - Access Programs	2,653,069	664,705	1,988,364
University 1	1,586,098	11,680	1,574,418
TOTAL ACADEMIC UNITS	242,463,567	47,378,000	195,085,567
LIBRARIES			
Operating	15,730,810	470,480	15,260,330
Acquisitions	7,994,181	-	7,994,181
TOTAL LIBRARIES	23,724,991	470,480	23,254,511
COLLEGES			
St. Johns College	483,651	-	483,651
St. Pauls College	603,011	160,000	443,011
University College	205,182	20,900	184,282
TOTAL COLLEGES	1,291,844	180,900	1,110,944
ADMINISTRATIVE UNITS - PRESIDENT			
Presidents Office	923,617	-	923,617
Ombudsman	99,553	-	99,553
University Secretariat	522,039	-	522,039
TOTAL PRESIDENT'S UNITS	1,545,209	-	1,545,209

"Baseline" operating budgets refer to ongoing operating budget allocations, i.e. the base on which additional allocations are provided or reductions are taken

Board of Governors Approved Operating Budget

	2008/2009 BASELINE (Gross)	2008/2009 INCOME TARGET (All Revenue)	2008/2009 BASELINE (Net)
ADMINISTRATIVE UNITS - VP (EXTERNAL)			
VP (External)	539,045	-	539,045
External Relations Bannatyne	25,500	-	25,500
Alumni	660,779	-	660,779
Development and Advancement Services	2,496,311	-	2,496,311
Government Relations	281,817	-	281,817
Public Affairs	1,246,751	60,000	1,186,751
TOTAL V.P. (EXTERNAL) UNITS	5,250,203	60,000	5,190,203
ADMINISTRATIVE UNITS - V.P. (ACADEMIC) & PROVOST			
Vice-President (Academic) & Provost, Office of	1,550,719	-	1,550,719
Accessibility	155,291	-	155,291
Centre for Higher Education Research and Dev.(CHERD)	1,088,179	940,196	147,983
Enrolment Services	6,100,235	1,711,073	4,389,162
Housing & Student Life	79,970	-	79,970
Institutional Analysis	589,830	-	589,830
International Relations	477,209	20,000	457,209
Learning Technology Centre	245,304	9,000	236,304
Mosaic	183,099	74,000	109,099
Registrar's Office	2,302,840	460,000	1,842,840
Staff Development Program (Academic)	-	-	-
Student Affairs, Vice Provost	340,740	-	340,740
Student Services	3,983,498	742,190	3,241,308
University of Manitoba Press	332,125	220,000	112,125
University Teaching Service	474,419	-	474,419
TOTAL V.P. (ACADEMIC) & PROVOST UNITS	17,903,458	4,176,459	13,726,999
ADMINISTRATIVE UNITS - V.P. (ADMINISTRATION)			
Vice-President (Administration), Office of	1,451,234	50,000	1,401,234
Audit Services	373,661	-	373,661
Financial Services	5,146,479	71,188	5,075,291
FIPPA Office	165,575	1,000	164,575
Human Resources	5,952,574	824,030	5,128,544
Information Services and Technology	15,358,236	690,213	14,668,023
Information Services and Technology - Telecomm. Utilities	2,277,000	2,277,000	-
Legal Services	738,682	-	738,682
Physical Plant	28,243,924	6,600,500	21,643,424
Physical Plant Utilities	15,575,000	3,432,796	12,142,204
Security Services	2,545,096	41,000	2,504,096
Special Functions	400,000	400,000	-
Treasury Services	277,786	-	277,786
University Centre	409,000	246,000	163,000
University Centre Pharmacy Mile Program	62,069	30,600	31,469
Visitor Centre	27,881	-	27,881
TOTAL V.P. (ADMINISTRATION) UNITS	79,004,197	14,664,327	64,339,870
ADMINISTRATIVE UNITS - VP (RESEARCH)			
Vice President (Research), Office of	771,977	-	771,977
Animal Care	621,234	8,000	613,234
Centre on Aging	226,166	10,000	216,166

Board of Governors Approved Operating Budget

	2008/2009 BASELINE (Gross)	2008/2009 INCOME TARGET (All Revenue)	2008/2009 BASELINE (Net)
Indirect Costs of Research Budget Only Allocations	4,676,183	-	4,676,183
Research Data Centre	150,000	-	150,000
Research Development	2,211,145	1,800,000	411,145
Research Services and Programs	1,665,230	-	1,665,230
RESOLVE	118,507	83,507	35,000
Richardson Centre Functional Foods	245,120	180,000	65,120
SmartPark	5,000	5,000	-
Technology Transfer	759,761	-	759,761
TOTAL V.P. (RESEARCH) UNITS	11,450,323	2,086,507	9,363,816
GENERAL UNIVERSITY EXPENDITURES			
Access Copyright	382,000	290,000	92,000
Audit Fees/Institutional Memberships	300,000	-	300,000
Bad Debts	10,000	-	10,000
Campus Beautification	103,705	-	103,705
Debenture Interest	99,605	-	99,605
Employee Assistance Program	256,494	-	256,494
Endowment Fee Transfers (Operating)	927,158	-	927,158
Endowment Fee Interfund Transfers (Operating)	1,524,556	-	1,524,556
Insurance	2,175,000	-	2,175,000
Property Tax	600,000	-	600,000
Provincial Debt Servicing	3,714,500	-	3,714,500
Rentals	116,300	-	116,300
Retiree Benefits	2,468,791	385,440	2,083,351
Shuttle Bus	346,000	-	346,000
Student Alcohol Education	1,000	-	1,000
United Way	6,500	-	6,500
Utilities Debt Servicing	1,896,255	-	1,896,255
Commissions	217,668	217,668	-
Workers Compensation	435,602	-	435,602
TOTAL GENERAL UNIVERSITY EXPENDITURES	15,581,134	893,108	14,688,026
UNDISTRIBUTED OPERATING FUNDS			
Central Operating Reserve	21,269,983	-	21,269,983
Discretionary Reserve - V.P. (Academic) & Provost	462,000	-	462,000
Discretionary Reserve - V.P. (Administration)	152,980	-	152,980
Discretionary Reserve - V.P. (Research)	37,000	-	37,000
Emergency Reserve - Insurance	150,000	-	150,000
Faculty Share of Overhead Income	1,177,669	-	1,177,669
International Student Support - Unit projects	300,000	-	300,000
SIP-Retiree Replacement Bridge Funding	250,000	-	250,000
Strategic Initiatives Process Funds (SIP)	7,951,593	-	7,951,593
Tuition Fee Sharing Reserve	800,000	-	800,000
TOTAL UNDISTRIBUTED OPERATING FUNDS	32,551,225	-	32,551,225
ANCILLARIES	29,546,528	29,546,528	-
ANCILLARIES	29,546,528	29,546,528	-
GRAND TOTAL	460,312,679	99,456,309	360,856,370



AGENDA ITEM: Policy and Procedures: Term Appointment and Tenure for Academic Staff Excluded from Bargaining Units

RECOMMENDED RESOLUTION:

That the Board of Governors

- a) Rescind Policy 702 Term Appointment and Tenure (dated October 22, 1991);*
- b) Rescind By-Law #24.00 Term Appointment and Tenure;*
- c) Approve Policy: Term Appointment and Tenure for Academic Staff Excluded from Bargaining Units; and*
- d) Receive for information Procedure: Term Appointment and Tenure for Academic Staff Excluded from Bargaining Units.*

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The current Board By-Law is out of date and contains content that deals with terms and conditions of employment for employees. These provisions are more appropriately dealt with in a Board approved Policy.

The attached Policy provides a more up to date and detailed description of the type of academic appointments including those with and without academic rank. The duration of employment for each type of academic appointment has been outlined including periods of review and opportunities for renewal. Provisions for ending a term appointment during the term are necessary based on actual cases within the University. The new Policy and Procedures outline the procedures for doing so.

The Procedures document has been approved by the Vice-President (Administration) in consultation with the Vice-Provost (Academic Affairs).

RESOURCE REQUIREMENTS:

None

IMPLICATIONS:

None

ALTERNATIVES:

None

CONSULTATION:

*Office of the Vice-President (Academic) and Provost
Human Resources*



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Terry Voss</u>	<u>Jan 31/09</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Cheryl McCall</u>	<u>Feb 23/09</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>J. [Signature]</u>	<u>Feb 23/09</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>ANDREW BAUMANN</u> <u>FAHR</u>	<u>3 Mar 09</u>
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: _____

Submission approved by: _____

Attachments

Policy: Term Appointments and Tenure for Academic Staff Excluded from Bargaining Units

Procedure: Term Appointments and Tenure for Academic Staff Excluded from Bargaining Units

UNIVERSITY OF MANITOBA POLICY

No.	Effective Date: <u>ASAP</u>
Title: Term of Appointment and Tenure Policy for Academic Staff Excluded from Bargaining Units	Review Date:
Approving Body: <input checked="" type="checkbox"/> Board of Governors <input type="checkbox"/> Senate <input type="checkbox"/> Administration (specify): _____	
Authority:	<input type="checkbox"/> University of Manitoba Act Section # _____ <input type="checkbox"/> Other Legislation [name and section #] _____ <input type="checkbox"/> Bylaw [name and section #] _____ <input type="checkbox"/> Policy [name and section #] _____
Implementation:	<u>The President delegated to the Vice-President (Administration)</u>
Contact:	<u>Executive Director of Human Resources</u>
Applies to:	<input type="checkbox"/> Board of Governors members <input type="checkbox"/> External Parties _____ <input type="checkbox"/> Senate members <input type="checkbox"/> Faculty/School Councils <input checked="" type="checkbox"/> Employees <u>See List Below</u> <input type="checkbox"/> Students

This Policy applies to the following employment groups described in Procedure: Employee Organizations and Employment Groups:

Academic Staff Excluded from Bargaining Units as Members of the Board
Senior Administrative Academic Staff
Administrative Academic Staff
GFT (Geographic Full-time) Academic Staff
Sessional Professional Academic Staff
Research Academic Staff
Other Academic Staff

1.0 **Reason for Policy**

To define the types of academic appointments available for academic staff excluded from bargaining units.

2.0 **Policy Statement**

- 2.1 Academic staff will be appointed either with academic rank or without academic rank.
- 2.2 Each appointment as an academic staff member will include reference to the type of appointment being made. The type of appointment will determine the terms and conditions of employment related to that type of appointment including duration, periods of review and, if applicable, opportunities for renewal.
- 2.3 Appointments as an academic administrator shall be in addition to appointment as an academic staff member and will be for a specified term.
- 2.4 Academic appointments, regardless of the term of appointment, shall be terminable by the University for reasons including but not limited to legitimate academic, financial reasons or for just cause.

3.0 **Accountability**

- 3.1 The University Secretary is responsible for advising the President that a formal review of this Policy and Secondary Documents are required.
- 3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this Policy.

4.0 **Secondary Documents**

- 4.1 The Vice-President (Administration) or the President may approve Procedures which are secondary to and comply with this Policy.

5.0 **Review**

- 5.1 Formal Policy reviews will be conducted every ten (10) years. The next scheduled review date for this Policy is _____
- 5.2 In the interim, this Policy may be revised or rescinded if the Board of Governors deems necessary.
- 5.3 If this Policy is revised or rescinded, all Secondary Documents will be reviewed as soon as reasonably possible in order to ensure that they:
 - (a) comply with the revised Policy; or
 - (b) are in turn rescinded.

6.0 **Effect on Previous Statements**

- 6.1 This Policy supersedes:
 - (a) all previous Board/Senate Policies, Procedures, and resolutions on the subject matter herein;
 - (b) all previous Administration Policies, Procedures, and directives on the subject matter contained herein;
 - (c) By-Law 24.00 Term of Appointments and Tenure; and
 - (d) Policy 702 Term of Appointment and Tenure

7.0 **Cross References**

Cross References
[Indicate names and numbers of other specific Governing Documents which should be cross referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]

Cross referenced to: (1) Procedures Term of Appointment and Tenure for Academic Staff (2) _____
(3) _____ (4) _____

UNIVERSITY OF MANITOBA

PROCEDURE(S)

No.		Effective Date: <u>ASAP</u>
Title:	Term of Appointment and Tenure Procedures for Academic Staff Excluded from Bargaining Units	Review Date: _____
Approving Body:	<input type="checkbox"/> Board of Governors <input type="checkbox"/> Senate <input checked="" type="checkbox"/> Administration: <u>President</u>	
Authority:	<input type="checkbox"/> Bylaw [name and section #] _____ <input type="checkbox"/> Regulation [name and section #] _____ <input checked="" type="checkbox"/> Policy [name and section #] <u>Term of Appointment and Tenure Policy for Academic Staff Excluded from Bargaining Units</u>	
Implementation:	<u>President delegated to the Vice-President (Administration)</u>	
Contact:	<u>Executive Director of Human Resources</u>	
Applies to:	<input checked="" type="checkbox"/> Board of Governors members <input type="checkbox"/> External Parties _____ <input type="checkbox"/> Senate members [Specify applicable employee organizations] <input type="checkbox"/> Faculty/School Councils <input checked="" type="checkbox"/> Employees See List Below <input type="checkbox"/> Department Councils [Specify applicable employee organizations and employment groups] <input type="checkbox"/> Students	

This Procedure applies to the following employment groups described in Procedure: Employee Organizations and Employment Groups:

- Academic Staff Excluded from Bargaining Units as Members of the Board
- Senior Administrative Academic Staff
- Administrative Academic Staff
- GFT (Geographic Full-time) Academic Staff
- Sessional Professional Academic Staff
- Research Academic Staff
- Other Academic Staff

1.0 Reason for Procedure(s)

To set out Procedures secondary to the Policy entitled "Term of Appointment and Tenure Policy for Academic Staff Excluded from Bargaining Units" in connection with:

- (a) the definition of the types of appointments available for academic staff; and
- (b) the terms and conditions of these appointments.

2.0 Procedure(s)

2.1 Academic Rank

- 2.1.1 An academic staff member may be given an appointment without academic rank. Titles such as instructor, coach, research associate, professional associate, clinical education facilitator or other general descriptors may be used.

2.1.2 An appointment of an academic staff member may be an appointment with rank such as:

- (a) Lecturer
- (b) Assistant Professor
- (c) Associate Professor
- (d) Professor
- (e) Instructor I
- (f) Instructor II
- (g) Senior Instructor
- (h) General Librarian
- (i) Assistant Librarian
- (j) Associate Librarian
- (k) Librarian

2.2 **Term of Academic Appointment**

2.2.1 An academic staff member may be appointed to one of the following types of appointments:

- (a) a term appointment is an appointment with a specified duration and has an end date on which the appointment will terminate. Term appointments may be ended prior to the end of the term by the University with the provision of appropriate notice or pay in lieu thereof. An academic staff member may resign from a term appointment with the provision of an appropriate notice period to the University.
- (b) a contingent appointment is an appointment in which continuation is dependent upon the availability of specified funds. The original and successive appointments are made for a specified duration. Contingent appointments may be ended prior to the end of the specified duration by the University with the provision of appropriate notice or pay in lieu thereof. An academic staff member may resign from a contingent appointment with the provision of an appropriate notice period to the University.
- (c) a probationary appointment is an appointment which continues for a specified maximum duration unless terminated earlier by resignation, or until the appointment is terminated by the University for cause, financial reasons or reasons related to academic redundancy. A probationary appointment will end either with a subsequent appointment as a continuing or tenured appointment or with a termination of the appointment.
- (d) a tenured appointment is an appointment at the rank of Assistant Professor, Associate Professor or Professor which will continue until retirement, resignation or until the appointment is terminated by the University for cause, financial reasons or reasons related to academic redundancy.
- (e) a continuing appointment is an appointment at one of the Librarian ranks or one of the Instructor ranks which will continue until retirement, resignation or until the appointment is terminated by the University for cause, financial reasons or reasons related to academic redundancy. A continuing appointment may also be an academic appointment without rank with an expectation that it will continue unless terminated by the University for cause, financial reasons or for reasons related to academic redundancy.

2.3 **Academic Administrative Appointments**

Academic administrative appointments such as the President, Vice-President, Deans, Directors, Associate Deans, Department Heads and Associate or Assistant Department Heads are separate appointments in addition to the academic appointment as a staff member.

2.3.1 An appointment as an academic administrator shall be for a specified term and may be terminated prior to the end of the term by the University, or by the academic staff member.

2.3.2 The termination of an academic administrative appointment shall not normally affect the staff member's academic appointment unless the termination of the appointment is for just cause and such just cause would justify the termination of the staff member's academic appointment.

3.0 **Accountability**

3.1 The University Secretary is responsible for advising the President that a formal review of the Procedure is required.

3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this Procedure.

4.0 **Review**

4.1 Formal Procedure reviews will be conducted every ten (10) years. The next scheduled review date for this Procedure is _____.

4.2 In the interim, this Procedure may be revised or rescinded if:

- (a) the Vice-President (Administration) or the President deems necessary; or
- (b) the relevant Policy is revised or rescinded.

5.0 **Effect on Previous Statements**

5.1 This Policy supersedes:

- (a) all previous Board/Senate Policies, Procedures, and resolutions on the subject matter herein;
- (b) all previous Administration Policies, Procedures, and directives on the subject matter contained herein;
- (c) By-Law 25.00; and
- (d) Policy 702 Term of Appointment and Tenure

6.0 **Cross References**

Cross References

[Indicate names and numbers of other specific Governing Documents which should be cross referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]

Cross referenced to: (1) Policy Term Appointment and Tenure of (2) _____
Academic Staff Excluded from Bargaining Units
(3) _____ (4) _____



AGENDA ITEM: 2009-2010 Residence Board and Room Rates

RECOMMENDED RESOLUTION:

That the Board of Governors approve the room and board rate increases for 2009 -10 for the Arthur V. Mauro Residence, Mary Speechly Hall, Taché Hall, and University College as detailed in Table 1 attached.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

There are four University operated residence facilities on campus offering a variety of room and meal plan options.

Arthur V. Mauro Residence:

- Two bedroom apartment style residence with kitchen facilities.
- No mandatory meal plan, although students may purchase declining balance plans offering tax free benefits.

Speechly / Taché Residence:

- Dormitory style residences with double, single or large single rooms.
- Three meal plan options; 10 meals per week plus \$500 declining balance, 15 meals per week plus \$500 declining balance and 7 day unlimited meals plus \$125 declining balance.
- Declining balance dollars may be used at any University food service outlet as well as UMSU operated Degrees Restaurant.

University College Residence:

- Dormitory style residence with double, single or large single rooms.
- Three declining balance meal plan options (Super Saver - \$2,000, Bison - \$2,400 and Premium - \$2,800) which can be used at any University food service outlet or UMSU operated Degrees Restaurant.

Super Single Rooms:

- Super Single Rooms are only available in Speechly and University College Residences. Double accommodations, if available, are sold as single occupant rooms for a premium of an additional \$400.00 per academic term.

RESOURCE REQUIREMENTS:

A. Proposed 2009-10 Room Rates:

Recommendation: A 3.5% increase in room rates.

Rationale

- Proposed room rates with 08/09 comparables are detailed in Table 1. For example, a 3.5% increase for a single room in a suite in Arthur V. Mauro Residence would result in a rate increase from \$5,238 to \$5,421 (a monthly increase of \$22.88). A 3.5% increase for a single room in Taché Hall/Speechly/University College would result in a rate increase \$3,485 to \$3,607 (a monthly increase of \$15.25).
- Salaries expected to increase 2.5% plus steps estimated at 2%.
- Utility cost increases (i.e. steam heat to increase by 5% over 2008-2009 for an estimated total cost of \$738,080; water costs to increase by 3% over 2008-2009 for an estimated total cost of \$155,385; hydro costs to increase by 4% over 2008-2009 for an estimated total cost of \$104,906).
- University of Manitoba residence room rates continue to be low and competitive for comparable properties (see attached Table 2 & 3 for institutional comparisons).
- Current rates do not provide sufficient revenue to generate funds for residence upgrades and maintenance. While Tache Hall is expected to close in 2010, University College and Mary Speechly Hall will remain in use and will require significant upgrades. Rates will have to be increased over the next few years to generate funds to upgrade these facilities.

B. Board and Meal Plan Rate Increases

Recommendation: A 7% increase in the 10 Meals/Week, 15 Meals/Week, and Unlimited Meal Plan rates for Speechly/Taché; no increase in the declining balance components of the Speechly/Taché or University College declining balance plans.

Rationale

- Food cost increases are anticipated to be approximately 7.4% overall. However, certain foods such as:
 - bread/cereals/grains are expected to rise 12.9%;
 - fresh vegetables and fruits are anticipated to climb by 28.9% in part due to the decline in the Canadian dollar;
 - meats to increase by almost 7%, poultry and eggs by 6%.With this in consideration, it is anticipated that an increase on the total food expenditures for the academic year will be approximately 10%.
- Packaging and Disposables to increase by 8% - factoring the additional cost of environmentally friendly products - this cost increase will be almost 15%.

- Items associated with the environment such as Cleaning Chemicals, cost of Linen Cleaning and all Rentals will have a significant increase in costs.

IMPLICATIONS:

We continue to reduce costs wherever possible while ensuring all of our students continue to receive good value and the best quality of product that can be delivered.

ALTERNATIVES:

If the increases are not considered, the operation will not be financially viable.

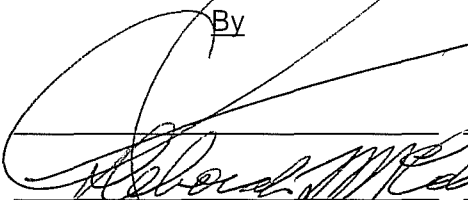
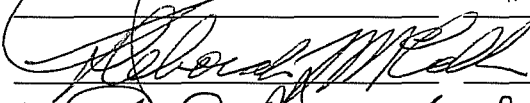

CONSULTATION:

This proposal has been reviewed by Food Services management, Director, Housing & Student Life, Director of Ancillary Services, Associate Vice-President (Administration) and Vice-President (Administration).



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		Feb 12 '09
<input type="checkbox"/>	<input checked="" type="checkbox"/>		Feb 12/09
<input type="checkbox"/>	<input checked="" type="checkbox"/>		Feb 12, 2009
<input type="checkbox"/>	<input checked="" type="checkbox"/>	FAHR	3 Mar 09
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: _____

Submission approved by: *This must be the President, a Vice-President, or the University Secretary.*

Attachments

Please list any related material attached. Ideally attachments for any given submission will not exceed ten (10) pages.

Table 1

Proposed 2009/2010 Room and Board Rates

Building	Meal Membership	Current 2008-2009			Proposed 2009-2010			Increase over last year %
		Board Rate	Room Rate	TOTAL	Board Rate	Room Rate	TOTAL	
Arthur V. Mauro - SINGLE IN SUITE -	OPTIONAL		5,238	5,238		5,421	5,421	3.5%
Mary Speechly OR Taché Hall - SINGLE -	10 Meals per week	3,489	3,485	6,974	3,733	3,607	7,340	5.3%
	15 Meals per week	3,732	3,485	7,217	3,993	3,607	7,600	5.3%
	7 Day Unlimited	3,804	3,485	7,289	4,070	3,607	7,677	5.3%
Mary Speechly OR Taché Hall - DOUBLE -	10 Meals per week	3,489	2,477	5,966	3,733	2,564	6,297	5.5%
	15 Meals per week	3,732	2,477	6,209	3,993	2,564	6,557	5.6%
	7 Day Unlimited	3,804	2,477	6,281	4,070	2,564	6,634	5.6%
Mary Speechly - SUPER SINGLE -	10 Meals per week	3,489	4,285	7,774	3,733	4,407	8,140	4.7%
	15 Meals per week	3,732	4,285	8,017	3,993	4,407	8,400	4.8%
	7 Day Unlimited	3,804	4,285	8,089	4,070	4,407	8,477	4.8%
University College - SINGLE -	Super Saver	2,000	3,485	5,485	2,000	3,607	5,607	2.2%
	Bison Membership	2,400	3,485	5,885	2,400	3,607	6,007	2.1%
	Premium Membership	2,800	3,485	6,285	2,800	3,607	6,407	1.9%
University College - DOUBLE -	Super Saver	2,000	2,477	4,477	2,000	2,564	4,564	1.9%
	Bison Membership	2,400	2,477	4,877	2,400	2,564	4,964	1.8%
	Premium Membership	2,800	2,477	5,277	2,800	2,564	5,364	1.6%
University College - SUPER SINGLE -	Super Saver	2,000	4,285	6,285	2,000	4,407	6,407	1.9%
	Bison Membership	2,400	4,285	6,685	2,400	4,407	6,807	1.8%
	Premium Membership	2,800	4,285	7,052	2,800	4,407	7,207	2.2%

Standard Single/Double Room Rate Comparison

Residence 2008 – 2009

University	Standard Single	Standard Double
Queens	\$5,516 - 5,856	n/a
Guelph	\$5,098 - \$6,098	\$4,632 - \$5,024
Waterloo	\$5,054	\$4,349
McMaster	\$5,020 - \$5,330 w/washroom	\$4,550 - \$4,840 w/washroom
Western	\$5,220 - \$5,760	\$4,660 - \$5,200
York	\$4,689	\$4,088
Windsor	\$4,499 - \$5,900	\$4,236 - \$4,660
Wilfred Laurier	\$4,263 - \$5,737	\$4,174 - \$5,165
Calgary	\$4,240	\$2,560
Simon Fraser	\$4,270 - \$4,590	n/a
British Columbia	\$3,898 - \$4,262	\$3,362
Alberta	\$3,832	\$2,432
Winnipeg	\$4,264	n/a
MANITOBA	\$3,485	\$2,477
Regina	\$3,488 - \$3,744	n/a
Brandon	\$3,142 - \$4,106	\$2,312 - \$3,213

Residence 2008 – 2009

Suite Style Room Rates Comparison

University	Suite Style
Windsor	\$6,299 premium single
McMaster	\$6,110
Queens	\$5,856
Waterloo	\$5,758
Western	\$5,760
Laurier	\$5,396.00
MANITOBA	\$5,238
Simon Fraser	\$4,932
Calgary	\$4,805 - \$5,510 2 bedroom suite \$4,445 - \$5,340 4 bedroom suite
York	\$4,855
Winnipeg	\$4,832
Alberta	\$4,576 w/ private washroom
Regina	\$4,320



AGENDA ITEM: **Biological Safety Policy**

RECOMMENDED RESOLUTION:

That the Board of Governors:

- 1) approve the attached Policy: **Biological Safety**; and
- 2) receive for information the attached Procedures: **Biological Safety**

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The Workplace Safety and Health Act (Manitoba), Health Canada Guidelines and the Canadian Food Inspection Agency Standards contain specific provisions regarding biological safety matters. The University's Workplace Safety and Health Advisory Committee has developed draft Policy and Procedures.

RESOURCE REQUIREMENTS:

No additional resources required.

IMPLICATIONS:

The revised Policy and Procedures provide detailed information on a system to monitor compliance with the legislated requirements to ensure that the University community is not placed at risk.

ALTERNATIVES:

Not applicable

CONSULTATION: *[delete if not applicable]*

The various bargaining units and area experts have been consulted in the development and review of the Policy and Procedures.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Kerry Voss</u>	<u>Jan 20/09</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Robert McCall</u>	<u>Feb 23/09</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Ulhelm Fyrd Barnard</u>	<u>Feb 23/09</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>FAHR</u>	<u>3 Mar 09</u>
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: _____

Submission approved by: *This must be the President, a Vice-President, or the University Secretary.*

Attachments

Policy: Biological Safety

Procedures: Biological Safety

UNIVERSITY OF MANITOBA POLICY

No. _____	Effective Date: _____
Title: <u>Biological Safety</u>	Review Date: _____
Approving Body: Board of Governors <input type="checkbox"/> Senate <input type="checkbox"/> X Administration (specify): <u>President</u>	
Authority: <input type="checkbox"/> University of Manitoba Act Section # _____ <input checked="" type="checkbox"/> Other Legislation [name and section #] <u>Workplace Safety and Health Act, Health Canada Guidelines and Canadian Food Inspection Agency Standards</u> <input type="checkbox"/> Bylaw [name and section #] _____ <input type="checkbox"/> Policy [name and section #] _____	
Implementation: <u>President delegated to the Vice-President (Administration)</u>	
Contact: <u>Executive Director of Human Resources</u>	
Applies to: <input type="checkbox"/> Board of Governors members <input checked="" type="checkbox"/> External Parties <u>All Contractors and Visitors</u> <input type="checkbox"/> Senate members [Specify applicable external parties] <input type="checkbox"/> Faculty/School Councils <input checked="" type="checkbox"/> Employees <u>All Employees</u> <input checked="" type="checkbox"/> Students [Specify applicable employee organizations and employment groups]	

1.0 Reason for Policy

To identify the University's commitment to and responsibility for the safe use of biological materials, agents and other sources of biological hazards in undergraduate and research laboratories in order to protect the environment, students, academic and support staff, and visitors to the campus from the adverse effects of biological hazards.

For purposes of this Policy, the term *biological hazards* shall refer to any hazard which originates with the use of viruses, bacteria, fungi, recombinant DNA molecules, cells or tissue cultures or any other potentially infectious material used or stored at the University of Manitoba.

2.0 Policy Statement

The University is committed to complying with the Workplace Safety and Health Act (Manitoba), Health Canada Guidelines, Canadian Food Inspection Agency's Standards and all other applicable legislation with respect to the procurement, use, storage, transfer and disposal of all biological materials, agents and other sources of biological hazards used for education and research. The Biological Safety Program has been developed and shall be maintained to ensure the required level of control without unduly hampering research.

The University of Manitoba is committed to ensuring that:

- (a) exposure to biological hazards to all staff, students and members of the public from the use of biological materials, agents and other sources of biological hazards does not exceed regulatory limits, and is kept as low as reasonably achievable ("ALARA"), social and economic factors taken into consideration; and

- (b) a high standard of biological safety and security is maintained at all times in the work and learning environment.

2.1 **The Biological Safety Advisory Committee (BSAC)**

2.1.1 The University has established and shall maintain a Biological Safety Advisory Committee comprising members of the University community and stakeholders knowledgeable in the safe use of biological materials, agents and other sources of biological hazards. A representative number of Committee members shall also have a research background working with biological materials. The BSAC shall report to the Executive Director of Human Resources and have the following mandate and authority to:

- (a) provide advice on the safe use of biological materials, agents and other biological hazards in all areas under the control of the University;
- (b) issue Biosafety Permits to users of biological materials, agents and other biological hazards under specified conditions to control the safe and healthy use of such materials, agents and other biological hazards;
- (c) enforce University of Manitoba conditions of such Biosafety Permits, including the authority to revoke or cancel a Permit;
- (d) make recommendations on University governing documents relating to Biological Safety; and
- (e) approve Standard Operating Guidelines relating to Biological Safety.
- (f) advise the Office of Research Services of the issuance of Biosafety Permits and any changes or modifications to Permit terms and conditions.

2.1.2 The Biological Safety Advisory Committee members shall be appointed by the Executive Director of Human Resources in consultation with the Vice-President (Academic), Vice-President (Research), Vice-President (Administration) and the Director of Environmental Health and Safety Office. The duties responsibilities and terms of reference for committee membership and officers shall be as specified in the Biological Safety Procedures.

2.2 **The Biological Safety Officer**

The University shall employ a Biological Safety Officer and/or Officers in the Environmental Health and Safety Office. The Biological Safety Officer shall be responsible to the Director of the Environmental Health and Safety Office for administering the Biological Safety Program, providing advice, guidance, technical support and ensuring that internal Permit Holders and Biological Workers are aware of their responsibilities to comply with the Biological Safety Policy and Procedures.

3.0 **Accountability**

- 3.1 The University Secretary is responsible for advising the President that a formal review of this Policy is required.
- 3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this Policy.

3.3 The Manager of the Environmental Health and Safety Office is responsible for the Biological Safety Program and support to the Biological Safety Advisory Committee.

4.0 **Secondary Documents**

4.1 The Vice-President (Administration) or the President may approve Procedures which are secondary to and comply with this Policy.

5.0 **Review**

5.1 Formal Policy reviews will be conducted every ten (10) years. The next scheduled review date for this Policy is _____.

5.2 In the interim, this Policy may be revised or rescinded if the President and/or Vice-President (Administration) deems necessary.

5.3 If this Policy is revised or rescinded, all Secondary Documents will be reviewed as soon as reasonably possible in order to ensure that they:

- (a) comply with the revised Policy; or
- (b) are in turn rescinded.

6.0 **Effect on Previous Statements**

6.1 This Policy supersedes:

- (a) all previous Board/Senate Policies, Procedures, and resolutions on the subject matter herein; and
- (b) all previous Administration Policies, Procedures, and directives on the subject matter contained herein.

7.0 **Cross References**

Cross References			
[Indicate names and numbers of other specific Governing Documents which should be cross referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]			
Cross referenced to:	(1) <u>Health and Safety Policy</u>	(3) _____	
	(2) <u>Procedures: Biological Safety</u>	(4) _____	

UNIVERSITY OF MANITOBA PROCEDURE(S)

No. _____ Effective Date: _____
Title: Biological Safety Review Date: _____

Approving Body: Board of Governors Senate Administration President _____

Authority: Bylaw [name and section #] _____
 Regulation [name and section #] _____
 Policy [name and section #] Biological Safety Policy _____

Implementation: President (Delegated Vice-President (Administration))

Contact: Executive Director of Human Resources

Applies to: Board of Governors members External Parties All contractors
 Senate members [Specify applicable employee organizations]
 Faculty/School Councils Employees All Employees
 Department Councils [Specify applicable employee organizations
and employment groups]
 Students

1.0 Reason for Procedure

To set out Procedures secondary to the Policy entitled "Biological Safety", in connection with the Biological Safety Program for all biological materials, agents and other sources of biological hazards used for education and research at the University of Manitoba.

For purposes of this Procedure;

Biological hazards or biologically hazardous shall refer to any hazard which originates with the use of viruses, bacteria, fungi, recombinant DNA molecules, cells or tissue cultures or any other potentially infectious material at the University of Manitoba; and

Biological Workers refers to any staff or student who works with biological hazards.

2.0 Procedures

2.1 Biological Safety Advisory Committee

The Biological Safety Advisory Committee is authorized to:

- (a) advise on the safe use of biological materials, agents and other sources of biological hazards, and prescribed equipment such as biosafety cabinets, autoclaves and the like;
- (b) make recommendations on University Policies and Procedures related to biological materials, agents and other sources of biological hazards;
- (c) approve standard operating procedures and guidelines;
- (d) issue Biosafety Permits to control the use of all biological materials;
- (e) revoke Biosafety Permits from individuals who contravene these Procedures or the Policy on Biological Safety.

2.1.1 Membership

- (a) The Biological Safety Advisory Committee shall be composed of persons knowledgeable in the use of biologically hazardous materials. The total number of Committee members shall not be less than five (5) nor more than ten (10).
- (b) The members shall be appointed by the Executive Director of Human Resources and shall serve a three year term. Re-appointments are

- permitted for an additional three year term.
- (c) Alternates are permitted during extended leaves of Committee members.
 - (d) The Director and designated staff of the Environmental Health and Safety Office shall be represented as an ex- officio, non-voting member(s) of the Committee.

2.1.2 Chairperson

- (a) The chair shall be appointed by the Executive Director of Human Resources.
- (b) The chair is free to participate to an equal extent as any other member in the discussions and decisions of the meeting.
- (c) The members of the Committee shall choose one of their members to act as Vice-Chair in the event of the Chair's absence.

2.1.3 Secretary

- (a) The Environmental Health and Safety Office will provide administrative support to the Committee
- (b) The Environmental Health and Safety Office will be responsible for recording minutes of meetings, for correspondence arising from meetings and for issuing notices of meetings after consultation with the chair.
- (c) The Environmental Health and Safety Office will be responsible for maintaining a file of minutes of Committee meetings and ensuring that:
 - (i) one copy is sent to each member.
 - (ii) one copy is filed with the Environmental Health and Safety Office.
 - (iii) one copy is sent to the Executive Director of Human Resources.
 - (iv) one copy is sent to the Vice-President (Administration)
 - (v) one copy is sent to the Vice-President (Research)
 - (vi) one copy is sent to the Vice-President (Academic)
 - (vii) one copy is sent to the Office of Research Services
- (d) The Environmental Health and Safety Office shall maintain a file of all correspondence to and from the Committee.

2.1.4 Meetings

- (a) The Committee shall schedule meetings at least 3 times per year.
- (b) The date of the next regular meeting shall be determined at each meeting.
- (c) Special meetings may be called by the Chair, or the Vice-Chair, for the purposes of considering causes of accidents or dangerous occurrences, contaminating incidents, conditions dangerous to health or safety, permit applications and revocations, or circumstances requiring immediate consideration.
- (d) The quorum for Committee meetings shall consist of one-half of the members.

2.1.5 Duties

- (a) The Committee shall recommend to the Executive Director of Human Resources practical procedures and guidelines which will help achieve the highest possible degree of safety in the use of biologically hazardous materials.
- (b) The Committee shall ensure a system is in place for the identification, recording, examination, evaluation and resolution of health and safety concerns, arising through use of biologically hazardous materials. The Committee shall periodically review this system and recommend any changes as appropriate in its view.
- (c) The Committee shall advise and promote on the development of education and training programs on a University-wide basis, designed to

provide each person handling biologically hazardous material with a detailed knowledge of hazards and protection there from, consistent with the individual requirements and current guidelines and regulatory requirements.

- (d) The Committee shall ensure that a listing of biologically hazardous materials within the University and the locations and faculties where they are used and stored is maintained. A current list of all Biosafety Permits required for use or possession shall be maintained.
- (e) The Committee shall be responsible for ensuring a system is in place for the issuing or cancellation of all Biosafety Permits required for the use of biologically hazardous materials. The Committee shall periodically review this system and recommend any changes as appropriate in its view.
- (f) The Committee shall establish a procedure and undertake a review process for Biosafety Permit applications, and will assess the risk level per appropriate Guidelines and will make recommendations as to operating protocol, immunization, and safety equipment required for the project applied for. Permits may be reviewed periodically and may be altered or canceled by the Committee. The Committee may identify expert advisors to assist with the review process.
- (g) The Committee shall maintain a liaison with the University of Manitoba central Workplace Health and Safety Advisory Committee (WHSAC) to consider problems of joint interest.
- (h) The Committee shall be responsible for ensuring a system is in place to investigate any loss, theft or incident within the University which, in their view, could present a significant biological hazard to University personnel or the general public or have resulted in an injury or indication of ill health.
- (i) At the end of each academic year, an annual report shall be prepared with a summary of the year's activities and an indication of compliance with University of Manitoba and Health Canada Laboratory Biosafety Guidelines. The Report shall be submitted to the Vice- President (Administration) and the Vice-President (Research).

2.2 Biological Safety Officer

The Environmental Health and Safety Office is responsible for the provision of appointing a Biological Safety Officer and additional designates as deemed necessary. The Biological Safety Officer, and designates, administer the Biological Safety Program, acting in consultation with the Biological Safety Advisory Committee. There shall be at least one individual at all times designated to fulfill the duties of the Biological Safety Officer.

2.3 Biosafety Permit Holder

The Biosafety Permit Holder is responsible to:

- (a) ensure that all Biological Workers as listed on their Permit are aware of all biological safety procedures;
- (b) ensure that all Biological Workers are trained to work safely with biological materials, agents and other sources of biological hazards and to provide site-specific training in the safe use of biological materials, agents and other sources of biological hazards;
- (c) regularly assess and inspect their areas for compliance with biological safety procedures;
- (d) ensure that any incidents that occur in their area are promptly reported to the Environmental Health and Safety Office and investigated in accordance with University reporting requirements; and
- (e) adhere to all duties and responsibilities as listed on the Permit.

2.4 Biological Workers

Personnel, including staff and students, listed on a Biosafety Permit shall adhere to all responsibilities as listed in the *Biosafety Guide* and follow all relevant University Governing Documents.

2.5 Biosafety Guide

The Environmental Health and Safety Office shall develop and maintain a University *Biosafety Guide* containing the elements of a comprehensive Biosafety Program. The Biological Safety Advisory Committee shall review, approve and enforce the protocols identified in the Guideline.

2.6 Biosafety Permit

2.6.1 Biological Safety Advisory Committee to Issue Permit

The Biological Safety Advisory Committee shall issue a Biosafety Permit to control the procurement, use, storage, transfer and disposal of all biological materials, agents and other sources of biological hazards used for education and research.

The Biosafety Permit will specify:

- (a) the name of the Permit Holder;
- (b) the term period of the Permit
- (c) the names of the Biological Workers;
- (d) permitted Biological material or devices and possession limits;
- (e) approved locations;
- (f) approved usage;
- (g) an approved disposal procedure, and
- (h) any other conditions prescribed by the Committee.

2.6.2 No Person to Undertake Work

No person shall undertake work with biological materials, agents and other sources of biological hazards unless in possession of a valid Biosafety Permit. The Biosafety Permit is conditional on the strict adherence to all conditions and parameters listed on the Biosafety Permit. The person whom the Biosafety Permit is assigned to is the Responsible User/Permit Holder.

2.6.3 Eligibility

In order to be eligible to work with biological materials, agents and other sources of biological hazards, one must be:

- (a) a Principal Investigator who is an Academic supervised by a Vice-President, Dean, Director or Department Head.
- (b) a Biological Worker is a person working under the authority of the Permit Holder and listed on the Permit).

2.6.4 Permit Holder in Compliance

The Biosafety Permit Holder shall ensure that there is full compliance with all the conditions specified on the Biosafety Permit and that Biological Workers are oriented and trained on the hazards of working with biological materials, agents and other sources of biological hazards and the safe working procedures.

2.6.5 Application for Biosafety Permit

A Principal Investigator shall complete an Application for a Biosafety Permit and submit it to the Environmental Health and Safety Office. The Biological Safety Officer shall assess the application, evaluate the permit application with respect to the new permit applications checklist requirements, conduct a site visit for new applications and may inspect for permit amendments. Once the Biological Safety

Officer is satisfied with the Permit information and documentation, it shall be forwarded to the Chair of the Biological Safety Advisory Committee for approval.

2.7 Training

All Permit Holders and Biological Workers shall be trained in accordance with recognized Biological Safety Procedures and protocols outlined in the University Biosafety Program Guideline.

2.8 Reports and Assessments

2.8.1 The Environmental Health and Safety Office shall make periodic assessments of all permitted activities. Inspections of facilities may be announced or unannounced. All Permit Holders and Biological Workers are required to cooperate with EHSO personnel. The Biological Safety Officer or designate may require periodic written reports from the Permit Holder with respect to internal compliance activities, operating procedures, and training activities .

2.9 Enforcement

2.9.1 On the first occurrence of non-compliance related to any terms and conditions of the Biological Permit, the Permit Holder shall be notified by the Biological Safety Officer or designate with reference to the contravention of Biological Safety Procedures. The Permit Holder will be expected to come into compliance as directed by the Biological Safety Officer.

2.9.2 On the second occurrence within a 12 month period of a non-compliance, the Biological Safety Officer will send a letter as a "Notice of Non-Compliance" to the Permit Holder that:

- (a) is copied to the direct supervisor of the Permit Holder; and
- (b) has reference to the non-compliance of Biological Safety Procedures, the duties of the Permit Holder in that respect, and the consequences of further infractions;
- (c) will be communicated to all members of the Biological Safety Advisory Committee and the Office of Research Services.

2.9.3.1 On the third occurrence within a 12 month period of non-compliance, the Biological Safety Officer shall inform the Chair of the Biological Safety Advisory Committee and the Office of Research Services.

2.9.3.2 The Chair shall call an emergency ad hoc meeting of the Committee to be held within seven (7) days. The Chair will invite the direct supervisor and the Permit Holder. The Office of Research Services will also be advised of the meeting. At this meeting, the Permit Holder or direct supervisor will be required to show cause as to why the Biosafety Permit should not be revoked.

2.9.3.3 If a majority of the membership of the Biological Safety Advisory Committee members in attendance is not satisfied that the Permit Holder has provided justification for retaining the Permit, the Permit shall be revoked and the Environmental Health and Safety Office may arrange for the disposal of all biological materials.

2.9.3.4 The Chair of the Biological Safety Advisory Committee will notify the Dean of the appropriate Faculty, the Executive Director of Human Resources, and the Office of Research Services of the decision of the Committee.

2.9.4 Notwithstanding any of the above actions, if it is the opinion of the Biological Safety Officer that a serious, immediate risk to health, safety, environment or security exists, the Biological Safety Officer shall have the authority to suspend operations or temporarily suspend a Permit. The Biological Safety Officer shall make a report on the situation, and the steps taken, to the Chair of the Biological Safety Advisory Committee. The Chair of the Committee will proceed as though this incident was a third occurrence within a year.

2.9.5 A permit holder may appeal a decision to deny, alter or revoke a permit. The appeal will be referred to the Vice-President (Research) or his/her designate who will investigate the matter and render a final and binding decision.

3.0 Accountability

3.1 University Secretary is responsible for advising the President that a formal review of this Procedure and Secondary Documents are required.

3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this Procedure.

3.3 The Manager of the Environmental Health and Safety Office is responsible for the Biological Safety Program and support to the Biological Safety Committee.

3.4 All employees and students are accountable for complying with the Biological Safety Governing Documents.

4.0 Review

4.1 Formal Procedure reviews will be conducted every ten (10) years. The next scheduled review date for this Procedure is _____.

4.2 In the interim, this Procedure may be revised or rescinded if:

- (a) the Vice-President (Administration) or the President deems necessary; or
- (b) the relevant Policy is revised or rescinded.

5.0 Effect on Previous Statements

5.1 This Procedure supersedes

- (a) all previous Board/Senate Policies, Procedures, and resolutions on the subject matter herein; and
- (b) all previous Administration Policies, Procedures, and directives on the subject matter contained herein.

6.0 **Cross References**

Cross References

[Indicate names and numbers of other specific Governing Documents which should be cross-referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]

Cross referenced to: (1) Health and Safety Policy (3) _____

(2) Policy Biological Safety (4) _____



AGENDA ITEM: Policy and Procedures Violent or Threatening Behaviour

RECOMMENDED RESOLUTION:

That the Board of Governors:

- 1) approve the attached Policy: Violent or Threatening Behaviour;
- 2) receive for information the attached Procedure: Violent or Threatening Behaviour;

Action Requested: X Approval Discussion/Advice X Information

CONTEXT AND BACKGROUND:

The University has had a Violent or Threatening Behaviour Policy and Procedure; however Workplace Safety and Health Regulations have now been approved requiring the inclusions of some anti violence statements in our Policy and Procedures. Workplace Safety and Health Inspectors have been advised that the University is changing the Policy and Procedure to comply with the applicable legislation.

In addition there have been some technical issues which have been identified over the last four years which require clarification and improvement. The attached Policy and Procedures represent the current practice with respect to this issue.

RESOURCE REQUIREMENTS:

The proposed Policy and Procedure reflects the current processes in existence and no additional financial or human resources are required.

IMPLICATIONS:

This Policy and Procedure will assist the University community in understanding the provisions for these employee groups and for students.

ALTERNATIVES:

Not applicable.

CONSULTATION:

All bargaining unit representatives and University subject area experts have been consulted in the development of the new Policy and Procedures.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Terry Voss</u>	<u>Jan 12/09</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Rehannah McCall</u>	<u>Feb 12/09</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>David Bernard</u>	<u>Feb 12, 2009</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>FAHR</u>	<u>3 Mar 09</u>
<input type="checkbox"/>	<input type="checkbox"/>		

Terry Voss

Submission prepared by:

Submission approved by:

Attachments

Policy: Violent or Threatening Behaviour

Procedures: Violent or Threatening Behaviour

UNIVERSITY OF MANITOBA POLICY

No. _____	Effective Date: <u>ASAP</u>
Title: <u>Violent or Threatening Behaviour</u>	Review Date: _____
Approving Body: <input checked="" type="checkbox"/> Board of Governors <input type="checkbox"/> Senate <input type="checkbox"/> Administration (specify): _____	
Authority: <input type="checkbox"/> <i>University of Manitoba Act</i> Section # _____	
<input type="checkbox"/> Other Legislation [name and section #] _____	
<input type="checkbox"/> Bylaw [name and section #] _____	
<input type="checkbox"/> Policy [name and section #] _____	
Contact: <u>Director of Security Services</u>	
Applies to: <input checked="" type="checkbox"/> Board of Governors members <input checked="" type="checkbox"/> External Parties <u>All visitors to the University campus</u>	
<input checked="" type="checkbox"/> Senate members [Specify applicable external parties]	
<input checked="" type="checkbox"/> Faculty/School Councils <input checked="" type="checkbox"/> Employees <u>All Employee Groups</u>	
<input checked="" type="checkbox"/> Students [Specify applicable employee organizations and employment groups]	

1.0 Reason for Policy

The purpose of this Policy is to state clearly the University's refusal to tolerate violence in the workplace and on the University campus and to describe possible consequences of such action. It is believed that this Policy and the supporting Procedures represent a significant move towards the prevention of violence, as well as the management of a violent episode.

The issue of safety and health in the workplace with respect to violence is governed by provincial legislation and more specifically *The Workplace Safety and Health Act* (Manitoba) - Regulation #217/2006 (the Regulation). The Regulation identifies certain responsibilities for employers and employees in this regard. A policy on violence in the workplace is required.

2.0 Policy Statement

The University of Manitoba is committed to creating and maintaining a safe, positive and productive learning and working environment. Therefore, the University will not tolerate violent or threatening behaviour. Individuals who are found to have engaged in activities prohibited under this Policy will be subject to disciplinary action which may result in termination of employment, expulsion from educational programs, a ban from University property, and any other remedies the University may be entitled to at law or otherwise.

2.1 Definitions and Interpretations

- (a) **Intimidation** is defined as conduct or harassment that disrupts the work or learning environment and/or results in a reasonable fear for personal

- safety;
- (b) **External Parties** includes contractors providing services to the University, visitors to the University or other external organizations operating within the University community;
- (c) **Student** is defined as any person registered as a student with the University of Manitoba.
- (d) **Threats** include verbal and/or physical actions that create fear or apprehension of bodily harm;
- (e) **Violence** is defined as the attempted or actual exercise of physical force against a person and any threatening statement or behaviour that gives a person reasonable cause to believe that physical force will be used against the person;
- (f) **Violent or Threatening Behaviour** is behaviour that includes a combination of, or all of, the behaviour defined above as “Intimidation, Threats and Violence”.
- (g) **Worker(s)** includes:
 - (i) any person who is employed by the University, to perform a service whether for gain or reward, or hope of gain or reward or not;
 - (ii) any person who works or performs services in a Workplace which is owned or operated by the University;
 - (iii) any person undergoing training or serving an apprenticeship at the University; and
 - (iv) any individual described in the Procedure entitled “Employee Organizations and Employment Groups”.
- (h) **Workplace** means any building, site, workshop, structure, mobile vehicle, or any other premises or location whether indoors or outdoors in which one or more Worker(s) or self employed persons are engaged in work or have worked for the University;
- (i) Any references to legislation, committees or units within the University in this Policy shall be deemed to include successor or substitute legislation, committees or units, in their place thereof

2.2 The following statements must be included in this Policy as a requirement of Regulation #217. The University, as an employer,

- a) must ensure, so far as it is practicable, that no worker is subjected to violence in the Workplace;
- b) will take corrective action respecting any person under the employer’s direction who subjects a Worker to Violence;
- c) will not disclose the name of a complainant or the circumstances related to the complaint to any person except where disclosure is
 - i) necessary in order to investigate the complaint;
 - ii) required in order to take corrective action in response to the complaint, or
 - iii) required by law.
- d) By approving this Policy, does not intend to discourage or prevent the complainant from exercising any other legal rights pursuant to any other law.

3.0 **Accountability**

3.1 The University Secretary or the President is responsible for notifying the contact

person for this policy that a formal review of this Policy and Secondary Documents is required.

3.2 The Director of Security Services is responsible for the communication, administration and interpretation of this policy.

4.0 **Secondary Documents**

4.1 The Vice-President (Administration) or the President may approve Procedures which are secondary to and comply with this Policy.

5.0 **Review**

5.1 The University's Workplace Safety and Health Committee shall review this Policy every three (3) years as required in the legislation. The next scheduled review date for this Policy is _____.

5.2 In the interim, this Policy may be revised or rescinded if the Board of Governors deems necessary.

5.3 If this Policy is revised or rescinded, all Secondary Documents will be reviewed as soon as reasonably possible in order to ensure that they:

- (a) comply with the revised Policy; or
- (b) are in turn rescinded.

6.0 **Effect on Previous Statements**

This Policy supersedes the following:

- (a) all previous Board/Senate Policies, Procedures, and resolutions on the subject matter contained herein;
- (b) all previous Administration Policies, Procedures, and directives on the subject matter contained herein; and
- (c) Policy: Violent or Threatening Behaviour, (dated March 22, 2006)

7.0 **Cross References**

<p>Cross References [Indicate names and numbers of other specific Governing Documents which should be cross referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]</p> <p>Cross referenced to: 1) <u>Procedures: Violent or Threatening Behaviour</u> (3) <u>Procedures: Respectful Work and Learning Environment</u> (2) <u>Policy: Respectful Work and Learning Environment</u> (4) _____</p>
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UNIVERSITY OF MANITOBA PROCEDURE(S)

No.: _____	Effective Date: <u>ASAP</u>
Title: <u>Violent or Threatening Behaviour</u>	Review Date: _____
Approving Body: <input type="checkbox"/> Board of Governors <input type="checkbox"/> Senate <input checked="" type="checkbox"/> Administration (specify): Vice-President (Administration) or President	
Authority: <input type="checkbox"/> Bylaw [name and section #] _____ <input type="checkbox"/> Regulation [name and section #] _____ <input type="checkbox"/> Policy [name and section #] <u>Violent or Threatening Behaviour Policy</u>	
Contact: <u>Director of Security Services</u>	
Applies to: <input checked="" type="checkbox"/> Board of Governors members <input checked="" type="checkbox"/> External Parties <u>All visitors to the University campus</u> <input checked="" type="checkbox"/> Senate members [Specify applicable employee organizations] <input checked="" type="checkbox"/> Faculty/School Councils <input checked="" type="checkbox"/> Employees <u>All employee groups</u> <input checked="" type="checkbox"/> Department Councils [Specify applicable employee organizations and employment groups] <input checked="" type="checkbox"/> Students	

1.0 Reason for Procedure(s)

The purpose of these Procedures is to provide a mechanism to support the maintenance of a safe, positive and productive Workplace and learning environment free from Violent or Threatening Behaviour. They are also designed to comply with *The Workplace Safety and Health Act* (Manitoba) - Regulation 217/2006 (the "Regulation").

2.0 Procedure

2.1 Definitions

All terms used in their defined form in these Procedures shall have the meaning given to them in the Policy.

2.2 Application

These Procedures apply to Violent or Threatening Behaviour in the Workplace or learning environment, including any such behaviour that

- occurs in the course of a university program, activity or event regardless as to the location;
- affects or is directed toward persons or property located on the university campus regardless as to where the behaviour occurs;
- involves the possession of weapons on university property.

2.3 Risk Identification and Assessment

2.3.1 Each Department Head or administrator who is responsible for a unit shall identify, in consultation with the Workers in the unit, the risk of violence in the Workplace.

2.3.2 Where a potential risk has been identified the Department Head or administrator of the

unit must

- a) advise all affected employees of the risk of Violence in the Workplace, including the nature and extent of the risk; and the risk of Violence from persons whom the workers are likely to encounter in the course of their work;
- b) develop and implement a violence prevention plan in consultation with the workers in the unit who have identified the risk of Violence and the Director of Security Services;
- c) train workers in the Violence prevention plan; and
- d) ensure that Workers comply with the Violence prevention plan.

2.3.3 The Violence prevention plan referred to in 2.3.2 shall provide information on the following matters:

- a) how to eliminate the risk of Violence to a Worker; and
- b) where elimination of risk of Violence to the Worker is not possible, how to minimize the risk of Violence to a Worker.

Assistance in the identification of ways to eliminate or reduce the risk of Violence is available from the Director of Security Services or the members of the Risk Assessment Team.

2.3.4 The Violence prevention plan shall be communicated to all Workers in the unit immediately at the time of hire and shall be posted in the unit quick reference by Workers.

2.4 Penalties

Individuals found to engage in Violent or Threatening Behaviour under the Policy and these Procedures will be subject to appropriate corrective/disciplinary action which may result in termination of employment; expulsion from educational programs; suspension, cancellation, or withdrawal of privileges; a ban from university property and any other remedies the University may be entitled to at law or otherwise.

The University may take disciplinary/legal action against any person who submits a frivolous or vexatious complaint, or who fails to cooperate with an investigation.

2.5 Reporting Procedures

2.5.1 Any act of Violent or Threatening Behaviour should be reported immediately to the University of Manitoba Security Services.

2.5.2 In the event of imminent bodily harm, individuals should call 555, #555 (from a cell phone) or 4-911 (where an outside line is required) as soon as possible.

2.5.3 When reporting an incident, individuals should attempt to provide the following information:

- a) a complete description of the Violent or Threatening Behaviour;
- b) name(s) of individuals involved in the incident(s);
- c) description of individual(s), if name(s) not known;
- d) name(s) of witness(es) or description, if name(s) not known; and
- e) location of the incident.

2.5.4 Anyone initiating a complaint in good faith under this Policy and these Procedures shall

not be subject to discipline or penalty for making such a complaint.

2.6 Responsibilities of Security Services

2.6.1 Immediate Response Protocol

Where a report of Violent or Threatening Behaviour is received by Security Services, a patrol officer shall respond as soon as reasonably possible and the Director of Security Services (or designate) shall be notified. Without limiting the scope of their jurisdiction and/or mandate, any one or more of the following action may be taken by Security Services, as reasonably determined by Security Services:

- a) restore order in violent situations;
- b) apprehend individual(s) engaging in Violent or Threatening Behaviour;
- c) contact Winnipeg Police;
- d) arrange medical assistance;
- e) take statement(s) of witness(es);
- f) make appropriate referrals; and
- g) take immediate action to facilitate the removal of individuals from University property.

2.6.2 Any decision under 2.6.1 above to remove an individual from university property shall be effective immediately pending review by the Vice President (Administration). In the case of a student being removed, the appropriate Dean/Director shall be advised as soon as possible.

2.6.3. The Director of Security Services shall in all cases file a written report with the Vice-President (Administration) on the next business day describing any action taken under 2.6.1 above.

2.7 Risk Assessment Team

2.7.1 There should be a Risk Assessment Team comprised of representatives from the following departments:

- a) Security Services;
- b) Human Resources;
- c) Equity Services;
- d) Student Affairs;
- e) Environmental Health and Safety; and
- f) Legal Services

(hereinafter the Risk Assessment Team).

2.7.2 The role of the Risk Assessment Team will be to:

- a) review and analyze each reported incident of Violent or Threatening Behaviour;
- b) determine appropriate action to assist the affected individual(s);
- c) develop an action plan which will include debriefing and ongoing communication with affected individual(s); and
- d) take all necessary action relative to the above.

2.7.3 The Vice-President (Administration) shall appoint a coordinator of the Risk Assessment Team for each incident as follows:

- a) if the conduct of a student is the source of concern, the Coordinator will be the Vice Provost of Student Affairs (or a designate);
- b) if the conduct of a Worker is the source of concern, the Coordinator will be

- the Executive Director of Human Resources (or a designate); and
- c) if the conduct of someone who is not a member of the campus community is the source of concern, the Director of Security Services (or a designate) shall be the Coordinator.

2.7.4 Responsibilities of the Coordinator:

- a) bring together the Risk Assessment Team and where necessary, experts.
- b) coordinate internal and external communication to issue interim reports.
- c) ensure that the victims and individuals affected who are members of the university community, are supported, consulted where appropriate, and kept informed of the developments within the parameters of confidentiality;
- d) maintain confidential records and ensure the Vice-President (Administration) is informed of developments;
- e) convene debriefing sessions; and
- f) prepare a final report which includes an evaluation of the application of these Procedures.

2.7.5 Confidentiality

Any records created by the University or its designates under this Policy shall be deemed to be confidential and privileged documents and shall not be disclosed or released other than at the University's discretion in connection with the intended purpose of the Policy or as required or allowed by law (including without limitation *The Workplace Health and Safety Act* (Manitoba)).

2.8 Legislated Review of the Procedure

In accordance with *The Workplace Health and Safety Act* (Manitoba), the University's central Workplace Safety and Health Advisory Committee shall review these Procedures every three years and make any recommendations it feels are necessary and advisable.

3.0 **Accountability**

3.1 The University Secretary or the President is responsible for notifying the contact person for this Procedure that a formal review of this Procedure and Secondary Documents is required.

3.2 The Director of Security Services is responsible for the communication, administration and interpretation of these Procedures.

4.0 **Review**

4.1 Formal Procedure reviews will be conducted every three (3) years. The next scheduled review date for these Procedures is _____.

4.2 In the interim, these Procedures may be revised or rescinded if:

- (a) the Vice-President (Administration) or the President deems necessary; or
- (b) the relevant Bylaw, Regulation(s) or Policy is revised or rescinded.

5.0 **Effect on Previous Statements**

5.1 These Procedures supersede the following:

- (a) all previous Board/Senate Procedures, and resolutions on the subject matter contained herein; and

- (b) all previous Administration Procedures, and resolutions on the subject matter contained herein;
- (c) all previous Faculty/School Council Procedures stemming from the Faculty/School Council Bylaw and academic and admission Regulations and any resolutions on the subject matter contained herein; and
- (d) Procedure: Violent or Threatening Behaviour (dated March 22, 2006)

6.0 **Cross References**

Cross References

[Indicate names and numbers of other specific Governing Documents which should be cross referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]

Cross referenced to: (1) Policy Violent or Threatening Behaviour (3) Procedures Respectful Work and Learning Environment
(2) Respectful Work and Learning Environment Policy (4) _____



AGENDA ITEM: *School of Dental Hygiene*

RECOMMENDED RESOLUTION:

That a \$2.00 per credit hour contribution be assessed against the students in the Faculty of Dentistry for a three year term commencing in the fall of 2009 as outlined in the letter from Prof. Salme Lavigne, Director, School of Dental Hygiene, dated January 13, 2009.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

On Monday, January 12 and Tuesday, January 13, 2000, the Manitoba Dental Hygiene Students Association held a referendum to support the School of Dental Hygiene Lounge. The students voted to contribute \$2.00 per credit hour for a three year term beginning in the fall of 2009, resulting in a total contribution of approximately \$9,360.00 (pending student enrolment). This amounts to an approximate donation of \$60 per student per year. Of the 52 eligible voters, 9 students voted, 8 voted yes, and 1 voted no. There were no spoiled ballots.

RESOURCE REQUIREMENTS:

N/A

IMPLICATIONS:

N/A

ALTERNATIVES:

[N/A]

CONSULTATION: *[delete if not applicable]*

N/A



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Elaine Goldie <i>E Goldie</i>	<i>Jan 20/09</i>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>David Rowat</i>	<i>Jan 20, 2009</i>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	FAHR	<i>3 Mar 09</i>
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		

Jocelyn Striemer

Submission prepared by:

Submission approved by:

This must be the President, a Vice-President, or the University Secretary.

Attachments

Please list any related material attached. Ideally attachments for any given submission will not exceed ten (10) pages.

- Letter from Prof. Salme Lavigne, Director, School of Dental Hygiene
- Letter from Ashley McRae, Senior Stick, Manitoba Dental Hygiene Students Association



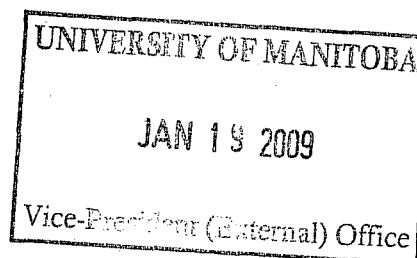
UNIVERSITY
OF MANITOBA

School of Dental Hygiene

Office of the Director
D212-780 Bannatyne Avenue
Winnipeg, Manitoba
Canada R3E 0W2
Telephone (204) 789-3665
Fax (204) 789-3948
Salme_Lavigne@umanitoba.ca

January 13, 2009

Dr. David Barnard
President and Vice-Chancellor
University of Manitoba



Dear Dr. Barnard:

I am pleased to inform you that the students in the School of Dental Hygiene have once again voted to continue making contributions to the faculty through their student referendum.

Attached you will find the letter I received from Ashley McRae, Senior Stick of the Manitoba Dental Hygiene Students Association. The letter details how proper notice was provided to the students about the referendum initiative, including the disbursement and the vote date, through presentations made and emails sent on behalf of the senior stick.

As Ashley explains, the students wish to contribute \$2.00 per credit hour for a three year term, to the School of Dental Hygiene Student Lounge. This will result in a contribution of \$9,360 (pending enrolment) to the university. This contribution is to be collected from each student in each term when fees are paid, beginning in the fall of the 2009/2010 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

Salme Lavigne,
Director

enclosure

cc: Annual Giving Program, Department of Development



Traditions of Excellence, Horizons of Change

January 14, 2009

Prof Salme Lavigne
Director, School of Dental Hygiene
D212B Dentistry Building
University of Manitoba,
Winnipeg, MB R3E 0W2

Dear Prof Lavigne,

On Monday, January 12, and Tuesday, January 13, 2009 the Manitoba Dental Hygiene Students Association held a referendum to support the School of Dental Hygiene Student Lounge. Each student was proposed with making a donation of \$2.00 per credit hour for a three year term, beginning in the fall of 2009. This amounts to an approximate donation of \$60 per student per year. I am pleased to inform you that the vote was successful and as such, the students will be contributing \$9,360 (pending student enrolment) to the School of Dental Hygiene over the next three years. The ballot read as follows:

**SCHOOL OF DENTAL HYGIENE
2008/2009 REFERENDUM BALLOT**

I agree to make a \$2.00 per credit hour contribution
(\$60 per year for 30 credit hours)
to be paid at the time of registration.

This contribution, which is eligible for a tax credit, will be directed to the
School of Dental Hygiene as follows:

\$60 School of Dental Hygiene Student Lounge

The term for this agreement is to be 3 years.

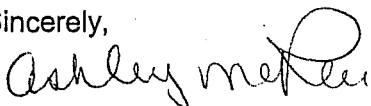
Yes **No**

There was a 17% participation rate with 9 of the 52 eligible student voters casting a ballot. Of those votes, 8 were "yes" votes, 1 was a "no" vote and there were no spoiled ballots.

Prior to the referendum vote, I conducted a presentation to the student body to ensure all students were made aware of information detailing the referendum process, the proposed donation amount and disbursement and the need to give back. This information was also distributed to all students via email. Finally, all students were advised that they will be voting confidentially by email to ensure they can vote should they not be present at the School on Election Days.

The Manitoba Dental Hygiene Student's Association supports the results of this referendum and asks that the university take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. David Barnard, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,



Ashley McRae
Senior Stick

cc: Sana Mahboob, Department of Development



AGENDA ITEM: Faculty of Dentistry

RECOMMENDED RESOLUTION:

That a \$5.83 per credit hour contribution be assessed against the students in the Faculty of Dentistry for a three year term commencing in the fall of 2009 as outlined in the letter from Dr. Anthony Iacopino, Dean, Faculty of Dentistry, dated January 9, 2009.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

On Wednesday, November 5 and Friday, November 6, 2008, the Manitoba Dental Students Association held a referendum to support the Faculty of Dentistry Student Lounge. The students voted to contribute \$5.83 per credit hour for a three year term beginning in the fall of 2009, resulting in a total contribution of approximately \$68,250.00 (pending student enrolment). This amounts to an approximate donation of \$175 per student per year. Of the 113 eligible voters, 111 students voted, 107 voted yes, and 4 voted no. There were no spoiled ballots.

RESOURCE REQUIREMENTS:

N/A

IMPLICATIONS:

N/A

ALTERNATIVES:

[N/A]

CONSULTATION: *[delete if not applicable]*

N/A



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Elaine Goldie	Jan. 12/09
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<i>[Signature]</i>	Jan 12/09
<input type="checkbox"/>	<input checked="" type="checkbox"/>	PAHR	3 Mar 09
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		

Jocelyn Striemer

Submission prepared by:

Submission approved by:

This must be the President, a Vice-President, or the University Secretary.

Attachments

Please list any related material attached. Ideally attachments for any given submission will not exceed ten (10) pages.

- Letter from Dr. Iacopino, Dean, Faculty of Dentistry
- Letter from Jeffrey Berge, Senior Stick, Manitoba Dental Students Association



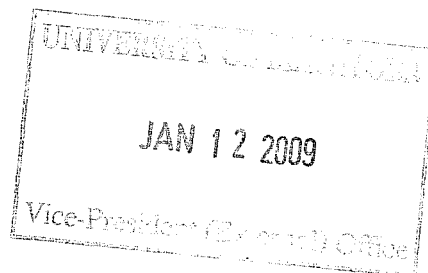
UNIVERSITY
OF MANITOBA

Faculty of Dentistry

Dean's Office
D113-780 Bannatyne Avenue
Winnipeg, Manitoba
Canada R3E 0W2
Telephone (204) 789-3631
Fax (204) 789-3912
info_dent@umanitoba.ca

January 9, 2009

Dr. David Barnard
President and Vice-Chancellor
University of Manitoba



Dear Dr. Barnard:

I am pleased to inform you that the students in the Faculty of Dentistry have once again voted to continue making contributions to the faculty through their student referendum.

Attached you will find the letter I received from Jeffrey Bergen, Senior Stick of the Manitoba Dental Students Association. The letter details how proper notice was provided to the students about the referendum initiative, including the disbursement and the vote date, through presentations made and emails sent on behalf of the members of the student council.

As Jeffrey explains, the students wish to contribute \$5.83 per credit hour for a three year term, to the Faculty of Dentistry Student Lounge. This will result in a contribution of \$68,250 (pending enrolment) to the university. This contribution is to be collected from each student in each term when fees are paid, beginning in the fall of the 2009/2010 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

Anthony Iacopino, Ph.D.
Dean

enclosure

cc: Annual Giving Program, Department of Development



Traditions of Excellence, Horizons of Change

January 8, 2009

Dr. Anthony Iacopino
Dean, Faculty of Dentistry
D113 Dental Building
University of Manitoba,
Winnipeg, MB R3E 0W2

Dear Dr. Iacopino,

On Wednesday, November 5, and Thursday, November 6, 2008 the Manitoba Dental Students Association held a referendum to support the Faculty of Dentistry Student Lounge. Each student was proposed with making a donation of \$5.83 per credit hour for a three year term, beginning in the fall of 2009. This amounts to an approximate donation of \$175 per student per year. I am pleased to inform you that the vote was successful and as such, the students will be contributing \$68,250 (pending student enrolment) to the Faculty of Dentistry over the next three years. The ballot read as follows:

**FACULTY OF DENTISTRY
2008/2009 REFERENDUM BALLOT**

I agree to make a \$5.83 per credit hour contribution
(\$175 per year for 30 credit hours)
to be paid at the time of registration.

This contribution, which is eligible for a tax credit, will be directed to the
Faculty of Dentistry as follows:

\$175 Faculty of Dentistry Student Lounge

The term for this agreement is to be 3 years.


Yes **No**

There was a 98% participation rate with 111 of the 113 eligible student voters casting a ballot. Of those votes, 107 were "yes" votes, 4 were "no" votes and there were no spoiled ballots.

Prior to the referendum vote, the student representatives conducted presentations to their classes to ensure all students were made aware of information detailing the referendum process, the proposed donation amount and disbursement and the need to give back. This information was also distributed to all students via email (see enclosed).

The Manitoba Dental Student's Association supports the results of this referendum and asks that the university take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. David Barnard, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,



Jeffrey Bergen
Senior Stick

cc: Sana Mahboob, Department of Development



AGENDA ITEM: Proposal for a Joint Master's Program in Peace and Conflict Studies

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the proposal for the Joint Master's Program in Peace and Conflict Studies [as recommended by Senate February 4, 2009].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

All new programs require approval of the Board of Governors prior to being submitted to the Council on Post-Secondary Education (COPSE).

Peace and Conflict Studies is an important emerging area of study. The University of Manitoba and the University of Winnipeg have the opportunity to be lead institutions in facilitating this emergence. The proposed Master's degree would be the sixth M.A. program in this subject area in Canada. It will provide students with an opportunity to pursue higher education, research, and practice in conflict analysis and resolution.

The Joint Senate Committee (University of Manitoba + University of Winnipeg) on Joint Master's Programs has recommended to the Faculty of Graduate Studies the approval of the proposal for a Joint Master's Program in Peace and Conflict Studies. This proposed degree builds on the strengths of both academic institutions in the area of peace and conflict studies with the University of Manitoba's Doctoral Program in Peace and Conflict Studies and the University of Winnipeg's strong undergraduate program offered in conjunction with Menno Simons College. This proposal has elicited a high degree of local, national and international support.

The proposal was referred by Senate Executive to the Senate Committee on Academic Freedom (SCAF) due to concerns raised by the Senate Planning and Priorities Committee (SPPC) report, observation 5. The concerns of SCAF focused on the academic freedom of participants in the program who were not protected by the academic freedom policies of either the University of Manitoba or the University of Winnipeg referring specifically to those employees of Menno Simons College, Canadian Mennonite University.

Senate Executive considered the proposal, the SPPC report and the SCAF report and placed it on the Senate agenda for March 4, 2009. After extensive discussion on the proposal including the academic merit of the proposal and the concerns about academic freedom, Senate approved the proposal and recommends that the Board of Governors approve the proposal.

RESOURCE REQUIREMENTS:

A significant input of new resources is required including funding for 4 FTE academics and 1 FTE support staff. Two academics would be located at the University of Manitoba and two at the University of Winnipeg. The program requires baseline funding of \$350,000 annually once the program has achieved a steady state.

St. Paul's College Library has received an initial \$30,000 to develop its holdings in Peace and Conflict Studies and is committed to providing an acquisition budget of \$1500.

Appropriate space for staff and student is available at St. Paul's College in the Arthur V. Mauro Centre.

IMPLICATIONS:

Establishing this program would reinforce Canada's commitment to international peacemaking. With the high level of institutional and community resources in the area of Peace and Conflict studies, the University of Manitoba and the University of Winnipeg are uniquely poised to be an international leader in this area. It is anticipated that graduates from this program will make an important contribution to a wide variety of organizations, institutions, and government department, and to society as a whole.

ALTERNATIVES:

N/A

CONSULTATION: *[delete if not applicable]*

This proposal is forwarded to the Board of Governors by Senate after consideration by SPPC, SCAF and Senate Executive. External letters of support of this proposal were received from a wide range of professionals in the field from across the globe.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
x	x	SPPC	October 20, 2008
x		SCAF	December 2, 2008
x		Senate Executive	November 19, 2008 & December 10, 2009
x	x	Senate	February 4, 2009

Submission prepared by: **Senate**

Submission approved by: University Secretary.

Attachments

- Report of the Senate Planning and Priorities Committee [dated October 20, 2008]
- Report of the Senate Committee on Academic Freedom [dated December 2, 2008]
- Observations of the Senate Executive Committee [dated January 29, 2009]
- Program Proposal

Report of the Senate Planning and Priorities Committee on the Proposal from the Faculty of Graduate Studies for a Joint Master's Program in Peace and Conflict Studies

Preamble:

1. The terms of reference of the Senate Planning and Priorities Committee (SPPC) are found on the website at:
http://umanitoba.ca/admin/governance/governing_documents/governance/sen_committees/508.htm, wherein SPPC is charged with making recommendations to Senate regarding proposed academic programs.
2. The Joint University of Manitoba and University of Winnipeg Senate Committee on Joint Master's Programs has recommended to the Faculty of Graduate Studies the approval of the proposal for a Joint Master's Program in Peace and Conflict Studies.
3. The Faculty of Graduate Studies has approved this proposal and recommends it for approval by Senate.

Observations:

1. This proposed joint master's degree builds on the strengths of both of academic institutions in the area of peace and conflict studies. The University of Manitoba offers a unique Doctoral Program in Peace and Conflict Studies and University of Winnipeg, Menno Simmons College of the Canadian Mennonite University offers an undergraduate degree program in peace and conflict studies that has had a significant impact locally national and internationally. The proposed program seeks to address need for research and graduate education in the field of peace and conflict studies. The purpose of this interdisciplinary M.A. Program of study is to provide an opportunity for students to pursue higher education, research and practice in conflict analysis and resolution. It will provide students from the undergraduate degree program to pursue a master degree in peace and conflict studies. It will also prepare students for continued study at the PhD level in this discipline.
2. The committee noted that the proposal documentation provided numerous letters to indicate the high degree local, national and international support for the development of this program.
3. The committee observed that the proposal had been approved by the Joint Senate Committee – Joint Masters Programs and the Senate of the University of Winnipeg.
4. The committee noted that the proposed program would require a significant input of new resources primarily for 4 FTE academics, 1 FTE support staff and small amount for supplies. Academic staff and support staff required for this program will come from three sources. First, the proposal seeks funding from COPSE with which to appoint four new academic staff members, two at each University and one FTE support staff. Second, several full-time academics at both Universities will contribute to this program as instructors and/or supervisors. Third, suitably qualified scholars and practitioners may be appointed as adjunct professors who will offer graduate courses, sit on graduate student committees, or supervise graduate theses. The program requires baseline funding (for academic and support staff and other operating costs) of \$350,000 annually once the program has achieved a steady state. All of the academics will be faculty members or adjunct faculty members of the University of Manitoba or the University of Winnipeg.

5. During the Committee's discussions, questions were raised concerning the academic freedom of adjunct faculty members in this program. In particular, a concern was expressed that adjunct faculty members whose employer is neither the University of Winnipeg nor the University of Manitoba might be denied academic freedom in the pursuit of their duties.

The committee noted that adjunct appointments of this type are quite common in graduate programs. In the Faculty of Graduate Studies at the University of Manitoba, for example, there are currently some 335 adjunct professors whose employer is not the University of Manitoba. Of these, at least 118 (35.2%) are employed by non-university organizations in the private or public sectors. In every case, the adjunct professors have the benefit of academic freedom in the exercise of their duties. Dr. Robert Kerr, Vice-President (Academic) and Provost, confirms that this practice will continue for all adjunct appointees at the University of Manitoba.

In addition the committee was informed that Dr. Kirby, Associate Vice-President (Research) and Dean of Graduate Studies at the University of Winnipeg, has confirmed that, like the University of Manitoba, the University of Winnipeg "guarantees the academic freedom of all our adjunct appointees regardless of who their employer is".

On the basis of this experience and these assurances, the Committee believes that all academic staff participating in this program will enjoy traditional academic freedom in their work. The Committee is confident and fully expects that this tradition will be ensured by the academic administration of each University.

6. The committee noted that the proposal provided documentation which indicated that the University of Manitoba Libraries has reviewed the library resource needs for the proposed program. The Director of Libraries' report indicates that St. Paul's College Library has received an initial \$30,000 to develop its holdings in Peace and Conflict studies and is committed to providing the annual acquisition budget \$1500 to sustain the collection for the PhD program. These holding will more than adequately provide for the needs of the joint masters program.
7. The committee observed that the proposal included documentation of a sound plan for meeting the space needs for the implementation of the proposed program. Appropriate space for staff and students has been allocated for the program at the St Paul's College in Arthur V. Mauro centre and in the refurbished existing space at University of Winnipeg.

Recommendations:

The SPPC recommends:

THAT Senate approve and recommend to the Board of Governors that it approve the introduction of a Joint Master's Program in Peace and Conflict Studies. The Senate Committee on Planning and Priorities recommends that the Vice-President (Academic) not implement the program until satisfied that there would be sufficient space and new funding to support the ongoing operation of the program.

Respectfully submitted,

Norman Hunter, Chair
Senate Planning and Priorities Committee

Report to Senate Executive of the Senate Committee on Academic Freedom Regarding the Proposal for a Joint Masters Degree in Peace and Conflict Studies

Preamble:

1. The Terms of Reference for the Senate Committee on Academic Freedom can be found at: http://umanitoba.ca/admin/governance/governing_documents/governance/sen_committees/488.htm.
2. The Senate Executive referred observation 5 of the Senate Planning and Priorities Committee report of October 20, 2008 regarding the program proposal for a joint masters degree in Peace and Conflict Studies to the Senate Committee on Academic Freedom for review and advice.

Observations:

1. The Committee met on the above date to discuss the issues of academic freedom related to this proposal; the committee did not discuss the merits of the proposal itself, but examined with some considerable care the following documents which were received in preparation for the meeting:
 - correspondence from Senate Executive referring the matter to the committee
 - the proposal for a Joint M.A. Program in Peace and Conflict Studies [dated October 12, 2007]
 - the report of the Senate Planning and Priorities Committee [dated October 20, 2008]
 - the current academic freedom clause from the University of Manitoba - UMFA Collective Agreement (attached to this report)
 - the current academic freedom clause from the University of Winnipeg – UWFA Collective Agreement (attached to this report)
 - the University of Manitoba Policy on Approved Teaching Centres
 - the academic freedom policy of Canadian Mennonite University extracted from the CMU personnel manual and dated June 14, 2003 (attached to this report)
 - the document “Mission, Faith and Hiring” dated June 20, 2007 and approved by the CMU Board of Governors (attached to this report)
2. Dr. Richard Lobdell, Vice-Provost (Programs), Dean Jay Doering, Faculty of Graduate Studies, and Rector Dennis Bracken, St. Paul's College, were present to make presentations and answer questions of the committee prior to deliberations.
3. The Committee notes that matters of academic freedom are viewed as fundamental to both the University of Manitoba and the University of Winnipeg and that the provisions in the collective agreements of the two institutions were similar in this regard, providing unequivocal protection for academic freedom.
4. The Committee notes that the field of Peace and Conflict Studies is an area especially fraught with contention, and that it is therefore essential that the University of Manitoba should ensure that those engaged in offering this program are accorded the protection of academic freedom.

5. The Committee notes remarkable differences between the academic freedom statements of the University of Manitoba and the University of Winnipeg and those of the Canadian Mennonite University/Menno Simons College. Menno Simons College is a constituent college of CMU and an affiliated college of the University of Winnipeg, but employees of Menno Simons College are employees of CMU and not covered by the University of Winnipeg Collective Agreement. The academic freedom policy of the Canadian Mennonite University stipulates that the “institution, its individual faculty and its students all have the right to academic freedom, and a duty to exercise this right” and that “in the exercise of their academic freedom, a balance between rights and responsibilities may occasionally be difficult to achieve” (paragraph 3, CMU Academic Freedom Policy).

CMU as an institution claims a right “to nurture a community of scholars who delight in knowledge, and who desire to and are able to seek truth within the context of an Anabaptist-Mennonite worldview without infringement by political and church authorities, donors to the institution, or any others. Canadian Mennonite University has the responsibility to foster and protect the academic freedom of its members and to use its institutional position and resources in ways that are consistent with its mission and that are intended to promote the good of the various communities and organizations to which it is accountable” (paragraph 4, CMU Academic Freedom Policy).

Finally, CMU Faculty Members “Having freely chosen to work at and participate in the mission of Canadian Mennonite University, academic faculty have a responsibility to exercise their academic gifts and use their academic positions in ways that are intended to promote the good of the communities and organizations to which they belong, and to which Canadian Mennonite University is accountable” (paragraph 5, CMU Academic Freedom Policy).

The committee concludes that such language does not provide sufficiently unequivocal protection for academic freedom.

6. The committee also has concerns about academic freedom in relation to continuing employment at Menno Simons College, based on the *Mission, Faith and Hiring* policy of the Canadian Mennonite University, notwithstanding the accommodations made in hiring criteria for Menno Simons College.

Faculty at Menno Simons College, whether Christians or not, are obliged to be “able to fulfill their assignments in a manner that serves the mission. They are thus expected to support the mission of Canadian Mennonite University and further the mission of Menno Simons College.” It is important to note that each of these mission statements emphasizes the centrality to the institution of the Anabaptist Christian tradition. In light of this, a particular concern is related to the section in *Mission, Faith and Hiring* (Canadian Mennonite University) entitled Conflict and Changing Positions which stipulates that:

“If an employee’s outlook changes to the point where that individual is no longer able to embrace and advance the mission of the institution, or impedes effective performance, it is appropriate for the individual and the employer to review whether continued employment is appropriate. Should there be disagreement as to whether continued employment is appropriate, the CMU policy on Grievance and Conflict Resolution may be invoked.”

The committee notes that these provisions represent limits to academic freedom that are not consistent with University of Manitoba policy.

7. With respect to the CMU grievance procedure, the policy refers to a process that is only advisory to the Board of CMU, rather than binding upon it, as would be the case for faculty at the University of Manitoba. The committee notes that such non-binding procedures are also inconsistent with the University of Manitoba policy on approved teaching centres, which requires that such centres protect academic freedom “by the institution of an appeal procedure providing for final arbitration, by a disinterested party or committee, of any dismissal of a faculty member, and the non-renewal of the appointment of any full-time faculty member who has reason to believe that the non-renewal of his/her appointment is due to his/her exercise of academic freedom.” The committee finds the absence of a binding appeal procedure to be a further compelling distinction between the protections of academic freedom afforded to members of the University of Manitoba and the University of Winnipeg and those afforded by the Canadian Mennonite University including employees at Menno Simons College.
8. It was presented that some instructors in the proposed Joint Program in Peace and Conflict Studies are likely to be employees of Menno Simons College and hence their principal employment income would be subject to the academic freedom policies of that institution rather than those of the University of Manitoba or the University of Winnipeg. The Committee questioned whether it would be acceptable for the University of Manitoba to enter into a joint program when it could be the case that a portion of the program would be delivered by people subject to a different definition of academic freedom that is inconsistent with an unfettered search for truth.
9. The Committee considers that the protections accorded to adjunct appointees at the University of Manitoba and the University of Winnipeg are not equivalent to those of full or part-time employees at those institutions and are not sufficient to protect academic freedom for members of associated colleges including Canadian Mennonite University/Menno Simons College, and therefore those colleges need to address that deficiency if their faculty are to participate in joint programs in which the University of Manitoba is a partner.
10. The Committee affirms the need to ensure that all degrees under the auspices of the University of Manitoba must preserve the academic freedom of instructors and participants and was concerned about entering into an agreement where there is a potential that this academic freedom could be compromised.
11. It was also presented that this proposal is a joint program between two institutions: the University of Manitoba and the University of Winnipeg, and that there are other joint masters programs currently operating between the two institutions. It was noted that the SPPC report indicates that the two respective provosts are anxious to see people are afforded protections for academic freedom particularly as this topic area (peace and conflict studies) is important, worthy and by nature may be controversial.
12. It was noted that the four new FT faculty appointees and staff requested in the proposal would be employees of either the University of Manitoba or the University of Winnipeg and would be governed by the academic freedom policies of these institutions.

13. The committee respects that the University of Manitoba, the University of Winnipeg, and the Canadian Mennonite University/Menno Simons College have freedom to govern themselves and apparently have the best of intentions to protect faculty, staff and students.
14. The committee aims to sustain academic freedoms for those engaged in teaching programs, given that the breadth of expertise available in the province or elsewhere and the protections accorded academic freedom at the University of Manitoba and the University of Winnipeg should facilitate rather than restrict the development of programs such as the one at hand and others to come in future.
15. The committee also observed that while consideration of matters related to academic freedom and adjunct professors is beyond the scope of the referred matter, the situation with respect to academic freedom of adjunct professors appointed at the University of Manitoba is complicated and may well warrant further consideration, given that 35% of those individuals are employed by outside non-academic institutions and hence are likely to enjoy no protection for their academic freedom from their principal employer.

Recommendations:

The Senate Committee on Academic Freedom recommends to Senate Executive

- 1. THAT the University of Manitoba not enter into joint programs where it is reasonable to conclude that teaching in such a program will be conducted in part by academic staff whose principal employers are academic institutions that do not provide unequivocal protection for academic freedom to the extent provided by the University of Manitoba; and**
- 2. THAT, further to recommendation 1, the administration of the University of Manitoba should discuss the issue of academic freedom with counterparts at Canadian Mennonite University [Menno Simons College] with the goal of: seeking agreement on adopting language on academic freedom similar to that at the University of Manitoba and the University of Winnipeg for faculty at Menno Simons College, and implementing an independent and binding process for settling grievances regarding academic freedom disputes for Menno Simons College.**

Respectfully submitted,

Professor Judy Anderson, Chair
Senate Committee on Academic Freedom

UMFA COLLECTIVE AGREEMENT

(NO CHANGES IN 2007-1010 COLLECTIVE AGREEMENT)

2004 - 2007 Collective Agreement

ARTICLE 19. ACADEMIC FREEDOM; FACULTY RIGHTS, DUTIES, AND RESPONSIBILITIES; DISCIPLINE; APPOINTMENTS AND TENURE

19.A.1 Academic Freedom

The common good of society depends upon the search for truth and its free exposition. Academic freedom in the University in teaching, research and the dissemination of knowledge is essential to these purposes. The university faculty member is, therefore, entitled to freedom in carrying out research and in publishing the results thereof, freedom in carrying out teaching and in discussing his/her subject, and freedom from institutional censorship. Academic freedom carries with it the responsibility to use that freedom in a manner consistent with the scholarly obligation to base research, teaching and the dissemination of knowledge in a search for truth.

UNIVERSITY OF WINNIPEG COLLECTIVE AGREEMENT, 2002-2007

ARTICLE 7: ACADEMIC FREEDOM

7.01 The search for knowledge and its free exposition is a fundamental characteristic of the continuing self-examination necessary to maintain a dynamic, free and vital society. In this context Members shall not be hindered in the exercise of academic rights. Academic freedom ensures the freedom to learn without restriction and the freedom to teach subject only to the academic regulations of Senate. Members are entitled, regardless of prescribed doctrine, to freedom in carrying out research and in publishing the results thereof, freedom to teach and discuss, freedom to criticize, and freedom from censorship by either Party.

7.02 Academic freedom does not require neutrality. Rather, academic freedom makes commitment possible and may result in strong statements of beliefs and positions. The credibility and acceptability of the principle of academic freedom depends in part upon the freedom being used in a manner consistent with the scholarly obligation to base research and teaching on an honest search for knowledge. It implies a respect for the rights of others, a tolerance of other points of view and a duty to use academic freedom in a responsible manner.

7.03 The Parties agree to strive to uphold and to protect the principles of academic freedom and not to infringe upon or abridge the academic freedom of any Member.



Approved Teaching Centres

POLICY:	APPROVED TEACHING CENTRES
Effective Date:	May 13, 1970
Revised Date:	October 5, 1994
Review Date:	
Approving Body:	Senate
Authority:	
Implementation:	
Contact:	Vice-President (Academic) and Provost
Applies to:	Deans/Directors/Department Heads

Centres of Instruction

The University approves the practice of establishing centres of instruction with authority to offer University of Manitoba courses in geographical areas other than the University itself.

Committee on Approved Teaching Centres

There shall be a standing committee of Senate charged with the responsibility of reporting and recommending to the Senate on all matters affecting such authorized teaching centres.

The Committee shall concern itself with such matters as qualifications and teaching load of staff, academic load of students, suitability and availability of facilities for courses being offered by Approved Teaching Centres and at centres seeking approval.

Criteria for Approved Teaching Centres

1. The aims and objectives of the Centre shall be compatible with the aims and objectives of the University.

Academic freedom of faculty members is integral to the aims and objectives of the University. Therefore, a Centre whose aims and objectives are compatible with those of the University shall be expected to support the exercise of academic freedom by its faculty, and to guarantee academic freedom by the institution of an appeal procedure providing for final arbitration, by a disinterested party or committee, of any dismissal of a faculty member, and the non-renewal of the appointment of any full-time faculty member who has reason to believe that the non-renewal of his/her appointment is due to his/her exercise of academic freedom.

2. That instructors offering courses at Approved Teaching Centres meet the qualifications laid down by the University Senate and be approved by the Department and the Faculty/School whose courses are being offered.
3. Students at Approved Teaching Centres wishing credit for courses must comply with the admission requirements of the University, be officially accepted by the University and be registered for the courses for which they seek credit. The maximum number of credits shall not exceed 60 credit hours.

4. Courses offered at an Approved Teaching Centre for credit towards a degree must be specifically approved by the Departments and Faculty/School concerned and may not constitute a complete major in any subject.
5. Staff members and students at the Centre shall be governed in academic matters by the regulations laid down by the University Senate for staff and students at the University itself.
6. The facilities available at the Centre must be satisfactory for the courses being offered.
7. Courses offered in the Summer Session must be approved by the Committee on Summer and Evening Session and include only those courses approved for the regular session.

Review

When an institution has been accepted as an Approved Teaching Centre, the first review of the relationship by the University of Manitoba Senate Committee on Approved Teaching Centres shall be conducted in the fifth year of the institution's relationship as an approved Centre. Thereafter, reviews shall normally be conducted every seven years.

Course and Instructor Approval

The following is the procedure to be followed for the approval of courses to be offered at the Approved Teaching Centres:

1. By November 1 an ATC must approach faculties/schools/ departments (via University Secretariat) if it intends to seek approval of any course not previously approved at that ATC. At this time, the ATC should submit a tentative course outline and description of course objectives for each course not previously approved for University of Manitoba credit.

The faculty/school/department will determine whether the ATC has the appropriate resources (e.g. library holdings, language lab, etc.) for the particular course(s), and whether the course outline sufficiently conforms to the faculty/school/department course description. If the faculty/school/ department requires additional information to make a judgement, it shall be the responsibility of the faculty/school/department to inform the ATC promptly of what is needed. The faculty/school/ department shall have the right to make a site visit and/or to interview relevant ATC personnel in order to reach a recommendation.

All ATC course/instructor approvals will be for one year at a time, but courses previously approved by faculties/schools/departments will not have to be submitted in the Autumn, unless a faculty/school/ department requests an ATC to submit information on particular courses. Faculties/schools/ departments have the right to request updated information (e.g. course syllabus, textbook and reading list, final exam, etc.) on any course previously approved, but should do so promptly to allow the ATC adequate time to respond.

2. Faculties/schools/departments shall report back to University Secretariat by November 30 on the ATC requests for tentative approval of new courses and on any previously-approved course(s) reconsidered. If a faculty/school/department cannot give tentative approval to an ATC request, the faculty/school/department shall inform the ATC in writing as to the reasons. Depending on the nature of the concerns of the faculty/school/department, the ATC may be able to make changes to satisfy the faculty/school/department. The Chair of the ATC may be called upon by the faculty/school/ department or by an ATC to make sure that Senate policies and procedures are clear to all parties.

3. By April 15, each ATC must submit a complete list of courses (including those that have been given tentative approval by faculties/schools/departments in the Autumn) and instructors to University Secretariat for recommendation by faculties/schools/departments and the SCATC for University of Manitoba credit for the following academic year.

Faculties/schools/departments should concern themselves primarily with the academic qualifications of proposed instructors at this time. ATCs should submit relevant information on any instructor not previously approved for a particular course. Faculties/schools/departments may request to interview proposed instructors, and may also request updated information on any instructor previously approved. Such requests should be made promptly to avoid delaying the approval process unnecessarily. Faculties/schools/departments should submit their recommendations on final approval of courses and instructors by May 15. After consideration by faculties/schools/departments and by the SCATC, course/instructor recommendations will then go to Senate for approval for University of Manitoba credit.

Approval of course instructors means that their qualifications are acceptable to the Department, and are in keeping with the

qualifications expected of instructors within the Department for the same courses for which the ATC seeks approval. The Chair of the Committee on Approved Teaching Centres may be called upon for advice and assistance.

4. It is necessary to bear in mind that once a course has been approved by Senate, the instructor at the Approved Teaching Centre shall have the same freedom as staff members of the University Department, that is, he or she shall follow departmental policy in the setting and marking of examinations, the allotment and submission of term marks, and the submission of final papers to a Review Committee, etc. In this regard, Department Heads may find it advantageous to invite the instructor at the Approved Teaching Centre to attend Department meetings of the Committee of Instruction and Examiners.

Office of the University Secretary
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University of Manitoba, Winnipeg, MB R3T 2N2 Canada
Tel 204-474-9593 Fax 204-474-7511 Email jouani@ms.umanitoba.ca
umanitoba.ca/governance

C8 ACADEMIC FREEDOM

Scope: CMU Faculty
Status: Approved by the CMU Board of Governors
Date: June 14, 2003

Canadian Mennonite University's understanding of academic freedom is shaped by its identity as an institution rooted in Anabaptist-Mennonite beliefs, and is linked to its mission as expressed in the CMU Mission Statement.

C8.1 Principles

Members of the CMU academic community believe that human knowledge is finite and partial, and that knowledge is produced, evaluated, stored and transmitted within particular societal contexts. Our society is composed of many overlapping communities and institutions whose good is served by an active pursuit of knowledge from within diverse worldviews.

Canadian Mennonite University functions within and for several communities and relates to other institutions, both formally and informally. The University has relationships with its sponsoring bodies, the Province of Manitoba, the post-secondary academic community, churches and other Christian institutions, and society at several levels. The academic faculty of Canadian Mennonite University are members of faith communities, members of learned and professional organizations, citizens, and members of global society. Its students are also citizens and members of global society; they may or may not be members of faith communities. This web of relationships gives rise to institutional and individual accountability.

Canadian Mennonite University as an institution, its individual academic faculty and its students all have the right to academic freedom, which comes with attendant responsibilities, and they all have the duty to exercise this right. The members of the CMU academic community recognize that in the exercise of their academic freedom, a balance between rights and responsibilities may occasionally be difficult to achieve.

The academic freedom of Canadian Mennonite University as an institution consists of the right to nurture a community of scholars who delight in knowledge, and who desire to and are able to seek truth within the context of an Anabaptist-Mennonite worldview without infringement by political and church authorities, donors to the institution, or any others. Canadian Mennonite University has the responsibility to foster and protect the academic freedom of its members and to use its institutional position and resources in ways that are consistent with its mission and that are intended to promote the good of the various communities and organizations to which it is accountable.

For academic faculty, academic freedom consists of the right to discuss and criticize, to carry out research and publish the results of that research, subject to commonly accepted scholarly standards, but free from infringement by political or church authorities, administrators, by donors to the institution, or by other academic faculty. Academic faculty have the right to speak prophetically to the church and to society at large about matters within their purview, including

Christian and specifically Anabaptist-Mennonite beliefs and practices. Having freely chosen to work at and participate in the mission of Canadian Mennonite University, academic faculty have a responsibility to exercise their academic gifts and use their academic positions in ways that are intended to promote the good of the communities and organizations to which they belong, and to which Canadian Mennonite University is accountable. The academic freedom of faculty members is subject to the responsibilities described above and to the guidelines given below.

For students of Canadian Mennonite University, academic freedom consists of the right to make reasoned, critical comment on the academic matters and beliefs they encounter at the University without fear of penalty from academic faculty, interference from other students, or infringement by individuals or groups outside the University. As students are building their capacity to be full, contributing members of various communities and organizations, they have a responsibility to develop and use their academic gifts in ways that will promote the good of the communities and organizations to which they belong or aspire to belong.

Canadian Mennonite University as an institution, and its academic faculty and students all exercise their academic freedom within the context of federal and provincial legislation. The nature and extent of the freedoms of speech and association, among others, enjoyed by academic faculty and students are set out in this legislation.

C8.2 Additional Guidelines

Academic faculty and students at Canadian Mennonite University have a duty to write, speak and conduct themselves in a way that shows respect for the dignity of others, whether inside or outside the academic community. Academic freedom provides the opportunity and duty to pursue knowledge with vigour; it does not imply the freedom to engage in behaviour, speech or writing that is hateful, uncivil or unprofessional.

Academic faculty should not state or imply that they speak on behalf of Canadian Mennonite University or any of its units, unless authorized to do so by the Board or Administration of the University.

Mission, Faith and Hiring
June 20, 2007

Foundational Principles

Canadian Mennonite University was called into being by Canadian Mennonites to serve their educational missions, as well as to serve the broader community. The nature of the university is accordingly shaped by the vision of its constituent conferences, specifically Mennonite Church Canada and the Mennonite Brethren Church of Manitoba, and of the Friends of Menno Simons College, with the confessions of faith of the constituent conferences providing the theological underpinning. The Christian faith perspective thus is foundational to CMU's mission statement.¹

As a university "rooted in the Anabaptist faith tradition," CMU is committed to the integrity of belief and practice. The historic Anabaptist emphasis on discipleship means that being Christian entails more than the affirmation of doctrinal statements, valuable as they are, and more than living by a particular ethical code, important as that is. Within this understanding, being Christian is more than a nominal association with the Christian tradition, but implies personal commitment and active involvement in a particular community of faith.

The purpose of this policy is to ensure that all employees contribute effectively to the mission of the university. CMU understands this policy to be complementary to its policy on Academic Freedom, and believes that the two policies are not in contradiction to each other – leaders and scholars have a responsibility to question as well as to affirm the teachings and positions of the church.

CMU is enriched by employing individuals from other denominations who broaden and complement the Anabaptist/Mennonite faith tradition. The reference to a Mennonite confession of faith is not intended to exclude members of other Christian denominations. Employees from other traditions are invited to be grounded in their respective faith communities or traditions, even as they are in sympathy with and respect the Anabaptist Christian faith tradition.

¹Not only does CMU understand its policy on faith and hiring to be derived from its faith based identity, but also to be in accord with the following legal and public understandings:

- The Memorandum of Understanding between the Province of Manitoba and Mennonite College Federation (MCF), the earlier name of CMU, January 8, 1998 states: "The MCF will be ensured full autonomy in terms of the religious/moral content of its programs and appointment of staff. Decisions made in these areas will be consistent with the historic positions of the Mennonite churches which are members of MCF." (5.2)
- The charter granted CMU by the Province of Manitoba in June 8, 1998 includes under Purposes and Objectives for the corporation the following: "to further the intellectual, spiritual, moral, physical and social development of, and a community spirit among, its students, graduates and staff for the betterment of society, consistent with a Christian perspective rooted in the Anabaptist Mennonite tradition;" (3.c)
- Given CMU's particular identity and mission, it understands its policy to express "bona fide and reasonable requirements or qualifications for employment or occupation," as allowed by the Manitoba Human Rights Code (Section 14(4)).

Main Campus and Outtatown

All employees based at the Main Campus or Outtatown, whether faculty members, administrators or support staff, are part of the educational community. It is essential that they are able to fulfill their assignments in a manner that serves the mission.

Because the Main Campus and Outtatown programs of CMU seek to animate the mission of CMU² in a holistic, consistent and explicitly Christian manner, and because staff and faculty significantly shape the ethos, communal character, pedagogy, curriculum, and on-going program of the institution, it is expected that all regular faculty and staff³ in these programs are Christian, even as they are open to engaging with integrity other traditions. With this approach, CMU stands in a long history of church-related post-secondary institutions, while participating in this history in a manner consistent with the Anabaptist-Mennonite faith tradition.

Education at CMU does not happen only within the classroom, but through the total experience. The way students interact with faculty outside of the classroom; the culture of the residential and athletic programs; the way they relate to maintenance and support staff; the way students are treated in administrative offices – all contribute to the educational experience of the students. This means that not only faculty are teachers, but all staff become teachers as they model their faith through interaction with each other and students. The roles of non-classroom staff may not require the systematic or academic reflection on the Christian faith expected of faculty, Outtatown leaders and senior administrators, but they contribute in a significant way to the educational program, and thus also are expected to be Christian.

Many staff positions require close engagement with the church. Some are engaged in recruiting students in church audiences, soliciting donations or other aspects of church relations.

Faculty members, Outtatown leaders, and senior administrators have oversight over programs and policies, and the responsibility of representing, teaching and interpreting the faith tradition both within and outside the institution. As such they are expected to be Christian, and be in sympathy with and have respect for the Mennonite faith perspective.

Faculty members will meet academic criteria at least as rigorous as those practiced by other Canadian universities. Additionally, the following faith-related criteria will apply to all employees based at the Main Campus or in Outtatown:

1. self-identification as Christian;
2. active participation in the life of a Christian congregation;
3. affirmation of the confessional statement of one of the constituent denominations,⁴ or, if a member of another denomination or tradition, of the confessional tradition of his or her denomination;

² The CMU mission statement reads as follows: “Canadian Mennonite University is an innovative Christian university, rooted in the Anabaptist faith tradition, moved and transformed by the life and teachings of Jesus Christ. Through teaching, research and service CMU inspires and equips women and men for lives of service, leadership in church and society.”

³ “all regular faculty and staff” includes all employees in on-going positions – faculty in tenure track or reappointable term positions, administrators and staff with indeterminate contracts. The policy will not apply to sessional appointments, clearly limited term appointments (e.g., visiting professor), or those whose assignment has no expectation of an ongoing employment relationship.

⁴ Both the *Confession of Faith in a Mennonite Perspective* and the *Confession of Faith of the General Conference Mennonite Brethren Church* point beyond themselves to Scripture and God’s self revelation as the highest authority for the Church and the Christian. Confessions of faith are a community’s effort to summarize and provide

4. understanding of the Anabaptist faith tradition, or commitment to developing an understanding of Anabaptist Christian teachings, tradition and practice;⁵
5. commitment to a process of careful and deliberate reflection on how their faith and practice interact with their assignment (administrative or staff role, scholarship, teaching, etc.).

Menno Simons College

Because of the distinctive sub-mission of MSC⁶ within CMU, and the College's affiliation with the University of Winnipeg, hiring criteria for MSC are differentiated.

All employees, whether faculty members, administrators or support staff, are part of the educational community at MSC. It is essential that all are able to fulfill their assignments in a manner that serves the mission. They thus are expected to support the mission of CMU, and to advance the mission of Menno Simons College, as well as be able to relate equally to students from a wide range of backgrounds and worldviews.

In addition, the following criteria will apply:⁷

1. Appointees to faculty positions will meet academic criteria at least as rigorous as those established by the University of Winnipeg.
2. The senior administrator must be an individual who enjoys the confidence of both the Mennonite community and the University of Winnipeg.
3. Faculty members, administrators and staff will commit themselves to a process of careful and deliberate reflection, individually and collectively, on how their faith, values, or worldview interact with curriculum development, teaching and administration.
4. In keeping with the ethos of a small college, faculty members of MSC are prepared to interact with colleagues across disciplinary lines, relate to students in other contexts and on other subjects than those more narrowly academic, and generally remain flexible and responsive to the dynamic needs of the College;
5. The College will require that faculty members, administrators and staff demonstrate or commit to developing knowledge of and respect for Anabaptist Christian teachings, tradition, and practice, as well as openness to other traditions.
6. To ensure the Mennonite identity of the College, a significant portion of faculty members, administrators and staff should be active participants in a Mennonite congregation and/or

coherence to the Christian faith through their interpretation of the higher authority, guided by the Holy Spirit. They provide the foundation for unity within and among churches. To affirm a particular community's confession of faith means to accept it as a helpful and foundational summary of the faith from within which one works, without necessarily accepting every detail of it. It also implies the recognition of a Christian authority above the confession itself.

⁵ Although expectations #4 and #5 are worded in a way which places all responsibility on the employees, it is recognized that these are not individual tasks, and that CMU has the responsibility to work in partnership with the employees in achieving these.

⁶ The mission statement of MSC reads as follows: "Menno Simons College provides education flowing from Anabaptist understandings of faith, peace and justice, while engaging other religious and intellectual perspectives. The college fosters a learning community that prepares students from diverse backgrounds for participation and leadership in local and global communities."

⁷ These expectations were developed by a joint CMU/UofW task force, and then approved by both CMU and the U of W. The focus of the task force was faculty and administrators, thus the original terms referred only to these two categories. The statements have been quoted verbatim, with the exception that reference to staff has been included in items 3, 5 and 6.

individuals whose Christian faith is compatible with the Anabaptist/Mennonite understanding of the Christian faith. This is not understood to preclude appointing individuals with personal commitment other than to a Christian faith.

Conflict and Changing Positions

Canadian Mennonite University is a university committed to the individual and communal search for truth. As a Christian university within the Anabaptist tradition, it understands the Christian faith as supporting and encouraging such a quest. It is recognized that in this process there will be times when people disagree with each other, but that is part of the search. The CMU statement on Academic Freedom reflects this commitment, outlining the freedoms and responsibilities of faculty members and students.

If an employee’s outlook changes to the point where that individual is no longer able to embrace and advance the mission of the institution, or impedes effective performance, it is appropriate for the individual and the employer to review whether continued employment is appropriate. Should there be disagreement as to whether continued employment is appropriate, the CMU policy on Grievance and Conflict Resolution may be invoked.

* * * * *

Implementation

Administrators are responsible for ensuring the implementation of this policy in a manner consistent with provincial employment standards and human rights legislation. Employment postings will indicate that employees must be able to advance the mission of the campus where they are assigned. For faculty and some administrative positions applicants will be invited to reflect in written form on how they might do this. The interview and selection process will include opportunity for candidates to demonstrate their capacity to advance the mission, and assessment of their compatibility with the criteria outlined herein.

Formal offers of employment will indicate that the candidate has been provided with a full set of CMU personnel policies, and that acceptance of the offer of employment includes acceptance of these policies.

Senate Executive Observations on the Proposal from the Faculty of Graduate Studies for a Joint Master's Degree in Peace & Conflict Studies

The proposal for a Joint Master's Degree in Peace & Conflict Studies was approved by the Faculty of Graduate Studies on November 15, 2007 and forwarded to the Joint Senates Committee on Joint Master's Programs who approved the proposal on April 22, 2008. The proposal was then recommended to the Senate Planning and Priorities Committee for approval.

The proposal was reviewed by the Senate Planning and Priorities Committee (SPPC) who produced a report dated October 20, 2008. In the report of SPPC, the committee recommended that Senate approve and recommend that the Board of Governors approve the program.

The proposal from the Faculty of Graduate Studies and the report of the SPPC [dated October 20, 2008] were considered by the Senate Executive on November 19, 2008. At this time, Senate Executive referred the issue of academic freedom referred to in the SPPC report (observation 5) to the Senate Committee on Academic Freedom (SCAF).

SCAF met on December 2, 2008 and submitted a report [dated December 2, 2008] to Senate Executive at the December 10, 2008 meeting. At this time, Senate Executive requested that the President act upon Recommendation 2 of the SCAF report [dated December 2, 2008] by speaking with the relevant person(s) regarding the language of academic freedom and procedures for settling grievances regarding academic freedom disputes at Menno Simons College.

At the Senate Executive meeting of January 21, 2009, the President reported on discussions with the President of Canadian Mennonite University (CMU) and reported that CMU indicated that it is committed to academic freedom within their own context and that the Board of CMU will be considering a proposal for a grievance process with adjudication by an external committee at its Board meeting in April 2009.

In accordance with the rules of Senate, the Dean of Graduate Studies requested that the proposal be forwarded to Senate for consideration.

Senate Executive has decided to place the proposal from the Faculty of Graduate Studies for a Joint Master's Degree in Peace & Conflict Studies, along with the SPPC and SCAF reports, on the Senate agenda for February 4, 2009. The Senate Executive Committee does so without having expressed a view with regard to endorsing or not endorsing the proposal or any of the subsequent reports.

January 21, 2009

PROPOSAL:

**Joint M.A. Program in
Peace and Conflict Studies**

October 12, 2007

TO:

FACULTY OF GRADUATE STUDIES

FROM:

JOINT MASTER'S DISCIPLINE PROGRAM IN PEACE AND CONFLICT STUDIES

-
- **Dr. Sean Byrne**, Committee Chair, Professor of Peace and Conflict Studies
Director, Ph.D. Program in Peace and Conflict Studies, University of Manitoba
Director, Mauro Centre for Peace and Justice at St. Paul's College
 - **Dr. Denis Bracken**, Rector, St. Paul's College, Associate Professor, Faculty of Social
Work, University of Manitoba
 - **Dr. Bernie Dronzek**, Associate Dean Emeritus
Department of Agriculture, University of Manitoba
 - **Dr. Sandra Kirby**, Professor of Sociology and Associate Vice-President Academic,
University of Winnipeg
 - **Dr. Dan Lenoski**, Associate Professor, Department of English, St. Paul's College,
University of Manitoba
 - **Dr. Dean Peachey**, Adjunct Professor, University of Winnipeg
Professor of Conflict Resolution Studies and Dean,
Menno Simons College at the University of Winnipeg
 - **Dr. Brian Rice**, Associate Professor, Education, University of Winnipeg
 - **Dr. Jessica Senehi**, Assistant Professor, Peace and Conflict Studies, University of
Manitoba, Associate Director, Mauro Centre for Peace and Justice, St. Paul's College
 - **Dr. Anna Snyder**, Adjunct Associate Professor, University of Winnipeg
Associate Professor of Conflict Resolution Studies
Menno Simons College at the University of Winnipeg
 - **Dr. John Stapleton**, Professor and Dean Emeritus of Education, University of Manitoba
Rector, St. Paul's College
 - **Dr. Claudia Wright**, Professor of Political Studies and Associate Vice-President
Academic Emeritus, University of Winnipeg

EXECUTIVE SUMMARY

The M.A. Program in Peace and Conflict Studies will encompass the analysis and resolution of social conflicts; peace research that examines the structural roots of social conflicts, divisions, and inequalities; and strategies for building community and promoting social justice. The M.A. Program will consist of 18 credit hours and a thesis or 30 credit hours of course work, and a final comprehensive examination. Ten new three-credit hour courses are proposed. Proficiency in a second language will be a requirement. Twelve to fifteen students will be admitted into the M.A. Program per academic year to a projected maximum of 50 students in the Program at any one time. Students admitted to the Program will meet the admission requirements of the Faculty of Graduate Studies, University of Manitoba. These will include the attainment of a recognized four-year bachelor's degree, which will have been earned from among several related and relevant disciplines.

We have consulted with persons from both partnering institutions in the development of this proposal. Importantly, we have provided for institutionalizing a collaborative model for directing this Program in the form of a Joint Discipline Committee for the Master's Program in Peace and Conflict Studies of the University of Manitoba (the Mauro Centre for Peace and Justice, St. Paul's College) and University of Winnipeg (and its associated colleges and centres). This Committee will be chaired by the Director of the Arthur V. Mauro Centre for Peace and Justice at St. Paul's College, and will consist of the Director and Associate Director of the Centre, the Rector of St. Paul's College, and one other representative from the University of Manitoba as well as the Associate Vice President Research and Graduate Studies of the University of Winnipeg (or delegate), and three representatives from the University of Winnipeg. The *Joint Master's Discipline Committee in Peace and Conflict Studies (JDC)* of the University of Manitoba and University of Winnipeg will perform the functions of a department on such matters as student admission; approval of programs, composition of examination committees, and monitoring of student progress; and appointment of faculty associates. The Chair of the *JDC* will report to the Dean of Graduate Studies.

Concerning resources, the Program will have a core faculty of seven full-time faculty members including the four positions requested to support this program. There will be sixteen faculty associates of the Program approved by the *JDC* of the University of Manitoba and University of Winnipeg to work in the Program. The Program administration will be located in the newly renovated Arthur V. Mauro Centre for Peace and Justice in St. Paul's College. The proposal requests financial support from COPSE to appoint an administrative assistant and the four core faculty members noted above.

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PROPOSAL:
M.A. Program in Peace and Conflict Studies
Arthur V. Mauro Centre for Peace and Justice at St. Paul's College
University of Manitoba

A. PROGRAM DESCRIPTION

1. Introduction: Rationale, objectives, and features

I. Rationale

Increasingly, conflict is being defined along religious, economic, gender, and ethnic lines. Throughout the world, violence and human rights abuses abound. Yet, there is a universal desire globally to solve basic human needs such as human security, identity, and recognition. Indeed, individuals are working to alleviate sexism, celebrating multiculturalism, reclaiming neighborhoods, demanding social justice, providing prenatal care, including elders in community, and finding non-militaristic solutions to global problems to build lasting peace. Now, more than ever, we need to choose a new path of interdependent unity and partnership to move from a culture of violence and destruction to one of peace and collaborative problem-solving. The world is getting smaller, and increasingly, people from different backgrounds are coming together in communities and in the workplace. Global dangers such as global warming or nuclear war require multinational cooperation. Where peace accords have been signed, the critical work of reconciliation, healing, and peace-building remain. At no time has the need to resolve conflict peacefully while promoting justice and reconciliation been greater. In this nuclear age, the future of the world could well depend upon the ability to meet this need. The interdisciplinary study of peace and conflict has emerged in recent decades to bring people of diverse theoretical and experiential backgrounds together to (a) research these complex social problems in a systematic way, and also (b) develop and promote strategies, policies, and skill sets for addressing these issues.

The M.A. Program in Peace and Conflict Studies brings together in partnership diverse educational resources in Winnipeg and is offered jointly by the University of Winnipeg and the University of Manitoba. At the University of Manitoba, the M.A. Program will be academically located within the Faculty of Graduate Studies, and will be housed within the Mauro Centre for Peace and Justice at St. Paul's College. At the University of Winnipeg, the M.A. Program will involve the College of Arts and Sciences and the Global College, as well as the Conflict Resolution Program of Menno Simons College (Canadian Mennonite University), which is the home to the University of Winnipeg's undergraduate program in peace and conflict studies. For the purpose of simplicity, within this document: the partners in the Joint M.A. Program will be referred to as the University of Manitoba and the University of Winnipeg; members of the Joint Discipline Committee and members involved in student supervision, direction and assessment (advisory committees and examining

committees etc) are faculty members or adjunct faculty members of the University of Manitoba or the University of Winnipeg.

The University of Manitoba's 2003 strategic plan *Building for a Bright Future* places emphasis on research and graduate education that makes a difference to the province, the nation, and the world. Both the Strategic Plan and the Academic Plan of The University of Winnipeg include a clear commitment to the internationalization of the undergraduate and graduate curriculum. The Global College serves as a dynamic catalyst for new ideas, critical thinking, and open discourse on issues of global significance affecting our local and global communities.¹ With the increasing significance of international governmental and nongovernmental organizations, nations will need to provide qualified personnel to maintain a significant national presence and influence in the world. Increasingly, persons in Manitoba, North America, and throughout the world are seeking to supplement their current expertise—reflected in bachelor's level study in their chosen discipline or profession—with master's level studies in the area of violence prevention, the analysis and resolution of conflicts, and peace-building. At the University of Winnipeg, Menno Simons College of Canadian Mennonite University, has offered the world's largest undergraduate program in conflict resolution and has made a significant impact on the field of peace and conflict studies locally, nationally, and globally. Given the high level of institutional and community resources for this area of study, the University of Manitoba and the University of Winnipeg are uniquely poised to be an international leader in this area.

This proposal seeks to address these global and local needs with the establishment of an interdisciplinary M.A. Program in Peace and Conflict Studies at the University of Manitoba (the Mauro Centre for Peace and Justice, St. Paul's College) and the University of Winnipeg (Faculty of Arts, and its associated Colleges and Centres)—the sixth M.A. Program in this subject area in Canada. The purpose of this interdisciplinary graduate degree is to provide an opportunity for students to pursue higher education, research, and practice in conflict analysis and resolution. The master's degree will build on the firm foundation of knowledge and skills developed during bachelor's studies from one of a variety of disciplines providing a pipeline of qualified graduates for our masters program.

II. Objectives

Specific objectives of the interdisciplinary M.A. Program in Peace and Conflict Studies are to:

- a) prepare students to apply analytical and theoretical models and conflict resolution processes to the analysis of, and intervention in, diverse conflict contexts;
- b) provide graduate students with the theoretical perspectives, substantive knowledge, and practical skills required by the needs of society;

¹ The information with regards to the Global College is based on materials distributed in public documents.

- c) promote interdisciplinary research and education in the area of Peace and Conflict Studies;
- d) facilitate and encourage the involvement of leaders in the peace and conflict community and at the University of Manitoba and the University of Winnipeg to be educators, researchers, practitioners, and decision-makers;
- e) meet the demand from students, faculty, and peace and conflict organizations for an interdisciplinary M.A. Program in Peace and Conflict Studies;
- f) ensure that bachelor's graduates can continue their graduate education in Peace and Conflict Studies without leaving Manitoba; and
- g) create opportunities for greater interaction among students and faculty from different disciplinary backgrounds.

III. Research priorities

The M.A. Program in Peace and Conflict Studies will be housed in the Arthur V. Mauro Centre for Peace and Justice. An important mission of the Centre is research in the area of Peace and Conflict Studies. Currently, there are three full-time core faculty associated with the Centre: Dr. Sean Byrne, Dr. John Perry, and Dr. Jessica Senehi, and an additional twenty-nine University of Manitoba faculty who are faculty associates of the Ph.D. program in Peace and Conflict Studies. In addition, there are sixteen full time faculty associated with the University of Winnipeg who would be affiliated with the proposed M.A. program in Peace and Conflict Studies: Dr. Larry Chartrand, Dr. John Derksen, Dr. Lois Edmund, Dr. Neil Funk-Unrau, Dr. Parvin Ghorayshi, Dr. Judith Harris, Dr. Peter Ives, Dr. Rick McCutcheon, Dr. Joseph Nnadi, Dr. Dean Peachey, Dr. Paul Redekop, Dr. Mavis Reimer, Dr. Brian Rice, Dr. Anna Snyder, Dr. Eliakim Sabanda, and Dr. Albert Welter (see Appendix K).

The research priorities will include but will not be limited to the analysis and resolution of protracted ethno-political conflicts; the role of storytelling and cultural production in conflict and peace; indigenous approaches to peacemaking; gender, conflict and peacebuilding; peace education; children and war; restorative and social justice; and, human rights and human security.

Further, the University of Manitoba and the University of Winnipeg and their affiliated colleges and centres will highlight and market (internally and externally) the research of faculty associates in other units of both universities who are doing research in this area. It is expected that in the future these affiliated units will support additional researchers with grant sponsorship or other funding. Master's students will both benefit from and contribute to these research contexts. Faculty will mentor master's students regarding conference participation, publishing their work, and gaining grant support for their master's research.

Moreover, interdisciplinary programs offer opportunities for faculty members and students to participate in collaborative research and practice. Collaborative and interdisciplinary research projects are receiving increased attention and funding from national organizations such as SSHRC. The proposed interdisciplinary M.A. Program would provide a context for University of Manitoba and University of Winnipeg faculty and graduate students to work collaboratively, thereby increasing funding opportunities. Inter-institutional collaborations and international collaborations are also important, not only for increasing funding opportunities, but also for building the international reputation of the Universities. For example, the Mauro Centre's 2004-2007 North American HRSDC student mobility grant in Peace and Conflict Studies provided opportunities for University of Manitoba students to become immersed in the field.

The Joint M.A. Program in Peace and Conflict Studies will form an integral component of an academic enterprise that will be unparalleled in North America. Winnipeg and Washington DC will be the only cities to offer a progression of Bachelors-Masters-Doctoral programs in the rapidly growing field of peace and conflict studies. The current proposal builds upon the following extraordinary combination of resources:

- The University of Manitoba, through the coordination of the endowed Arthur V. Mauro Centre for Peace and Justice offers the only PhD program in peace and conflict studies in Canada;
- The University of Winnipeg, through the coordination of its affiliated Menno Simons College offers the largest undergraduate program in terms of number of courses, number of full-time faculty members, and number of graduating students in Canada; and,
- The University of Manitoba and the University of Winnipeg are bringing international focus and resources to Winnipeg.

IV. Similar programs

Increasingly, higher education institutions throughout the world are establishing institutes and degree programs in Peace and Conflict Studies at the undergraduate and graduate levels. Currently, there are 53 M.A. programs in this field in the world (see Table 1). In Canada, there are four undergraduate programs and five masters programs (see Table 2).

Table 1 *M.A. programs in Peace and Conflict Studies worldwide*

Academic Institution	Program
Alice-Salomon University of Applied Sciences (Germany)	M.A. in Intercultural Management
American University (U.S.)	M.A. in International Peace and Conflict Resolution

Antioch University (U.S.)	M.A. in Conflict Resolution
Arcadia University (U.S.)	M.A. in Peace Studies
Associated Mennonite Biblical Seminary (U.S.)	M.A. in Peace Studies
Bancaja International Centre for Peace and Development (Spain)	M.A. in Peace & Development Studies
Bar Ilan University (Israel)	M.A. in Conflict Management and Negotiation
Brandeis University (U.S.)	M.A. in Coexistence and Conflict
Brexgata University Academy (Belgium)	M.A. in Organizational Leadership and Change Management
California State University Dominguez Hills (U.S.)	Negotiation & Conflict Management Option
Central European University (Hungary)	M.A. in Human Rights
Columbia College of South Carolina (U.S.)	M.A. in Human Behaviour & Conflict Management
Coventry University (U.K.)	M.A. in Peace & Reconciliation Studies
Dallas Baptist University (U.S.)	M.A. in Organizational Management
Duquesne University, (U.S.)	M.A. in Conflict Resolution and Peace Studies
Eastern Mennonite University (U.S.)	M.A. in Conflict Transformation
European Peace University (Austria)	M.A. in Peace and Conflict Studies
Fresno Pacific University (U.S.)	M.A. in Peacemaking and Conflict Studies
George Mason University (U.S.)	M.S. in Conflict Analysis and Resolution
Goteburg University (Sweden)	M.A. in Peace and Conflict Studies
George Washington University (U.S.)	M.A. Internationalist Program in Peace Corps
Kennesaw State University (U.S.)	M.A. in Conflict Management
Kings College (London)	M.A. in International Conflict Studies M.A. in International Peace & Security
Lancaster University (U.K.)	M.A. in Conflict Resolution M.A. in Peace Studies
Landegg International University (Switzerland)	M.A. in Conflict Resolution M.A. in Consultation & Conflict Resolution

Lesley University (U.S.)	M.A. in Intercultural Relations
Nova Southeastern University (U.S.)	M.S. in Conflict Analysis and Resolution
Pepperdine University (U.S.)	M.A. in Dispute Resolution
Portland State University (M.A.)	M.A./M.S. in Conflict Resolution
Réseau Universitaire Transmanche (U.K.)	M.A. in Conflict, Peace & Identity
School for International Training (U.S.)	M.A. in Conflict Transformation
Teachers College, Columbia University, (U.S.)	M.A. in Conflict Resolution
Tokyo University of Foreign Studies (Japan)	M.A. in Peace & Conflict Studies
Trinity College Dublin (Ireland)	M.Phil. in International Peace Studies M.Phil. in Reconciliation Studies
Umea University (Sweden)	M.A. in Peace & Conflict Studies
University of Baltimore (U.S.)	M.A. in Negotiations and Conflict Management
University of Bradford, England (U.K.)	M.A. in Peace Studies M.A. in Conflict Resolution
University of Colorado-Denver (U.S.)	M.A. in Conflict Resolution
University of Essex (U.K.)	M.A. in International Peacekeeping
University of Lancaster (U.K.)	M.A. in Conflict Analysis & Resolution
University of Limerick (Ireland)	M.A. in Peace and Development Studies
University of London (U.K.)	M.A. in Violence, Conflict & Development
University of Massachusetts-Boston (U.S.)	M.A. in Dispute Resolution
University of Missouri-Columbia	LL.M in Dispute Resolution
University of Natal (South Africa)	M.A in Conflict Resolution & Peace Studies
University of New England (Australia)	M.A. in Peace and Community Studies
University of North Carolina-Greensboro (U.S.)	M.A. in Conflict Resolution
University of Notre Dame (U.S.)	M.A. in Peace Studies
University of Oslo (Norway)	M.A. in Theory & Practice of Human Rights

University of San Diego (U.S.)	M.A. in Peace and Justice Studies
University of South Australia (Australia)	M.A. in Conflict Management
University of Sunderland (U.K.)	M.A. in Peace, Conflict & Justice
University of Sydney (Australia)	M.A. in Peace & Conflict Studies
University of Hawai'i-Manoa (U.S.)	M.A. in Peace Studies
University of Tromso (Norway)	M.A. in Peace and Conflict Transformation
University of Ulster (U.K.)	M.A. in Peace and Conflict Studies
Uppsala University (Sweden)	M.A. in Peace and Conflict Research
University of Wales Swansea (U.K.)	M.A. in War & Society
Wayne State University (U.S.)	M.A. in Dispute Resolution
Woodbury College (U.S.)	M.A. in Mediation & Applied Conflict Studies

Table 2 *Canadian degree programs in Peace and Conflict Studies*

Academic Institution	Program
Conrad Grebel at the University of Waterloo	B.A. in Peace and Conflict Studies
McMaster University	B.A. in Peace Studies
Menno Simons College at the University of Winnipeg	B.A. in Conflict Resolution Studies
Mount Saint Vincent University	B.A. in Peace and Conflict Studies
Royal Roads University	M.A. in Conflict Analysis and Management; M.A. in Human Security and Peacebuilding
St. Paul University jointly with the University of Ottawa	M.A. in Conflict Studies
University of Victoria	M.A. in Conflict Resolution
Carleton University	M.A. in International Affairs, Conflict Analysis stream

V. Novel and innovative features

- a) Contribution to the field of Peace and Conflict Studies

The degree itself is innovative and would allow the University of Manitoba and the University of Winnipeg to contribute in a significant way to this emerging and increasingly valued field. This would be the sixth M.A. of its kind in Canada.

In 1957, Kenneth Boulding and others, to provide a rigorous international and interdisciplinary approach to conflict resolution, established the *Journal of Conflict Resolution* at the University of Michigan.² In 1963, in Oslo, Johan Galtung established the *Journal of Peace Research* and broadened the focus of the field to encompass not only nuclear deterrence, but also issues of structural violence, development, and social justice.³ In 1965, the International Peace Research Association was formed, bringing together international scholars from diverse disciplines that share a preoccupation with goals of peace, justice, respect for diversity, and the need for sustained environmental viability. In 1984, the U.S. Institute of Peace was established in the United States to support scholarship in Peace and Conflict Studies, and in 1985, the Canadian government established the Canadian Institute for International Peace and Security. An increasing number of journals have been dedicated to Peace and Conflict Studies.⁴ Professional associations have also been developed in Canada and the U.S. to help people find constructive ways through conflict by encouraging the use of peaceful processes in everyday life. Conflict Resolution Network Canada and The Association for Conflict Resolution (ACR) are professional organizations dedicated to enhancing the practice and public understanding of conflict resolution and peace-building.

More recently, undergraduate and graduate programs have sprung up in universities in North America, Europe, Southeast Asia, and the Middle East in response to student demands to understand better the analysis and resolution of conflicts.⁵ In 1973, the Department of Peace Studies at the University of

² For reviews of the development of the field, see David Barash and Charles Webel's *Peace and Conflict Studies* (Thousand Oaks, Calif.: Sage, 2002); and Charles Webel and Johan Galtung (Eds.) *Handbook in Peace and Conflict Studies*, (Oxford: Routledge, 2007).

³ See Johan Galtung's *Peace: Research, Education, Action* (Copenhagen: Christian Ejlertsen, 1975), *Peace and Social Structure* (Copenhagen: Christian Ejlertsen, 1975), and "Twenty-five Years of Peace Research: Ten Challenges and Some Responses" (*Journal of Peace Research*, Vol. 22, No. 2, pp. 45-61, 1985).

See also: Kenneth Boulding's "Twelve Friendly Quarrels with Johan Galtung" (*Journal of Peace Research*, Vol. 14, No. 1, pp. 75-86, 1977) and Johan Galtung's "Only One Friendly Quarrel with Kenneth Boulding" (*Journal of Peace Research*, vol. 24, No. 2, pp. 199-203, 1987).

⁴ See, for example: *African Journal on Conflict Resolution*, *Conflict Resolution Quarterly*, *Conciliation Quarterly*, *Cooperation and Conflict*, *Journal of Conflict Studies*, *Journal of Environment and Development*, *Journal of Ethnic Tensions*, *Journal of Peace Education*, *Journal of Peace Psychology*, *International Journal of Conflict Management*, *International Journal of Peace Studies*, *International Journal on World Peace*, *International Peacekeeping*, *International Negotiations*, *Negotiation Journal*, *Peace and Change*, *Peace and Conflict Management*, *Peace and Conflict Studies*, *Peace Review*, *Security Dialogue*.

⁵ See Louis Kriesberg's "The Development of the Conflict Resolution Field" (in *Peacemaking in International Conflict*, edited by William Zartman and Lewis Rasmussen; Washington, D.C.: U.S. Institute of Peace, 1997); Sean Byrne, Dennis Sandole, Ingrid Sandole-Starsote, and Jessica Senehi (Eds.) *Handbook in Conflict Analysis and Resolution* (Oxford: Routledge, 2008).

Bradford awarded graduate degrees in Peace Studies. In 1984, UNESCO established the European Peace University in Austria. In 1987, the Institute for Conflict Analysis and Resolution (ICAR) at George Mason University began offering a M.A. program in Conflict Resolution.⁶

Academic programs in the field of Peace and Conflict Studies teach students the analytical, theoretical, and practical skills necessary to analyze and design appropriate interventions in protracted conflicts.⁷ Faculty and students discuss human needs, minority rights, human security, human rights, violence prevention, restorative justice, cultural and gender identities, environmental sustainability, appropriate technologies for development, and peace education. Social conflicts in a variety of domains and at different levels are examined, including, among others, international war, ethnic and intercultural conflicts, community conflicts, environmental conflict, and conflict in businesses, health care institutions, and schools. The field examines both direct and structural violence that encompasses war, genocide, hate crimes, family violence, and violence against children. Social cleavages such as those along class, race, religious, ethnic, or linguistic divides are also studied. The goal is to identify, analyze, and promote diverse nonviolent approaches for addressing these social divisions in ways that are sustainable, meet the needs of all parties, and attend to social justice. The assumption of the field of Peace and Conflict Studies is that although conflicts differ and each conflict has unique aspects, there are common theoretical ideas for understanding and responding to conflicts at different levels and in different contexts.

Clearly, Peace and Conflict Studies is an important emerging area of study. There is a large demand for study in this area both in Canada and internationally, especially from countries in which where there has been protracted social conflicts in recent decades. The University of Manitoba and the University of Winnipeg has the opportunity to be lead institutions in facilitating this emergence. It is likely that within the next few years a number of master's programs in this field will be introduced at other Canadian universities. The University of Manitoba and the University of Winnipeg have a short window to be the sixth program.

⁶ From 1986-1995, Professors Louis Kriesberg and Neil Katz directed the interdisciplinary Program on the Analysis and Resolution of Conflicts (PARC) at the Maxwell School, Syracuse University. PARC is dedicated to advancing knowledge about social conflicts through theory building, research, and practice. PARC faculty associates work regularly with PARC on interdisciplinary research projects, and teaching graduate level courses in conflict resolution and peace studies.

⁷ See Louis Kriesberg's "The Growth of the Conflict Resolution Field" (in *Turbulent Peace: The Challenges of Managing International Conflict*, edited by Chester Crocker, Fen Osler Hampson, and Pamela Aall; Washington, D.C.: United States Institute of Peace Press, 2001); see Brian Polkinghorn and Robert La Chance's "A Comprehensive Overview and Analysis of Graduate Conflict Resolution Program Trends in the United States" (The National Conference on Current Trends in Conflict Resolution in Higher Education; Greenbelt, Maryland, November 11, 2003).

b) The structured interdisciplinary approach

The interdisciplinary approach will be innovative in several ways:

First, the interdisciplinary approach will be relatively distinctive within the University of Manitoba and the University of Winnipeg. It will be congruent with a growing interest by academic institutions, foundations, research granting agencies, and accreditation bodies in the development of interdisciplinary collaboration both for producing knowledge and for efficiently providing diverse educational options for students.

Second, the M.A. Program will present a body of core courses in Peace and Conflict Studies while at the same time working with colleagues interested in the field in other departments and faculties who may wish to supervise an M.A. thesis (see *Appendix K*). Students would have the opportunity to focus on a particular body of theory or substantive topic, depending on the focus of their research. While the other master's programs hire faculty from diverse disciplinary backgrounds, the curriculum is completely located within the distinct partnership between both units.

Third, we have provided for institutionalizing a collaborative model for directing this Program in the form of a *Joint Discipline Committee (JDC)* of the University of Manitoba and the University of Winnipeg. The Program will be administered by the *JDC*. This committee will initially be chaired by the Director of the Arthur V. Mauro Centre for Peace and Justice at St. Paul's College, and will consist of the Director and Associate Director of the Centre, the Rector of St. Paul's College, the Associate Vice President Research and Graduate Studies of the University of Winnipeg (or delegate), and one other representative from the University of Manitoba as well as the Associate Vice President Research and Graduate Studies of the University of Winnipeg (or delegate), and three representatives from the University of Winnipeg. The *JDC* will perform the functions of a department on such matters as student admission, approval of programs, composition of examination and theses committees, and student progress; and appointment of faculty associates. The Chair (rotating) of the *JDC* will report to the Dean of Graduate Studies. Concerning resources, the Program will have a core staff of seven full-time faculty members. A structured interdisciplinary Program will promote the University of Manitoba and the University of Winnipeg's international reputation in this field, as well as in multiple disciplinary fields, such as political studies, native studies, or sociology, where people are focusing on this area. Consequently, it will enhance the University of Manitoba and the University of Winnipeg's visibility and marketability.

c) The Program will value both theory and practice

The core curriculum of the M.A. Program will emphasize both theory and practice. One course, "Dispute Systems Design," will be available to students as a Special Topics course to allow for the opportunity for reflective practice and

conflict resolution processes. An important mission of the M.A. Program will be to continue collaborations and relationships the Mauro Centre made through the 2003-2007 HRSDC North American Peace and Conflict Studies student mobility grant with community organizations, such as Mediation Services, Welcome Place, and Econet, which will provide students with added opportunities for extracurricular training and practice in their Practicum course.

d) International student and faculty exchanges

The M.A. Program will provide the structure for a number of international student and faculty exchanges. So far, an agreement has been made between the Mauro Centre and the Truman Research Institute at the Hebrew University of Jerusalem. In addition, the Mauro Centre's HRSDC Canada-European Union (EU) Peace and Conflict Studies student mobility grant (2007-2011) will provide opportunities for interested M.A. students to study at our partnering EU programs in Peace and Conflict Studies. Cross-institutional collaboration has also been initiated with universities in Turkey, Costa Rica, Ireland, Norway, the U.K, and the U.S. It is expected that the Mauro Centre and the Global College will promote opportunities for students to interface with leaders in the field (both academics and professionals) through the sponsorship of visiting lecturers, conferences, as well as the establishment of other programmatic activities such as study abroad.

2. Context: The ability to offer an M.A. Program in Peace and Conflict Studies at the University of Manitoba and the University of Winnipeg

I. Response to needs in Manitoba, Canada, and/or globally

The University of Manitoba and the University of Winnipeg will be one of six Canadian universities to offer a Master's degree in Peace and Conflict Studies, and the Program will be consistent with Canada's historic international leadership in promoting a global civic society. Canada is renowned for the peaceful processes used to maintain relations with Québec and to create Nunavut. Lester B. Pearson won the Nobel Peace Prize in 1957 for his innovative proposal to send U.N. peacekeepers to the Suez Canal. Establishing a joint master's program between the University of Manitoba and the University of Winnipeg would reinforce Canada's commitment to international peacemaking. Canada is culturally diverse, and its efforts to value a "cultural mosaic" can serve as a model to other nations. In addition, Canadians have been playing an important leadership role in international governmental and nongovernmental organizations. This M.A. Program will prepare individuals to work on problems of international significance, and also to work effectively in diverse cultural settings and with colleagues from diverse cultural backgrounds.

It is anticipated that graduates from this program will make an important contribution to a wide variety of organizations, institutions, and government departments, and to society as a whole. Persons who have done advanced study in the Peace and Conflict Studies field can bring their perspective to a range of professional

settings. These include not-for-profit and advocacy organizations at the community, national, and international levels; businesses (e.g., handling cross-cultural training, setting up programs to prevent violence in the workplace, or acting as an ombudsperson); institutions such as hospitals, and corporations; and governmental agencies and departments.

Currently, positions in international nongovernmental organizations are increasing dramatically, creating a new class of international workers and administrators. For Canada, having representatives in these organizations will be critical to the nation's presence and influence in the international arena. These international nongovernmental organizations (INGOs) work toward a variety of purposes—for example—administering aid and setting up local and state governmental infrastructures. Also, increasingly, military personnel are working in new capacities in international settings, for which new knowledge and skills are needed. This master's program will be attractive to those persons—in Canada, the U.S., developing countries, and throughout the world—seeking work or already working at the transnational level.

The combination of research, practice and course work experiences will provide unique opportunities for graduates wishing to work in both the professional, teaching, and research domains.

II. Strengths of the Program

First, this proposed M.A. Program in Peace and Conflict Studies would expand the University of Manitoba and the University of Winnipeg's involvement in this dynamic field, which has a broad professional academic base locally, nationally, and internationally. At the present time, 7 of the 20 faculties at the University of Manitoba offer some instruction in Peace and Conflict Studies; about 36 faculty members across various departments at the University of Manitoba have a specific interest in some aspect of the field.⁸ These relationships will evolve and depend on the interests of students admitted to the master's program. Many faculty members also play a significant role at the local, national, and global levels. In addition, a national survey of academics in the field of American graduate institutions found that academics in the United States from a variety of disciplines are teaching Peace and Conflict Studies.⁹

Second, the proposed Program would be the sixth M.A. Program in Peace and Conflict Studies in Canada. A number of other Canadian universities and colleges offer courses, workshops, and seminars; however, there are only five master's degrees

⁸ The seven faculties are: Arts, Education, Environment, Human Ecology (Family Social Sciences), Law, Management, and Social Work. The faculty members are listed in Appendix I and K of this document. Research Assistant Michael Caliguiri at St. Paul's College collected these data in 2002 by means of a systematic assessment of the nature and scope of Peace and Conflict Studies content in courses offered at the University of Manitoba and other universities.

⁹ William Warters conducted a Delphi Study of Programs in the Conflict Resolution Field in 1996 while at the Department of Conflict Analysis and Resolution, Nova Southeastern University. He found that different models are used at different programs.

currently awarded. The University of Manitoba and the University of Winnipeg would join the ranks of the U.S., European, Australian, and Middle Eastern universities, which offer master's degrees in Peace and Conflict Studies; it would therefore play a leading role in the development of the field. In addition, a cadre of students will be graduated from the Program as effective leaders in the community, and they will expand and develop the field.

Third, the Mauro Centre's Director's eight years of experience and Associate Director's four years of experience in building the Ph.D. and M.S. Programs in Conflict Analysis and Resolution at Nova Southeastern University will be valuable for curriculum development.

Finally, St. Paul's College has demonstrated its commitment to the Mauro Centre's development of masters and doctoral programs in Peace and Conflict Studies by dedicating the College's capital campaign to the Centre; the resources of the Mauro Corporation are behind this venture as well.

III. Concentration or specialization

The proposed M.A. Program in Peace and Conflict Studies will analyze not only the deep causes of conflict and violence across socio-economic, cultural, political, and environmental dimensions, but also how diverse peace tools can manage and prevent them. Analysis and practice in the field of Peace and Conflict Studies seeks to uncover "the relationships between inequality, injustice and power asymmetry on the one hand and violence on the other" and "provide various strategies for achieving peace."¹⁰ Peace and Conflict Studies is relevant to improvement in human well-being and the future survival of humanity (what Johan Galtung calls "positive peace"), for it encompasses a variety of themes ranging from peace pedagogies, environmental policies, cultural norms, development practice, inter-religious dialogue, nonviolence, human rights and human security, social justice, and indigenous peacemaking among others. A Peace and Conflict Studies perspective, therefore, seeks to broaden our concerns beyond peacemaking (i.e., conflict resolution and conflict management) to include peacekeeping, and peacebuilding. It is anticipated that the topics covered in the proposed Peace and Conflict Studies courses will include, among others, theories about conflict, culture, power, identity, violence, as well as peacemaking, international human rights and human security, indigenous peacemaking, global peace-building and social justice, environmental conflict resolution, peace education, ethnic conflict resolution, and dialogue, reconciliation, and forgiveness.

a) Faculty experience in graduate teaching and thesis supervision

The Director of the Mauro Centre, Dr. Sean Byrne, has ten years experience of teaching at the master's and doctoral levels, and has supervised thirteen master's and seventeen doctoral students. The Associate Director of the Mauro Centre, Dr. Jessica Senehi, has seven years experience teaching at the Master's and Ph.D. levels, and has supervised twelve doctoral students. For

¹⁰ See Ho-won Jeong's *Peace and Conflict Studies: An Introduction* (Burlington, Vt.: Ashgate, 2000, p.1).

those faculty from the University of Winnipeg who have expressed interest in being part of the *JDC*, and have only worked with undergraduate students, the Program would provide an opportunity to work with master's students. The faculty members of the Program will have published a number of scholarly books and articles in professional journals.

b) Collaboration among existing programs at the University of Manitoba and the University of Winnipeg

Because the proposed Program is interdisciplinary in nature, some existing resources of the University of Manitoba and the University of Winnipeg will be used in delivering this program (see *Appendix A*).

The proposed interdisciplinary graduate degree program does not overlap or duplicate any existing graduate degree program at the University of Manitoba and the University of Winnipeg. The proposed program would contribute to the provincial goals to strengthen relationships among Manitoba universities and between post-secondary education and government, business, and community groups. This program will encourage the development of a network of faculty at our universities, which will serve to foster future research and practice. The program will require a minimum of four faculty to deliver the core courses given the increased demands for supervision, research, and the intensity of graduate teaching. It is also important to note its regional and national importance. The emerging field of peace and conflict studies is at the forefront of responding to human needs around the world. By its sheer location in interdisciplinary perspectives it will require the broad intellectual views located within the faculties of the associated,/affiliated universities. The program would support the recently established Ph.D. program in Peace and Conflict Studies housed in the Mauro Centre at the University of Manitoba, and the large undergraduate program in conflict resolution at Menno Simons College through the University of Winnipeg. The unique contribution of the Program will lie in the opportunity that it will provide students to explore and apply a Peace and Conflict Studies perspective throughout their course work, research, and practice.

The interdisciplinary nature of the proposed Program is congruent with the University of Manitoba's publicly stated commitment to develop more multi- and interdisciplinary research and programs (in "The Roblin Commission" submission, for example). This goal was reiterated by the University of Manitoba's Task Force on Strategic Planning which noted that "As department complements shrink, and as interdisciplinary approaches to problem-solving gain ascendancy in many fields of study, we can expect to receive applications from individuals who seek to be appointed or affiliated with people from more than one department or faculty."¹¹

¹¹ See University of Manitoba Task Force on Strategic Planning's "Building on Strengths: Final Report of the Task Force on Strategic Planning," (University of Manitoba, p. 66, 1998).

IV. How the proposed program complements and strengthens other programs at the University of Manitoba and the University of Winnipeg

Students enrolled in bachelor's degree programs that wish to acquire additional knowledge in Peace and Conflict Studies will be able to pursue studies in this academic area at the master's level. The Program will complement other programs that are more clinical in nature (such as Social Work, and Human Ecology) by providing additional theoretical perspectives as well as suggesting additional contexts within which these clinical skills can be applied. The University of Winnipeg's Masters Degree Program in Marriage and Family Therapy along with the associated clinical Aurora Center offer many additional opportunities to students of the program.

V. Enhancing cooperation among Manitoba's universities

This proposed Program would contribute to the University of Manitoba's goals to strengthen relationships with other Manitoba universities and with government, business, and community groups. This Program will encourage the development of a network of faculty at the universities, which will serve to foster future research and practice.

VI. Enhancing the University of Manitoba and the University of Winnipeg's national and international reputations

The proposed M.A. Program in Peace and Conflict Studies addresses many of the central themes in the mission of the University of Manitoba and the University of Winnipeg. The Universities have committed themselves to maintaining and strengthening their commitment to peace and justice issues and to international faculty and student exchange. The quality and reputation of the Universities are built on the quality of their students and research. Thus, the establishment of this M.A. Program would allow the University of Manitoba and the University of Winnipeg to contribute to the emerging discipline of Peace and Conflict Studies.

The University of Manitoba and the University of Winnipeg would also become known as one of six Canadian Universities to offer an M.A. in Peace and Conflict Studies. Students from bachelors' programs in Canada (Conrad Grebel College, University of Waterloo, and Menno Simons College through the University of Winnipeg, and McMaster University) and the United States (e.g., American University, Smith College, Kent State University, Colegate University, Syracuse University, University of San Diego, George Mason University, and the University of Notre Dame) would be attracted to the M.A. Program at the University of Manitoba and the University of Winnipeg. With the evolving public perspective on peace and conflict issues, students with bachelors' degrees in related and relevant areas in Canada and overseas will also pursue advanced training in Peace and Conflict Studies. With the rapid expansion and development of this field, masters degrees at other universities in North America and overseas will undoubtedly be implemented in the very near future (for example, two new masters programs include one in Conflict

Resolution at the Salisbury University, and one in Peace and Conflict Transformation at the University of Tromsø).

As a direct result of the inaugural Sol Kanee lecture, delivered in 2002 by His Royal Highness, Prince El Hassan bin Talal of the Hashemite Kingdom of Jordan, the Mauro Centre is working to partner with Prince Hassan to bring students from Jordan to study at the University of Manitoba. As well, other projects are underway to establish links with universities in the Middle East. Faculty also have working relationships with colleagues from Kenya, Nigeria, Rwanda, Ethiopia, and Sri Lanka, with whom we are developing joint research and outreach. The University of Winnipeg will prove to be an important working partner through its association with the United Nations University for Peace in Costa Rica and other University of Winnipeg partners in Australia, Azerbaijan, Brazil, China, Egypt, France, Germany, Japan, Mexico, Poland, Scotland, South Korea, Turkey and the USA.

3. Program specifics

The *JDC* will be responsible for all matters relating to curriculum and student standing. This includes, for example, academic advising, examination committee structure, and reviewing student progress. This work will be conducted in accordance with the Faculty of Graduate Studies regulations at the University of Manitoba.

I. Program Description

a) Admission requirements

It is the goal of the Master's Program in Peace and Conflict Studies to provide a rigorous M.A. program. The significance of research in peace and conflict studies and of intervention for conflict resolution and peace-building demands a high standard of commitment, scholarship, and professionalism.

Criteria for admission to the M.A. Program in Peace and Conflict Studies follow Faculty of Graduate Studies regulations supplemented with *Joint Master's Program (JMP)* Graduate Program Committee regulations. Specifically, students must normally possess:

1. A high academic standing in previous university work with a minimum grade point average of 3.0 or the equivalent based on the last 60 credit hours or two full years or equivalent of university study from an institution recognized by the Faculty of Graduate Studies, University of Manitoba;
2. A four-year honour's or four-year baccalaureate degree, either:
 - a. earned in peace and conflict studies, conflict analysis and resolution, conflict transformation, or peace studies; or
 - b. earned in another related discipline or profession, such as social work, education, or sociology, among others. In this instance, applicants as part of their program requirements may be required to take additional courses.

3. Proficiency in the English language at levels required by the Faculty of Graduate Studies.

Application

Each application for admission to the M.A. Program in Peace and Conflict Studies must include:

1. A completed Faculty of Graduate Studies application form
2. Evidence of appropriate research capability
3. Any additional information including awards, scholarships, abilities, or authorships
4. Three reference letters from individuals who are familiar with the applicants' academic abilities and potential. It is recommended that where appropriate one of those letters be from the student's Bachelor's thesis or major paper advisor indicating that the applicant has demonstrated suitability and preparation for M.A. studies.
5. A curriculum vitae.

Completed applications must be forwarded to the Arthur V. Mauro Centre for Peace and Justice, Room 252, St. Paul's College, no later than January 15 to be considered for admission for the next academic year.

b) Content to be taught in the Program

i) *Overview*

The proposed Program consists of a thesis and six core courses (18 credits) or a comprehensive exam and ten core courses (30 credits) taught by faculty of the University of Manitoba and the University of Winnipeg. The Program will emphasize the following substantive areas, among others: the historical and contemporary understandings of conflict, violence, and peace; practical and analytical skills in conflict intervention; peacemaking, and peacebuilding, and the role of creativity in conflict and peace (see *Appendix B*).

Students must successfully complete a program of courses approved by the JDC Graduate Program Committee. The requirements for the M.A. in Peace and Conflict Studies shall include a minimum of 18 credit hours and a thesis, which must include at least 6 credit hours at the 700 level with the balance of the coursework at the 300 level or above, or a minimum of 30 credit hours of course work and a comprehensive examination. The minimum credit hours must include at least 12 credit hours at the 700 level or above with the balance of coursework at the 300 level or above. More courses may be required where specific deficiencies in a student's background have been identified.

The *JDC* will examine a student's proposed coursework, and approve examination committee members. The *JDC* must approve all students' academic programs. This is normally done on the recommendation from the student's advisor following consultation with the student.

ii) *Courses*

The following advanced courses would be taken by students admitted into the M.A. program in Peace and Conflict Studies:

Thesis Route:

The program shall include 18 credit hours of coursework; 12 in the core, 3 in methods, 3 in an elective, and a thesis. A minimum of 12 credits of 700 level core courses must be in the student's program area and must include the program core coursework common to all students in the program:

*170.701: Interpersonal Communication, Problem-Solving, and Trust-Building

*170.702: Theories of Conflict and Conflict Resolution

170.XXX: International Human Rights and Human Security

170.XXX: Peacebuilding and Social Justice

**170.XXX: Research Methods

170.XXX: PCS Elective

Thesis

Comprehensive Examination Route:

1. The program shall include 30 credit hours of coursework: 12 in the core, 3 in Practicum, 3 in Methods, and 12 in electives; and a comprehensive examination. A minimum of 12 credits of 700 level core courses must be in the student's program area and must include the program core coursework common to all students in the program:

*170.701: Interpersonal Communication, Problem-Solving, and Trust-Building

*170.702: Theories of Conflict and Conflict Resolution

170.XXX: International Human Rights and Human Security

170.XXX: Peacebuilding, and Social Justice

***170.XXX: Practicum

170.XXX: Research Methods

170.XXX: PCS Elective

170.XXX: PCS Elective

170.XXX: PCS Elective

170.XXX: PCS Elective

Comprehensive Examination

2. A minimum of 12 credit hours must be taken from among the following three credit elective courses. The 12 credit hours of elective courses can be taken from courses offered at the 300 or 700 levels with the approval of the *JDC*. Possible courses include:

*170.706: Ethnic Conflict Analysis and Resolution
 *170.707: Storytelling: Identity, Power, and Transformation
 170.XXX: Dispute Systems Design
 170.XXX: Gender, Conflict and Peacemaking
 170.XXX: Indigenous Approaches to Peacemaking
 170.XXX: Restorative and Social Justice
 170.XXX: Peace Education
 170.XXX: Special Topics 1 – E.g., Children and War
 170.XXX: Special Topics 2 – Independent Study

*These courses have already been approved as part of the Ph.D. program in Peace and Conflict Studies (*see Appendix B*).

**Research methods course can be taken from a number of approved methods courses at the University of Winnipeg and University of Manitoba (*see Appendix A*).

*** Under direction of the course Professor, students will spend at least 160 hours working on a project involving the study and/or resolution of conflict. Students will be expected to mesh theory and practice through observation and experience. The course includes a comprehensive report analyzing the individual's experience. For example, the Practicum course will afford students professional field training experiences in supervised local and global institutions working with aboriginal issues, human rights, health and the environment among others. A major part of the process of searching for solutions involves thinking and analysis prior to action. Students will develop projects that take the knowledge generated in the classroom and field research and apply it to a real setting.

In special cases other courses may be substituted as approved by the student's Advisory Committee and the Chair of the *JDC* Graduate Program Committee and finally by Graduate Studies adjudication and approval. The student seeking transfer of M.A. credits must provide course outlines, syllabi, and transcripts. On the recommendation of the Advisory Committee and with the approval of the *JDC* and the Faculty of Graduate Studies, transfer credits from other approved institutions must not exceed 50% of the minimum credit hours of coursework required for the program.

c) Student advising

At the time of admission, each student will be assigned an advisor in consultation with the *JDC*. The advisor's primary responsibilities are to guide the student through the program of studies and in preparation for the Thesis or the final Comprehensive Examination. The student's advisor, and the *JDC* must approve the program of studies and any subsequent changes to the program of the student.

The Director of the M.A. Program is responsible for signing all documents that the *JDC* must approve, such as registration and program of study forms. It is recommended that each student meet with their faculty advisor each semester to discuss courses, concerns, etc. It is presumed, however, that students may also want to consult with the Director of the M.A. program about any matter related to their progress in the Program.

Faculty of Graduate Studies regulations specify that the student must normally be present during the annual review, must have the opportunity to read the Committee's report, comment on its contents, and then sign the report, testifying that these rights were duly extended.

d) Language reading requirements

Students are required to demonstrate reading competence in a non-English language prior to the final examination (see *Appendix H*). An examining committee will be struck as required.

e) Residence requirements: full-time and part-time status, and timetable

The Faculty of Graduate Studies considers a student to be full-time if s/he identifies her/himself as such and the *JDC* certifies at registration that the student's program for the registration period is that of a full-time student. Students can take the proposed M.A. Program on a full-time or part-time basis (see *The Faculty of Graduate Studies Academic Guidelines*).

f) Final Comprehensive Examination

The *JDC* expects that full-time M.A. students will normally have successfully completed the thesis or the final comprehensive examination within two years following admission to the Program. The comprehensive examination in the M.A. Program will conform to existing Faculty of Graduate Studies requirements (see *Appendix H*).

g) Thesis regulations

Once the 18 credits of course-work have been successfully completed, the student is ready to proceed to the stage of research and major thesis writing. The general regulations of the Faculty of Graduate Studies for writing a thesis proposal and a thesis will apply (see *Appendix G*).

h.) Ability to transfer courses to the Program

The *JDC* will consider on a case-by-case basis the appropriateness of transferring credits for previous master's-level course work in the field to the M.A. Program in Peace and Conflict Studies.

II. Credential

Graduates will be granted a Master's of Arts in Peace and Conflict Studies.

a) Rationale for the name

The proposed Program is designed to be interdisciplinary in nature. It is most appropriate that a universally recognized designation (i.e., M.A.) be used so that the degree is recognized across a number of disciplines, and is congruent with the name of the Ph.D. program in Peace and Conflict Studies.

b) Name of the credential elsewhere

See Table 1 on *Page 4*.

c) Agencies, groups, institutions, and individuals consulted in the development of the program and its name

A number of agencies, groups and institutions were consulted regarding the development of the M.A. Program (see *Appendix I*).

4. Projections and implementation

I. Sample Program listing

Table 3 *Sample Degree Plan: 18 and 30 credits hours*

	Fall (September)	Winter (January)
Year 1	170.701: Interpersonal Communication, Problem-Solving and Trust-Building 170.702: Theories of Conflict and Conflict Resolution 170.XXX: Research Methods 170.XXX: Peace-building, and Social Justice Non-Thesis Track 170.XXX: PCS Elective	170.XXX: International Human Rights and Human Security 170.XXX: PCS Elective Thesis Proposal Thesis Non-Thesis Track 170.XXX: PCS Elective 170.XXX: PCS Elective
Year 2	170.XXX: Special Topics in Peace and Conflict Studies	

Or 170.XXX: PCS Elective 170.XXX: PCS Practicum Final Comprehensive Examination	
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Assuming the student is prepared to devote the summer months to full-time study, a suggested schedule for completing the Program might be as follows:

Year 1	Select an Advisor Complete 18 credit hours of course work Complete second language requirement Prepare for and defend thesis
Year 2	Complete 12 credit hours of course work Begin preparations for final comprehensive examination

II. Estimated enrolment

This Program is expected to attract students interested in this field and in pursuing an interdisciplinary master's degree in Peace and Conflict Studies. Forecasted enrolment for the M.A. Program in Peace and Conflict Studies is an intake of fifteen full-time students in the first year, fifteen students in year 2, and year 3, fifteen students in year 4 and year 5; with a projected maximum of 50 students in the Program at any one time. Undergraduate students who are members of the University of Manitoba or the University of Winnipeg are from other disciplines as well as diverse disciplines in Canada, the United States, and overseas would be the primary clientele. Students' research and practice interests will be an important factor in their admission, and students will not be admitted for the Thesis track unless there are qualified faculty members who are interested in working with that particular student.

Military personnel need to be trained in this field to be able to use the skills, theoretical lenses, and processes of conflict resolution in the post-conflict peace-building phase. The Canadian Forces Peace Support Training Centre and the Lester Pearson Canadian International Peacekeeping Training Centre provide some training in this field. An M.A. Program in Peace and Conflict Studies at the University of Manitoba and the University of Winnipeg would draw military personnel into the Program.

a) Labour market information

Future job forecast appears promising given the increasing emphasis put on interdisciplinary research in the social sciences. The proposed M.A. Program in Peace and Conflict Studies will prepare its graduates for several kinds of career

paths. For instance, they may pursue positions in governmental organizations, international governmental organizations (e.g., the United Nations High Commission for Refugees), and international nongovernmental organizations (INGOs) such as Amnesty International, International Alert, Friends of the Earth, Red Cross, and Red Crescent. They may hold positions as researchers and policymakers on issues of international peacekeeping, intergroup conflict resolution, human rights, social justice, economic and social development, and other social problems, or design and/or implement programs/curricula addressing peace education, violence prevention, and/or peer mediation. They may choose to be trainers, consultants, or other kind of third-party interveners for individuals, organizations (including, for example, not-for-profit organizations, non-governmental organizations [NGOs], INGOs, as well as businesses, hospitals, police departments, prison settings, etc.), communities, or national governments. There are also public intellectuals of various kinds for whom this course of study would be especially appropriate: for example, journalists, legislators, clergy, community organizers, directors of public institutions, and others whose work will shape and influence social thought and actions.

III. Distance education

There is no intent to offer courses through distance education at this time although it is anticipated that alternative means of course delivery may be available in the future.

IV. Schedule for implementation

It is intended that the Program will commence September 2008.

B. HUMAN RESOURCES

There is a wealth of resources available within the University of Manitoba and University of Winnipeg directly related to the study of Peace and Conflict Studies. The research conducted by St. Paul's College found that 7 out of 20 faculties offered some instruction in Peace and Conflict Studies, and that a total of approximately 43 courses and seminars focused on Peace and Conflict Studies. The University of Winnipeg information will follow. In terms of research, 8 Research centres and institutes conduct research in various areas of Peace and Conflict Studies.¹² There exists tremendous expertise in terms of human resources and in the delivery of programs which focus on Peace and Conflict Studies within a particular unit's disciplines. The proposed comprehensive Program in Peace and Conflict Studies will tap into the rich pool of resources in the universities and the community

¹² The Centres and Institutes include Centre for Aging, Centre for Defence and Security Studies, Centre for Higher Education Research and Development, International Centre for Students, Mauro Centre for Peace and Justice, National Resources Institute, Office of the Ombudsman, and Research and Education for Solutions to Violence and Abuse.

1. Faculty

Professor Sean Byrne is Director of the Mauro Centre and is a tenured professor of Peace and Conflict Studies and Assistant Professor Jessica Senehi has a tenure-track appointment in Peace and Conflict Studies, and as Associate Director of the Mauro Centre. Assistant Professor John Perry has a five-year renewable contingent appointment within St. Paul's College. Moreover, there are twenty-nine faculty associates of the Ph.D. program at the University of Manitoba. In addition, there are sixteen faculty at the University of Winnipeg and its associated/affiliated colleges who are doing academic work in the Peace and Conflict Studies field who will co-teach the program, act as advisors, and serve on master's thesis committees. Of course, only those who are qualified to serve on committees as detailed in the Proposal and consistent with Graduate Studies' policy will be able to serve on Master's committees. To operate effectively, the M.A. Program in Peace and Conflict Studies requires four full-time-equivalent faculty members.

Four full-time-equivalent faculty members are needed to:

- (1) ensure that teaching and supervisory requirements and ratios are met;
- (2) ensure that faculty from a variety of backgrounds and range of specializations contribute to the development of the interdisciplinary M.A. program; and
- (3) enrich the Ph.D. program in Peace and Conflict Studies.

Moreover, the faculty affiliated with the Program play a significant role in the community and professional organizations. They serve in executive positions at the local, regional, national, and international level in Peace and Conflict Studies organizations and educational institutions such as Mediation Services, Conflict Resolution Network Canada, Association for Conflict Resolution (ACR), the National Coalition for Peacemaking and Conflict Resolution (NCPCR), and the Peace Studies section of the International Studies Association in the U.S. These connections with the community and professional organizations, combined with faculty experience in research and on thesis committees, will provide students in the interdisciplinary M.A. Program in Peace and Conflict Studies with excellent support systems and opportunities. In addition, many faculty from other departments are interested in serving on thesis committees in order to help supplement experience in graduate student supervision and to enrich the interdisciplinary aspects of the Program.

Faculty are also engaged in a substantial amount of Peace and Conflict Studies research, the results of which have been presented in a wide variety of refereed media ranging from journals to books. Research has been published in scholarly Canadian, American, and international journals (see curriculum vitae, *Appendix K*). The faculty will undertake various roles in the M.A. Program in Peace and Conflict Studies—advising students, sitting on major project committees, and teaching courses. Each faculty member has the ability to be a major project advisor, major project committee member, and course instructor.

2. Support staff

To operate effectively, the M.A. Program in Peace and Conflict Studies requires one full-time-equivalent support staff member based in the Mauro Centre who will assist in processing admissions documentation; maintaining the Program's academic files and records; scheduling and preparing minutes of administration (*JDC*) meetings; coordinating course listings, and overseeing the preparation of catalogs, handbooks, and other publications related to the Program; gathering and compiling information for special academic reports; interpreting departmental policies and regulations; and developing and implementing Program systems and operating procedures.

3. Faculty and community resources

The aforementioned faculty external to the University of Manitoba and the University of Winnipeg who were consulted about the development of the Program will serve as external examiners for the University of Manitoba and the University of Winnipeg. In addition, the M.A. Program will have a close working relationship with Gregory Barrett and the Director of Mediation Services, Winnipeg; Mediation Services will provide students with added opportunities for extracurricular training and practice.

C. PHYSICAL RESOURCES

The interdisciplinary M.A. Program in Peace and Conflict Studies provides the opportunity to increase collaborative research and consultative interaction with other faculties. In addition to the intellectual stimulation, this interaction increases the sharing of space, equipment, libraries, and other facilities.

1. Space

The University of Manitoba has renovated a space of 1,580 sq. ft. in St. Paul's College to house the Arthur V. Mauro Centre for Peace and Justice. The new Centre opened in April 2004. In addition, St. Paul's College offers students study carrels, a computer lab, and access to a library. The University of Winnipeg is currently acquiring and refurbishing existing space and is actively seeking accommodations for this program.

2. Teaching equipment

The Program will use already existing resources that are available at St. Paul's College, University of Manitoba, and the University of Winnipeg.

3. Research equipment

Students will use research equipment that will be available to all students in the Arthur V. Mauro Centre for Peace and Justice and St. Paul's College, University of Manitoba and the University of Winnipeg.

4. Computer resources

Students will utilize computer resources that are available to all students in the Arthur V. Mauro Centre for Peace and Justice as well as in other locations around the University of Manitoba as well as at the University of Winnipeg (see *Appendix D*). Computer resources are adequate to support the M.A. Program.

5. Library resources

The library is viewed as an important learning centre for this Program, since students will be using the library resources. *Appendix B* contains the Faculty of Graduate Studies Proposal for Course Changes and New Courses for each of the new courses that will form the core of the Peace and Conflict Studies M.A. Program. These documents include topical outlines with selected references in the form of books and journal articles. This bibliography was presented to the Director of Libraries at the University of Manitoba and the University of Winnipeg who recently completed resource implication statements (see *Appendix E*). St. Paul's College has allocated \$30,000 to the University of Manitoba library to build the Peace and Conflict Studies collection.

D. FINANCIAL RESOURCES

1. Delivery costs

I. Human resources

a) Faculty

We are requesting approximately \$350,000 per year of funding from the Council On Post Secondary Education (COPSE) to support four full-time faculty members to assist in building the new M.A. Program. Two persons will be located at the University of Manitoba and two at the University of Winnipeg. Four new members will contribute to the University of Manitoba and the University of Winnipeg, their centres and affiliated colleges in a number of ways: research, teaching, advising etc.

The four new positions are needed in order to carry out the basic functions of the program in a manner that maintains program integrity as well as for course delivery of the core program. These people must be specialists in the area of Peace and Conflict Studies. Please note that all faculty noted so far are available on an occasional basis because they hold full time appointments in their respective universities. The new positions are also needed to deliver the more general aspects of the program such as graduate supervision, advising, thesis direction, promotion and maintenance of the program's academic profile within the community, research, and scholarly public education.

b) Support staff

We are requesting approximately \$50,000 per year of funding from COPSE to support one full-time support staff person to handle the administrative duties associated with the M.A. Program as described in Section B.2 above of this document.

II. Physical resources

a) Space

The University of Manitoba has supported the renovation of the space in St. Paul's College that houses the Centre. In addition, the College will provide study carrels, computer access, and develop the Peace and Conflict Studies collection in the St. Paul's College Library. The University of Winnipeg is currently acquiring and refurbishing existing space and is actively seeking accommodations for this program.

b) Teaching equipment

The M.A. Program will use already existing resources available at St. Paul's College, University of Manitoba, and at the University of Winnipeg.

c) Research equipment

Students will have access to computer resources available to all students in the Mauro Centre and St. Paul's College, University of Manitoba, as well as at the University of Winnipeg (see *Appendix D*).

d) Library resources

St. Paul's College raised some funds for library resources, and is working with the Director of Libraries to develop the collection related to Peace and Conflict Studies. For example, for the academic year 2004-2005, the Board of Governors of St. Paul's College allocated \$15,000 toward developing the Library's Peace and Conflict Studies collection. Another \$15,000 was allocated for the academic year 2005-2006 to build the Peace and Conflict Studies collection. In addition, the Emma Shay Memorial Book Fund, dedicated by Dr. Thomas Shay, a senior scholar in Anthropology, and managed by the College's Foundation, will cover the \$214 per year fee to service the Peace and Conflict Studies journal collection.

III. Costs associated with research not covered above

Grant awards will cover any additional resources needed for research.

2. Student support

Students can apply for a variety of fellowships, bursaries, or other awards from the University of Manitoba as well as the Social Science and Humanities Research Council (SSHRC), the Rotary Foundation, Pierre Trudeau Scholarship, and other sources. St. Paul's College has committed itself to raise six million dollars for the following graduate awards for which students can apply: The Monsignor Normand J. Chartrand P.A., J.C.L. Scholarship, the Prince El Hassan bin Talal Graduate Fellowship in Peace and Justice Studies, the Lloyd Axworthy Graduate Fellowship in Peace and Justice, the Rabbi Michael Melchior Graduate Fellowship in Peace and Justice, Cardinal Theodore E. McCarrick Graduate Fellowship in Peace and Justice, and the Chief Oren Lyons Graduate Fellowship in Peace and Justice. Immigrants, refugees, visible minorities, aboriginal people, and those with disabilities are eligible for Scholarships and Awards such as the AGF Life Skills Scholarship, the C.D. Howe Scholarship, and the Rixon Rafter and Judge Brian Stevenson Scholarship Fund among others. There is support for students available through The University of Winnipeg such as Dr. Douglas W. Leatherdale Global Citizen Internships and the Sir Gordon Wu International Scholarships.

3. Identification of new financial resources

Funds will be requested from COPSE for four faculty members, and one staff member, equipment, office supplies, postage and communications, and donations to books and journals to support the administrative aspect of the new Program. In addition, the Board of Governors of St. Paul's College approved \$30,000 for library acquisition of books in the field to support the Program. St. Paul's College is committed to fundraising for the Mauro Centre.

4. Financial proposal

The Program is requesting support from COPSE to hire four faculty members, and one staff member to support the administrative aspect of the new Program. We estimate the program will require the following as overhead for four new faculty members and an administrative person.

Budget for the Proposed MA program by the Mauro Centre

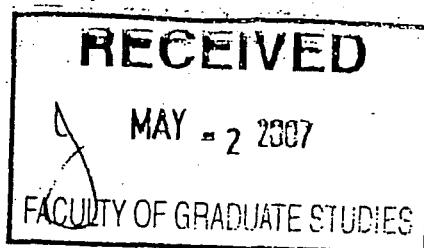
DELIVERY COSTS (Program Expenditures)

Human Resources	YEAR 1	YEAR 2	YEAR 3
Staff 4.0 FTE (1 Assoc./3 Assist.)	\$280,000	\$280,000	\$280,000
Support Staff 1.0 FTE (Admin Asst.1)	\$50,000	\$50,000	\$50,000
Sub Total Human Resources	\$330,000	\$330,000	\$330,000

Physical Resources	YEAR 1	YEAR 2	YEAR 3
Office Supplies	\$20,000	\$20,000	\$20,000
Sub Total Physical Resources	\$20,000	\$20,000	\$20,000
TOTAL PROGRAM EXPENSES	\$350,000	\$350,000	\$350,000



MAURO CENTRE
FOR PEACE & JUSTICE



Arthur V. Mauro Centre
for Peace and Justice
at St. Paul's College

University of Manitoba
252-70 Dysart Road
Winnipeg, Manitoba
R3T 2M6 Canada

Tel: 204.474.6052
Fax: 204.474.8828

umanitoba.ca/mauro_centre

Date: April 21, 2007

To: Dr. Jay Doering, Dean, and
Dr. Thomas Hassard Associate Dean, Faculty of Graduate Studies

From: Dr. Sean Byrne, Director, Mauro Centre, Committee Chair, Joint Master's Discipline
Program In Peace and Conflict Studies
(Members: Dr. Bernie Dronzek, Associate Dean Emeritus, Department of Agriculture,
University of Manitoba; Dr. Denis Bracken, Rector Elect, t. Paul's College, University of
Manitoba; Dr. Dan Lenoski, Acting Rector, St. Paul's College, University of Manitoba;
Dr. Dean Peachey, Dean, Menno Simons College (MSC); Dr. Brian Rice, Education,
University of Winnipeg; Dr. Jessica Senehi, Associate Director, Mauro Centre; Dr. Anna
Snyder MSC; Dr. John Stapleton, Dean Emeritus of Education, University of Manitoba;
and, Dr. Claudia Wright, Acting Vice-President (Research and Graduate Studies),
University of Winnipeg)

Re: Report of External Reviewers in regards to the
Proposed M.A. Program in Peace and Conflict Studies

Thank you for sending the report prepared by the external reviewers of the proposed M.A.
Program in Peace and Conflict Studies. We are pleased that the external reviewers were
enthusiastic about the establishment of this program and its potential for success, especially
as the reviewers are so well established in this field. Importantly, we want to thank the Faculty
of Graduate Studies, and the more than 24 persons who visited with the reviewers when they
were at the University of Manitoba.

This letter contains our response to some of the issues raised by the reviewers.

(1) Resources (See page 4, last paragraph; page 5, first and second paragraphs, and page 10,
third paragraph): "The creation of four new tenure track positions allocated across the two
universities seems crucial to handling the growing instructional course load for a considerable
enlarged graduate student base." "The assignment of an administrative assistant to what until
now has been a decidedly "short-staffed" program is also imperative." "Clear delineation of
incentives for both faculty and departments on both campuses to participate in teaching,
thesis direction and mentoring in the program."

This concern has been duly noted. We recognize that the requested support from the
provincial Council on Post Secondary Education is necessary to fund the four tenure track and
administration positions to ensure a quality program. This point might be more appropriately
addressed by the Faculty of Graduate Studies and the Office of the President. Moreover, the
JDC M.A. Graduate Program Committee and PACS would have the responsibility of drawing
up the teaching, administrative, and thesis supervision loads for all core faculty members in
the M.A. and Ph.D. programs in Peace and Conflict Studies.

(2) Faculty Recruitment (See page 4, fourth paragraph; page 10, third paragraph):

"Consideration should be given to recruiting for faculty capabilities in both qualitative and quantitative methodologies." "Serious consideration should be given in the new recruitment phase to hiring faculty specializing in the complexities of a region such as Africa and/or the Middle East."

We note the recommendations. However, the approval of the proposed M.A. Program should not be contingent on this issue. This point might be more appropriately addressed by the Vice President (Academic) and Provost.

(3) Re: Accommodation of practicum placements in Winnipeg and Manitoba institutions, and simulations (See page 5, third paragraph, and page 15, first paragraph).

We understand the reviewers' rationale that students should have the opportunity to apply their theoretical and substance knowledge in applied settings. Students should study the theory, methods, and ethical perspectives of the field and apply this knowledge in laboratory simulations and workshops, and practicums. Reflexive praxis must take theory seriously and good theory must find strong support in practice.

Simulations are built into most of the courses in the M.A. curriculum. We have revised the proposal (See pages 18-19) to indicate the inclusion of a Practicum course in the curriculum as part of the Comprehensive Examination route. The Practicum course will afford students professional field training experiences in local and global institutions working with aboriginal issues, human rights, health and the environment, for example. A major part of the process of searching for solutions involves thinking and analysis prior to action. Students will develop projects that take the knowledge generated in the classroom and field research and apply it to a real setting.

(4) Graduate Certificates (See page 7, first paragraph) "One way of further enhancing the student appeal is to offer graduate certificates in conflict resolution and peacemaking to students currently enrolled in other disciplinary Masters program."

We note the recommendation. For example, this summer Dr. Jessica Senehi is offering two courses as part of a Summer Institute in Storytelling for Peace and Renewing Community (SPARC) through summer Sessions that has attracted over 50 students mainly from the Faculty of Education.

(5) Recommendations 5-8: to establish internal and external "visiting faculty" positions in the Mauro Centre; to create possible future "chaired" faculty positions and expanded student financial assistance through endowments; to encourage formal student exchange and joint faculty research undertakings with similar academic programs in Canada and abroad; and to provide opportunities for grant development to support such exchanges and student involvement in research (See page 14)

Dr. Arthur Mauro recently gave another sizable gift to the Mauro Centre to be endowed for graduate student scholarships. The other points are excellent ideas, and we will give serious consideration to their implementation. However, it is our view that the approval of the program should not be contingent on these recommendations.

In light of the reviewers' positive report, we are making some modest changes to the proposal. We recommend that the proposed M.A. Program in Peace and Conflict Studies be approved by the Faculty of Graduate Studies.

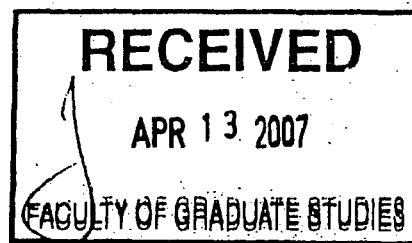
cc: Dr. Daniel Lenoski, Acting Rector, St. Paul's College

Changes received by FGS June/07. All

Cont

**ASSESSMENT OF THE PROPOSED JOINT MASTERS PROGRAM IN PEACE
AND CONFLICT STUDIES BETWEEN THE UNIVERSITY OF MANITOBA
AND THE UNIVERSITY OF WINNIPEG**

March 2007



**Prepared by Frederic S. Pearson, Ph.D.
Center for Peace and Conflict Studies and
Department of Political Science
Wayne State University**

And

**Jean-Guy Vaillancourt, Ph. D.
Department of Sociology
Universitet de Montreal**

Introduction

We were invited to the University of Manitoba to evaluate the proposed Joint Masters Degree (M.A.) in Peace and Conflict Studies involving the University of Manitoba, and specifically its Arthur V. Mauro Centre for Peace and Justice in the St. Paul's College, and the University of Winnipeg, including its Menno Simons College. We spent two full days, March 12 and 13, 2007, meeting some two dozen administrators, faculty and

members of various boards and committees involved in the program in order to obtain their views about the academic, scientific and community merit and relevance of the proposed graduate program.

What follows is a detailed report of our conclusions and observations on several key questions and points, along with some constructive proposals, short appendices containing our relevant biographies, and a list of contacts during our stay that included basically all those on our schedule. We wish to thank those who participated and particularly those who worked so hard to make our visit enjoyable, enlightening and fruitful.

I. Advantages and concerns about establishing a joint M.A. program in Peace and Conflict Studies at the University of Manitoba and the University of Winnipeg

Advantages: The program is unique in the sense that it joins two universities bringing diverse strengths and attraction for students, both with important connections in the Province of Manitoba and the urban life of the City of Winnipeg. This inter-campus partnership also features a structure constituting a bridge between a vibrant undergraduate program in Peace and Conflict Studies located at the Menno Simons College of the University of Winnipeg, and a relatively new and thriving Ph.D. program on the subject at the University of Manitoba. Thus, in Winnipeg there will be an inter-university and interdisciplinary three-level sequence of sound academic programs that will reinforce and feed each other. Undergraduate students will have options to proceed to the Masters; M.A. students can consider going forward to the Ph.D.; and advanced

graduate students will be available to help staff and teach courses at the undergraduate level, constituting an unusually comprehensive strength.

The M.A. program will be the fifth created in Canada, and it is well situated to be distinguished for certain attractive features. It is located in a city renowned in Canada and abroad for its "centrality" in both geographical and sociological terms. Winnipeg and Manitoba constitute a richly diverse environment allowing for significant outreach and involvement on peace and conflict related issues such as aboriginal and ethnic studies, religious philosophies and ecumenism (all Abrahamic and major Eastern religions well represented), immigrant absorption and integration, human rights (e.g., the Canadian Museum of Human Rights), ecology (e.g., International Institute for Sustainable Development), as well as issues related to gender, women, children, and healthcare.

The subject matter and structure of the program are also truly interdisciplinary, with strength in the social, cultural, and historical/political dimensions. The precedent of the undergraduate and Ph.D. programs means there is an established set of relations and interconnectedness between the disciplines and schools (including law, social work and education at U. of Manitoba), as well as between various actors involved who originate from the participating campuses, colleges and centers as well as the community. An enthusiastic and influential community advisory board supports the program. Thus both diversity and consensus among the actors are very strong at this point, and there seems to be little or no reluctance to forge ahead. In fact we did not hear any objections to the

program among those we met at all university levels; everyone seemed to realize the joint advantages for all those involved.

The Mauro Centre also constitutes a great asset in coordinating this program, in that it has established growing recognition and good connections and visibility across the campuses and the community. It is important to have a "locus" for a far-reaching degree program involving so many partners, and bringing an interdisciplinary and consultative team approach is precisely what centers and institutes are meant to do. There is both a strong peace and justice tradition among the participating schools and colleges, and a spirit of ecumenism in bringing people together in a clearly secular non-confessional format.

Concerns: Joint programs require sustained careful management and cooperation.

The program planners have given much thought and preparation to this need, and the form of the coordinating committee, involving both campuses, is highly appropriate.

There is some precedent for the cooperative format in existing joint programs in History and Public Administration. The Mauro Centre's role will be pivotal in maintaining close collaborative relations and sustaining the involvement of all units. Smooth coordination of the program requires grassroots and administrative participation at all levels.

The sharing of resources and the reward and incentive structure for instructors and administration are keys to success. For example, the creation of four new tenure track positions allocated across the two universities seems crucial both to handling the growing instructional course load for a considerably enlarged graduate student base, and to keep each participant feeling valued and supported. Consideration should be given to recruiting for faculty capabilities in both qualitative and quantitative methodologies and

to setting up a system of internal "visiting faculty" allowing time to be bought out on a rotating basis with adjunct replacements assigned to cooperating departments on both campuses.

Retention of the program's dynamic and experienced leadership is also imperative; thus we were heartened to learn of the decision to place Dr. Senehi in a "tenure-track" appointment; she needs to be freed from some of the heavy administrative load that inevitably accompanied the design and implementation of Ph.D. and Mauro community initiatives during the past three years in order to fully utilize her ability and round out the program's intellectual, instructional and research strength. Thus the assignment of an administrative assistant to what until now has been a decidedly "short-staffed" program is also imperative.

Another of our concerns is the need to more fully develop and integrate a "theory-to-practice" emphasis by instituting a formal internship or practicum dimension to the curriculum for students. This should not pose any difficulty since Peace and Conflict Studies is an applied domain offering many exciting possibilities for mutually beneficial cooperation and employment development in both city and province in view of existing mediation services, service agencies, "first nations" and religious based organizations. Placement abroad also seems feasible under programs now being developed.

It would be desirable as well to expand the potential for scholarship and financial support for students, both from abroad and across Canada. A combination of concerted fundraising and public support should be feasible in this increasingly recognized field of study in view of the dedication of the community advisory board and St. Paul's College

Foundation already in place, and in the joint leverage capacity of the two universities.

Serious fundraising emphasis should be afforded to the new program by university development staff.

II. Student recruitment potential and anticipated demand for graduates of the program

Recruitment: Recruitment potential is greatly enhanced by the large number of undergraduates in the program at Menno Simons College. Many of these motivated and well-prepared students, along with those in core disciplines at both universities, should be interested in continuing in the M.A. program close at hand before going on to a Ph.D. or to careers that are becoming more diversified and numerous. Student demand from around Canada, from the U.S. and other countries also should be significant; there already are international students in the Ph.D. program.

This program is also highly relevant to the concerns of the Canadian "first nations." Hence there should be a growing interest among students in culturally appropriate forms of conflict management and alternative dispute resolution (ADR).

Student appeal, as well as the potential for faculty exchanges, also will be enhanced by the welcome global emphasis being developed at the University of Winnipeg under President Axworthy. This involves an emerging Global College program and connections to important countries, particularly in the hemisphere, such as Costa Rica.

One way of further enhancing the student appeal is to offer graduate certificates in conflict resolution and peacemaking to students currently enrolled in other disciplinary Masters program. This could be an attractive and useful credential for those in such fields as political studies, anthropology, sociology, social work, law and education. Graduate certificates would embody a set of credit hours below the level required for the full M.A.

Careers and Job Openings: While there are no employment guarantees for M.A. graduates in any field, the prospects for Peace and Conflict Studies graduates look quite promising. It can be anticipated that many students will already be working in agencies concerned with social relations, and will be seeking advancement through graduate training. An interesting sub-set of such students might be recruited from the ranks of Canada's military, with its frequent involvement and challenges in international peacekeeping assignments. Recruitment emphasis, therefore, might usefully be marketed to the military training college at Kingston, as well as to NATO and United Nations institutes.

Increasingly international agreements and organizations require conflict resolution and peacemaking skills. This ranges from the mediation, arbitration, or community dispute settlement requirements of regimes such as the North American Free Trade Association and the Great Lakes treaty system, to the needs of relief agencies operating in zones of conflict such as Africa.

As noted, students also will have the option of obtaining the Ph.D. and going on to academic or public service careers. The program will appeal to those involved or

interested in certain specialized fields of study such as corrections and law enforcement; mediation; federal, provincial, or metropolitan government; journalism and media; healthcare; clergy and public or religious education; and human resource administration. Peace and conflict studies is a fast growing field, locally, nationally, and internationally, and the breadth of curricular programs available to students in this joint initiative should qualify them well to take advantage of emerging opportunities.

III. Comparison to other relevant programs in North America and elsewhere

The reviewers are familiar with the design of graduate programs in this field. Dr. Pearson was on the planning committee for the M.A. in Dispute Resolution at Wayne State University, which laid emphasis on devising conflict management approaches in pluralistic democratic societies. He also served in 2000 as conflict resolution consultant to the U.S. Commission on National Security, 21st Century. Dr. Vaillancourt has published on peace movements with a major focus on religion, violence, and the natural environment. He has served on the Board of the International Institute for Peace and Security in Ottawa and was one of the founders of the Burg Schlaining Peace University in Austria on behalf of UNESCO.

The proposed program compares very favorably with existing masters level peace and conflict related programs in Canada, the U.S. and Europe. Often the focus of such programs is either on the conceptual and technical aspects of dispute resolution practice (mediation, negotiation, arbitration, conciliation), or on peace and human rights approaches abroad. For example among Canadian universities the Royal Roads University offers separate M.A. tracks either in Conflict Analysis and Management or

Human Security and Peace building. The University of Victoria's program emphasizes public sector disputes comprising such issues as culture clash or land and resource management. Carleton University confines its offerings to international affairs. Thus many of the country's existing programs are relatively specific in focus.

The Manitoba-Winnipeg joint program is designed to be more general in scope, including fascinating multi-disciplinary links with arts (story-telling), cultural (aboriginal) and religious traditions. The latter takes advantage of significant strength in the area on issues of peace and social action in Mennonite Anabaptist and Jesuit Catholic traditions. In addition unusual strengths or potential are evident in criminal justice, human resources, justice issues for women and children, and sustainable development. Thus, this program should become distinguished in Canada for a combined set of topical approaches.

Most extant programs appear to depend on two or three key faculty members. In Winnipeg, however, beyond the Mauro Centre at the University of Manitoba is the experienced faculty at Menno Simons. With the complement of four additional faculty this program, with its seamless range from undergraduate to Ph.D., could soon constitute Canada's foremost collection of peace studies talent. It will allow for the type of regional and methodological specializations and mentorship that we suggest are needed both to train students in the complexities of local disputes and to afford them professional field training experiences.

It is also interesting that students in the Winnipeg joint program will have excellent classroom experiences on two campuses (with ample and efficient transportation linkages

across the city). While modalities such as “distance learning” might eventually be incorporated to a limited extent to connect far flung students to potentially interesting courses or discussions, the planners have wisely posed this as a residential program. This is in contrast, for example, to the Royal Roads program which was designed with only three-week residential phases giving way to five weeks of distance on-line teaching.

IV. Quality and appropriateness of the program’s curriculum

The proposed curriculum is well constructed and well balanced, with courses that cover a wide variety of theoretical approaches, empirical issues, and methodological perspectives. It touches very pertinent contemporary and historical issues that go beyond a narrow conception of peace and conflict resolution. The curriculum has both sufficient breadth and depth.

The second language component is particularly interesting, and is likely to heighten the qualifications of the student body since it includes options for all manner of relevant languages. The program’s community outreach dimension is also pertinent, especially since it is linked to multiple disciplines. Given the potential for significant relevance to dispute settlement in developing societies, serious consideration should be given in the new recruitment phase to hiring faculty specializing in the complexities of a region such as Africa and/or the Middle East. Already students are on campus with strong interests in or originating from these areas, so the fit seems right.

Current societal preoccupations with public health and with the environment also open the way for a well developed eco-health emphasis, which is gaining momentum in

academic circles. The focus on conflicts involving women, children and aboriginal peoples, through storytelling and other approaches, is an original contribution and can be comprised nicely in eco-health concerns.

Standards of admission to the program have been set appropriately high; student demand can be expected to be high as well, permitting a good selection of candidates for admission. We feel that having two routes to the Masters degree, a thesis route and a comprehensive route, will afford the program the flexibility needed to attract a greater variety of good students, including part-time and full-time enrollees. Working students can be accommodated and overall a relatively great diversity of students, as far as their origin and future professional interests, can be expected.

One of our concerns is how the different activities in the program will be calibrated to measure students' developing research and analytical capability. Thesis advisors will certainly be able to serve as mentors, not only for practical activities but also in potential research collaboration with candidates. As students going into agencies and community action will need a good background in applied research and program evaluation, more attention should be given both to relevant methodological training and to practicum field placements in the community or to training simulations to add to the students' experience. Study abroad options, perhaps connected to the new university initiatives in Costa Rica and other developing countries or to the directors' network of colleagues in Ireland and other parts of the world, should be fully developed.

V. Faculty Expertise

The currently available faculty and program officers at the two universities are very well known in the peace studies field. Dr. Byrne is a world-recognized expert in the field of ethnic conflict resolution, and has a wide network of colleagues across many countries and involving many research institutes and constitutional reconciliation projects. He has developed new and important theoretical conceptions, such as the cubist model of ethnic dispute settlement. Dr. Senehi likewise has developed a mark of distinction as one of the foremost exponents of peace studies approaches in the arts and humanities, with her emphasis on peace building and the communication skill of story telling as a bridge from traditional to modern practice. Significant potential exists for productive connection to primary and secondary school peace education, both theoretically and in developing training programs. The program is fortunate to have these founding faculty, as they have unmatched experience in operating multi-disciplinary degree programs with effective coordinating councils both at Syracuse and Nova Southeastern Universities.

Prof. Peachey is likewise widely known for his insightful case studies of conflict situations and negotiation theory. He received the first Conflict Resolution Network Canada National Award of Excellence and pioneered in the establishment of Community Justice Initiatives in Kitchener. Thus, with these and other associated faculty, including Dr. Perry with his capabilities in religious and philosophical approaches to conflict, there is already in the program a promising combination of analytical experience, ingenuity, and community recognition going across continents. It will require, however, the recruitment of additional faculty and an administrative staff member to fully free them to address the instructional, research, and community outreach needs of the growing program.

VI. Adequacy of facilities and resources

The development of physical space in and around the Mauro Centre has been admirable and creates a pleasant and focused learning environment. With the addition of scores of additional M.A. level students, however, it will be necessary to develop a gathering place such as a faculty-student lounge, and to expand modestly upon faculty offices (providing space for additional and visiting faculty and an administrative assistant) and to assure adequate classroom space on both campuses.

This should not be a daunting challenge given the good start on the space quite in evidence on both campuses. The Mauro conference room is superb. St. Paul's College offers students study areas, a canteen, computer and library access, and the University of Manitoba Library has risen to the occasion admirably already with considerable acquisition of graduate level resource material in the peace and conflict studies field. Office and seminar space at the Menno Simons College also appears both pleasant and well placed, as students and faculty gain a crucial connection to the central city. Again, though, it may be necessary to expand upon the space available for graduate students visiting downtown, say to undertake practicum activities or urban-focused research.

The projected budget and financial underpinning of the program also appear adequate provided that the requested support from the provincial Council on Post Secondary Education is forthcoming. This infusion of funds will benefit two major universities in the Province, and will nicely situate the program to take full advantage of opportunities in the urban, ex-urban, and rural areas of Manitoba. A good deal of thought appears to have gone into administrative arrangements for the placement of this program in the Graduate

Division, and for utilization of student tuition revenues. We assume that the participating universities will remain committed to integral funding for this program and its participating faculty and staff over time.

VII. Suggestions for further enhancement

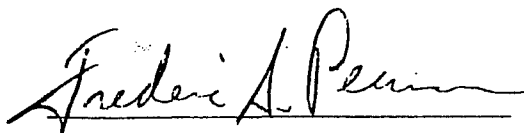
As should be evident, we strongly endorse the development of the joint M.A. program in Peace and Conflict Studies at UM and UW. It is the beneficial and appropriate sequential completion of the baccalaureate and Ph.D. already in place. Along the way in this report we have raised several suggestions for further strengthening or enhancement of the proposed program. Our experience also leads us to suggest some additional innovations now as well. By way of recapping and elaboration on these ideas we mention:

- Curricular accommodation of practicum placements and simulations
- Greater regional conflict focus with appropriate development of faculty expertise, say regarding Africa and/or the Middle East
- Development of a graduate certificate option for students from other disciplines
- Temporary attachments in the Mauro Centre for internal and external “visiting faculty”
- Possible future “chaired” faculty positions and expanded student financial assistance through endowments
- Formal student exchange and joint faculty research undertakings with similar academic programs in Canada and abroad
- Grant development to support such exchanges and student involvement in research

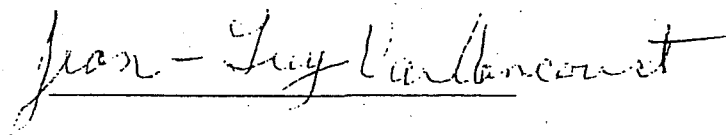
- Further development of links to Winnipeg and Manitoba institutions such as those dealing with aboriginal issues, human rights, health and the environment (sustainable development)
- Clear delineation of incentives for both faculty and departments on both campuses to participate in teaching, thesis direction and mentoring in the program
- Development of both qualitative and quantitative research capabilities in faculty recruitment

We have heartily enjoyed the experience of visiting and reviewing this program and stand ready to answer any further questions which we might be forthcoming. We wish the participating units good fortune and great success.

Respectfully submitted,



Frederic S. Pearson, Ph.D.



Jean-Guy Vaillancourt, Ph.D.



AGENDA ITEM: Report of the Senate Committee on Awards [dated December 17, 2008]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve 12 new offers, six amended offers, and the withdrawal of one offer, as set out in Appendix A of the Report of the Senate Committee on Awards [dated December 17, 2008].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The Senate Committee on Awards met on December 17, 2008, to approve 12 new offers, six amended offers, and the withdrawal of one offer.

RESOURCE REQUIREMENTS:

The Awards will be funded from the various sources of funding identified within the Report.

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION: *[delete if not applicable]*

All of these award decisions meet the published guidelines for awards as approved by Senate and were reported to Senate for information on February 4, 2009.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
X	X	Senate Committee on Awards	December 17, 2008
X	X	Senate Executive	January 21, 2009
X	X	Senate	February 4, 2009
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
		Senate	

Submission prepared by:

Submission approved by: University Secretary

Attachments

- Report of the Senate Committee on Awards

REPORT OF THE SENATE COMMITTEE ON AWARDS

Preamble

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

On behalf of Senate, to approve and inform Senate of all new offers and amended offers of awards that meet the published guidelines presented to Senate on November 3, 1999, and as thereafter amended by Senate. Where, in the opinion of the Committee, acceptance is recommended for new offers and amended offers which do not meet the published guidelines or which otherwise appear to be discriminatory under the policy on the *Non-Acceptance of Discriminatory Scholarships, Bursaries or Fellowships*, such offers shall be submitted to Senate for approval. (Senate, April 5, 2000)

Observations

At its meeting of December 17, 2008, the Senate Committee on Awards approved twelve new offers, six amended offers, the withdrawal of one offer, and a recommendation from the Faculty of Law, that, effective for the 2009 – 2010 regular academic session, a weighted grade point average is to be used to assess candidates for Law student awards, as set out in Appendix A of the *Report of the Senate Committee on Awards*.

Recommendations

On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve twelve new offers, six amended offers, the withdrawal of one offer, and a proposal that, effective for the 2009 – 2010 regular academic session, a weighted grade point average is to be used to assess candidates for Law student awards, as set out in Appendix A of the *Report of the Senate Committee on Awards* (dated December 17, 2008). These award decisions comply with the published guidelines of November 3, 1999, and are reported to Senate for information.

Respectfully submitted,

Dr. Philip Hultin
Chair, Senate Committee on Awards

Appendix A

MEETING OF THE SENATE COMMITTEE ON AWARDS December 17, 2008

1. NEW OFFERS

Alumni Association Inc. Graduate Student Award

The Alumni Association Inc. of the University of Manitoba offers an annual scholarship, valued at \$7,500, for students who have excelled in their studies and have demonstrated leadership and/or commitment to voluntarism during the course of their academic career. One scholarship will be offered to a graduate student who:

- (1) is enrolled full-time in the Faculty of Graduate Studies in the second, third, or fourth year of any Doctoral program or the second year of any Masters program;
- (2) has achieved a minimum degree grade point average of 3.5 (or equivalent) based on the last 60 credit hours of study;
- (3) has demonstrated strong leadership abilities and/or a strong commitment to community through their volunteer activities.

Candidates will be required to submit an application that will consist of: (a) a statement (maximum 500 words) describing their volunteer activities and demonstrated leadership abilities, (b) a minimum of three up to a maximum of five letters of reference (maximum 500 words each). The letters of support should address the candidate's leadership abilities and volunteer activities.

The selection committee will be named by the Dean of the Faculty of Graduate Studies (or designate) and will include one representative from the Alumni Association (staff or Board delegate).

Alumni Association Inc. Undergraduate Awards

The Alumni Association Inc. of the University of Manitoba offers two annual scholarships for students who have excelled in their studies and have demonstrated leadership and/or commitment to voluntarism during the course of their academic career. Two scholarships valued at \$3,750 each will be offered to undergraduate students who:

- (1) have successfully completed the second year of full-time study at the University (minimum of 48 credit hours), in any faculty or school;
- (2) in the next ensuing academic session, are enrolled full-time (minimum 60% course load) in the third year of study in any faculty or school;
- (3) have achieved a minimum degree grade point average of 3.0 or, as students in the Undergraduate Medical Education Program, are in good academic standing;
- (4) have demonstrated strong leadership abilities and/or a strong commitment to community through their volunteer activities.

Candidates will be required to submit an application that will consist of: (a) a statement (maximum 500 words) describing their volunteer activities and demonstrated leadership abilities, (b) a minimum of three up to a maximum of five letters of reference (maximum 500 words each). The letters of support should address the candidate's leadership abilities and volunteer activities.

The Alumni Association Inc. Undergraduate Awards are not tenable with any other scholarship or prize valued at greater than \$2,500.

The selection committee will be named by the Director of Financial Aid and Awards (or designate) and will include one representative from the Alumni Association (staff or Board delegate).

Biosystems Engineering Undergraduate Thesis Award

The Department of Biosystems Engineering offers an annual award of a certificate for the best written thesis in the course Graduation Project. The award will be offered to the student who:

- (1) has achieved a minimum degree grade point average of 3.0;
- (2) has submitted the best written thesis in the course Graduation Project (currently numbered BIOE 4240) with the conditions that the thesis must be completed independently and must consist of one of the following: (a) an experimental research project, (b) a comprehensive literature review, or (c) an engineering design project.

Theses will be graded, using a standard rubric, by a panel of three professors from the Department of Biosystems Engineering including: (a) the course instructor, (b) the student's advisor (or an alternate in the case that the student's advisor is also the course instructor), and (c) another professor selected by the course instructor. The thesis receiving the highest average score will receive the Award. In the event of a tie, the final decision will be made by the Head of the Department.

The Head of the Department of Biosystems Engineering will recommend the recipient to the selection committee.

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

Dental Image Therapy Centres Bursary

Members of the Dental Image Therapy Centres have established an endowment fund at the University of Manitoba with an initial gift of \$10,000. The available annual income from the fund will be used to offer one bursary to an undergraduate student who:

- (1) has successfully completed the third year of study in the Doctor of Dental Medicine (D.M.D.) program in the Faculty of Dentistry;
- (2) in the next ensuing academic session, is enrolled full-time in the final year of study in the D.M.D. program;
- (3) has achieved a minimum degree grade point average of 2.5;
- (4) has demonstrated excellence in clinical work and patient care;
- (5) has demonstrated financial need on the standard University of Manitoba bursary application form.

The selection committee will be the Awards Committee of the Faculty of Dentistry.

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Todd Davison Memorial Scholarship

St. Paul's College Student Council and an anonymous donor have established an endowment fund at the St. Paul's College Foundation Inc. The fund will be used to offer a scholarship in memory of Todd Davison, who died in December 2006. One scholarship, with a value of \$750, will be offered annually to an undergraduate student who:

- (1) is a member of St. Paul's College or is a student of a St. Paul's College faculty member;
- (2) has completed at least one year of full time study at the University of Manitoba;
- (3) in the next ensuing academic session, is registered full-time (minimum of 18 credit hours) in the second or third year of study in any Faculty of School at the University;
- (4) has registered for at least one course at St. Paul's College;
- (5) has achieved a minimum degree grade point average of 3.0;
- (6) is a Bison athlete or other competitive team athlete;
- (7) has demonstrated involvement in community service and/or extra-curricular activities.

Preference will be given to a student who is a member of a Bison or other competitive hockey team.

Applicants for this award will be required to provide (a) confirmation of their membership on a competitive athletic team and (b) a brief statement (maximum 500 words) describing their involvement in community service and/or extra-curricular activities.

The selection committee will consist of the Rector and the Dean of St. Paul's College, the Senior Stick of the St. Paul's Students' Association, and Mr. Adam Muzychuk (or designate).

Diane Dowling Memorial Scholarship Endowment Fund

Professor Roy Dowling has established an endowment fund at the St. Paul's College Foundation Inc. to offer a scholarship in memory of Dr. Diane Dowling. The available annual income from the fund will be used to offer one scholarship, with a minimum value of \$500, to an undergraduate student who:

- (1) is a member of St. Paul's College;
- (2) has completed two years of full-time study at the University of Manitoba with a declared major, minor, or honours program in Mathematics;
- (3) in the next ensuing academic session, is registered full-time in the third year of study with a declared major, minor, or honours program in Mathematics;
- (4) has completed a minimum of 6 credit hours of Mathematics courses, with high standing, during the previous academic year.

The selection committee will be the St. Paul's College Award Selection Committee.

Clifford H. Edwards C.M., O.M., Q.C. Memorial Bursary

Family, friends, and colleagues of Professor Clifford H. Edwards C.M., O.M., Q.C. have established an endowment fund (\$23,526) at the University of Manitoba in his memory. The available annual interest on the fund will be used to offer one bursary to a student who:

- (1) is enrolled full-time in any year of study in the Faculty of Law at the University of Manitoba;
- (2) has achieved a minimum degree grade point average of 2.5;

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

The selection committee shall be named by the Dean of the Faculty of Law (or designate).

Faculty of Engineering Centenary Scholarships

The Faculty of Engineering and the University of Manitoba have established an award program as part of the Faculty's centennial celebrations. The purpose of the award program is to encourage students to excel in their studies by ensuring that engineering students who achieve an average of B+ or higher will receive scholarship support. Over time, the Faculty of Engineering's goal is to be able to provide its top students with scholarship support sufficient to cover the full cost of their tuition fees (excluding ancillary and incidental fees).

The available annual interest from the fund will be used to offer scholarships to undergraduate students who:

- (1) are enrolled full-time or part-time in the second, third, or fourth year of study in the Faculty of Engineering;
- (2) have achieved a minimum degree grade point average of 3.5.

The selection committee will have the discretion to determine the number and value of scholarships offered each year based on the available funds, with the provisos that (a) the minimum scholarship value will be \$450 and (b) the combined value of the Faculty of Engineering Centenary Scholarships plus any other University of Manitoba awards (scholarships and prizes) that a recipient has received, in the academic session in which the Scholarship is tenable, is not to exceed the total amount of tuition fees (excluding ancillary and incidental fees) that he or she has paid.

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

Faculty of Engineering Centenary Awards

The Faculty of Engineering and the University of Manitoba have established an award program as part of the Faculty's centennial celebrations. The purpose of the award program is to encourage students to excel in their studies by ensuring that engineering students who achieve a grade point average in the range of C+ to B will receive scholarship support.

After the Faculty of Engineering Centenary Scholarships (Award #00000) have been offered, the balance of the available annual income from the fund will be used to offer scholarships to undergraduate students who:

- (1) are enrolled full-time or part-time in the second, third, or fourth year of study in the Faculty of Engineering;
- (2) have achieved a degree grade point average of at least 2.50 up to 3.49.

The selection committee will have the discretion to determine the number and value of individual awards offered each year based on the available funds and the recipient's degree grade point average, with the proviso that the minimum award value will be \$450. The maximum value of an individual award will be a percentage of the tuition fees (excluding ancillary and incidental fees) paid in the academic session in which the award is tenable. The maximum percentage allocation will be established following a sliding scale beginning at 1% for a degree grade point average of 2.50 up to 99% for a degree grade point average of 3.49. The combined value of the Faculty of Engineering Centenary Award plus any other University of Manitoba awards (scholarships and prizes) that a

recipient has received in the academic session in which the Award is tenable is not to exceed the total amount of tuition fees that he or she has paid.

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

Morton H. Nemy Entrance Award

An endowment fund has been established by the family of the late Dr. Morton H. Nemy (LL.D./59), with an initial gift of \$10,346. The Manitoba Scholarship and Bursary Initiative has made a contribution to the fund. The available annual interest will be used to offer one or more bursaries to students who:

- (1) apply to the Faculty of Law at the University of Manitoba and meet the requirements for early admission;
- (2) demonstrate both high academic achievement and the personal characteristics associated with the highest standards of the profession;
- (3) demonstrate financial need on the standard University of Manitoba bursary application form.

The Morton H. Nemy Entrance Award will normally be offered to students who are residents of the province of Manitoba.

The selection committee will have the discretion to determine the number and value of individual awards offered annually.

The selection committee will be named by the Dean of the Faculty of Law.

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Clayton H. Riddell Faculty of Environment, Earth, and Resources Graduate Student Teaching Award

The Clayton H. Riddell Faculty of Environment, Earth, and Resources offers an annual prize of \$500 and a plaque to recognize graduate students who have demonstrated teaching excellence. Each year, one prize will be offered to a graduate student who, in the regular and/or summer session immediately preceding the deadline for nominations:

- (1) was enrolled full- or part-time in the Faculty of Graduate Studies, in a graduate program delivered by a department in the Clayton H. Riddell Faculty of Environment, Earth, and Resources;
- (2) taught an undergraduate course as a sessional instructor;
- (3) demonstrated (i) innovation and effectiveness in pedagogical practice, (ii) commitment to personal development of professional skills and expertise, (iii) commitment to the support and advising of students, and (iv) effective assessment of student learning.

Nominations will be invited from faculty and students of the University of Manitoba. Nominations must be accompanied by a letter of recommendation (maximum 500 words) that describes/explains how the candidate has met the requirements set out in criterion (3) above and should identify the award for which they wish to nominate the candidate.

The Dean of the Faculty of Graduate Studies (or designate) will ask the Dean of the Clayton H. Riddell Faculty of Environment, Earth, and Resources (or designate) to name the selection committee for this award.

Steel Structures Education Foundation Scholarships

Beginning in the 2008 – 2009 academic year and continuing in 2009 – 2010, Steel Structures Education Foundation (SSEF), an initiative of the Canadian Institute of Steel Construction, will provide \$3,000 annually to offer scholarships for architecture students at the University of Manitoba. The purpose of the scholarships is to support education related to the structural steel industry. The SSEF will review its commitment to the scholarships following the selection of the 2009 – 2010 recipient and may elect to renew the award for a subsequent three-year term.

One or more scholarships will be offered to students who:

- (1) are enrolled full-time in the Faculty of Graduate Studies, in either the Master of Architecture program or in the pre-Master's program delivered by the Department of Architecture;
- (2) have achieved a minimum degree grade point average of 3.0 (or equivalent) based on the last 60 credit hours of study;
- (3) have demonstrated strengths in research (thesis, studio project, or course work) focused on the use and design of steel products, which will be determined based on a review of each candidate's portfolio.

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

Recipients will be asked to provide the SSEF with a digital copy of their work. All copyrights will remain the property of the recipient.

The Dean of the Faculty of Graduate Studies (or designate) will ask the Dean of the Faculty of Architecture (or designate) to name the selection committee for this award.

2. Amendments

Dr. Jack King Memorial Scholarship

Several amendments have been made to the terms of reference for the Dr. Jack King Memorial Scholarship.

- The opening paragraph has been revised to reflect that the donors for this award, the Northern Manitoba Dental Society, have established an endowment fund of \$22,000 to support the award. The award has been offered as an annually funded award since it was established in 1972.
- The value of the Scholarship has been amended from: \$500 to: the available annual income from the fund.
- Criterion (1) has been revised to clarify that the scholarship will be offered to the student who attains the highest *combined* standing in Periodontology (currently numbered DDSS 3220) and Oral Diagnosis and Radiology (currently numbered DDSS 3200).

Minister of Water Stewardship Scholarship for International Studies

At the request of the donor, a number of amendments have been made to the terms of reference for the Minister of Water Stewardship for International Scholars.

- The value of the annually funded Scholarship has been amended from: \$25,000 to: up to \$25,000.
- The following requirement, criterion (5), has been added: “[who] spends a minimum of 4 months in Israel during the first two years of the award (2008-2009 and 2009-2010) and who spends a minimum of 6 months in Israel in subsequent years that the award is offered.
- The following statement has been deleted from the terms of reference: “The award is intended to be used only for student expenses associated with research and studies while the student is residing in Israel including: travel costs, visas, text books, living expenses, course fees, research expenses and other associated expenses.

Thornton – Trump Memorial Bursary

At the request of the Faculty of Engineering, a requirement that recipients have participated in, and traveled to, an University of Manitoba Society of Automotive Engineers (UMSAE) student competition in the year the bursary is offered, has been deleted from the terms of reference for the Thornton – Trump Memorial Bursary.

University Gold Medal in Law

At the request of the Faculty of Law, the terms of reference for the University Gold Medal for Law have been amended to stipulate that the Medal will be awarded to the graduating, full-time student with the highest degree grade point average for all three years of the LL.B. program, with no required minimum grade point average. Formerly, an unweighted grade point average was used to assess candidates for this award.

University Gold Medal in Management

Several amendments have been made to the terms of reference for the University Gold Medal in Management, at the request of the I.H. Asper School of Business.

- The name of the award has been changed to: the University Gold Medal in Management (I.H. Asper School of Business).
- The terms have been amended to open the award to students graduating from the B.Comm. (Hons.) [Co-operative Education Option] program in addition to the B.Comm.(Hons.) program. Following from this change, a statement has been added to make clear that only one University Gold Medal in Management will be awarded annually. The recipient of the single medal may be a graduate of either the B.Comm.(Hons.) or the B.Comm.(Hons.) [Co-operative Education Option].
- A statement has been added to specify that students graduating in October, February, and May are eligible for the medal, which will be awarded each year at the spring convocation.

- The following amendments have been made to the existing selection criteria for candidates graduating from the B.Comm.(Hons.) program.
 - The academic criteria have been revised to clarify that the medal will be offered to the student who attains the highest grade point average based on the last four Fall and Winter terms, provided that the student was registered for a minimum 80% course load during each of these terms (i.e., 12 credit hours per term). Previously the terms stated that the medal was to be offered to the student with the highest cumulative grade point average based on the final two years of the program, provided that he/she had been registered for a minimum 80% course load in each of these two years. The minimum required 3.80 grade point average remains unchanged.
 - A statement has been added to clarify that Summer Session courses will not be used to calculate either the grade point average or the credit load.

- The following selection criteria have been established for candidates graduating from the B.Comm.(Hons.) [Co-operative Education Option].

For students who have completed the B.Comm.(Hons.) [Co-operative Education Option], the University Gold Medal in Business shall be awarded to the graduating student who has achieved the highest grade point average (minimum 3.80) based on the last four academic terms of the student's program, including Fall, Winter, and Summer Terms, and excluding work terms. The student must be registered in a minimum 80% course load during their last four academic terms. An 80% course load is considered to be 12 credit hours in a term.

All courses, including Letter of Permission courses, repeats, substitutions, and courses taken extra to the B.Comm.(Hons.) degree, are to be used to determine the credit load requirement, but the grade point average will be calculated on University of Manitoba courses only.

Course(s) taken during a work term will not be included in the Gold Medal GPA calculation nor in the credit load calculation.

- The tie-breaking mechanism has been amended from:

- (1) number of "A+"s in last year;
- (2) number of "A"s in last year;
- (3) the overall cumulative gpa (based on University of Manitoba courses only).

to:

- (1) number of "A+"s in the last two Fall and Winter Terms completed by graduates of the B.Comm.(Hons.) program; or the last two academic terms completed by graduates of the B.Comm.(Hons.) [Co-operative Education Option] (including Fall, Winter, and Summer Terms and excluding work terms);
- (2) number of "A"s in the last two Fall and Winter Terms completed by graduates of the B.Comm.(Hons.) program; or the last two academic terms completed by graduates of the B.Comm.(Hons.) [Co-operative Education Option] (including Fall, Winter, and Summer Terms and excluding work terms);
- (3) the overall degree grade point average (based on University of Manitoba courses only).

University of Manitoba Alumni Association Entrance Bursary

At the request of the donor, the following amendments have been made to the terms of reference for the University of Manitoba Alumni Association Entrance Bursary.

- The name of the award has been changed to: the University of Manitoba Alumni Association Bursary.
- The number and value of bursaries offered each year has increased from: one valued at \$4,000 to: two valued at \$4,500 each. One of the two bursaries will be offered to an undergraduate student and one to a graduate student.
- Criterion (2) has been amended to open the award to in-course students and to graduate students. Formerly, the bursaries were offered only to students entering an undergraduate program. Undergraduate students who are continuing in their program must have attained a minimum degree grade point average of 2.0 and graduate students must have attained a minimum degree grade point average of 3.0 (or equivalent).
- A number of editorial changes have been made.

Amendment to the grade point average used for Law awards (Attachment I)

The Senate Committee on Awards approved a recommendation from the Faculty of Law that, effective for the 2009 – 2010 regular academic session, a weighted grade point average as calculated by the Registrar's Office (i.e., sessional or degree grade point average) will be used to assess candidates for Law student awards, as set out in Attachment I.

3. Withdrawals

Landscape Architecture Student Association Award

The terms of reference for the Landscape Architecture Student Association Award are to be withdrawn from the University's awards program, at the request of the Landscape Architecture Student Association.

Report to the Senate Committee on Awards concerning a proposal from the Faculty of Law to change the calculation of the Grade Point Average in the LL.B. program to comply with best practices across the University.

Preamble:

For at least a decade and likely much longer, the Faculty of Law has used an unweighted GPA in determining students' ranking and eligibility for certain prizes and awards. The Faculty intended that all courses should be treated alike, regardless of the credit weighting of any given course. For a number of years, and especially since the University adopted the Aurora student records management system, the Registrar's Office has expressed the hope that the Faculty of Law might someday adopt a weighted GPA calculation, in line with general practice across the University. As long as the Faculty of Law continues to use an unweighted GPA, the Registrar's Office must run a separate year end calculation of GPAs solely for the Faculty of Law during the busy May year end period.

The Associate Dean presented the following motion to Faculty Council on August 28, 2008 and the motion was passed unanimously:

It was moved by Professor Lorna Turnbull and Seconded by Professor Debra Parkes that the Faculty of Law move to a weighted GPA for transcripts and for the calculation of all prizes and awards. The question having been called, the motion was duly put and carried.

Observation:

The introduction of the Aurora system has created both the opportunity and the imperative for the Faculty of Law to bring its practice into conformity with the rest of the University. A review of the three previous years' calculations reveals that the recipients of the Gold Medal in Law would not be different if the GPA used had been the weighted one rather than the unweighted one that has been Law's standard practice. The standing of individual students in each year may be different using the proposed calculations as the use of the weighted GPA allows finer distinctions between students than the unweighted GPA which tends to result in many more students with tied GPAs. This will allow for finer distinctions between the students who end up on the Dean's List and who become eligible for our substantial Pitblado Scholarships. Currently the GPA which appears on student transcripts is the University calculated weighted GPA and it will provide transparency and consistency to students if the Faculty were to use the same GPA for the purposes of ranking and prizes.



AGENDA ITEM: Proposal to Establish an Endowed Chair in Renal Transplant

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the establishment of an Endowed Chair in Renal Transplant.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The Endowed Research Chair in Renal Transplant will provide leadership, scholarship and mentorship in kidney transplantation at the University of Manitoba. This Chair would be housed in the Section of Nephrology, Department of Internal Medicine, Faculty of Medicine. The initial term of the appointment would be five years and would be renewable.

The appointee will hold a current academic appointment at the rank of Professor and will hold an MD as would be required for a position as a clinician-scientist.

RESOURCE REQUIREMENTS:

The Chair will be funded through interest accrued for the initial endowment of \$3 million. Contributions were made as follows: the Department of Internal Medicine members \$1 million; the Department of Internal Medicine \$500,000; the Transplant Manitoba Adult Kidney Program Trust Funds \$250,000; the Manitoba Branch of the Kidney Foundation of Canada \$100,000; and \$1.15 million from a number of corporate and private donors.

IMPLICATIONS:

An Endowed Research Chair, held by a world-class researcher, will attract other superior faculty members and graduate students who wish to be part of the chair holder's dynamic research group. The Chair would place the University of Manitoba at the centre of leading-edge research in transplant nephrology. Creating a chair will also help leverage other research funding from granting agencies.

CONSULTATION:

In accordance with the University's policy on Chairs and Professorships, this proposal has been endorsed by the Dean of Medicine, the Vice-President (Academic) and Provost and the Senate Committee on University Research.

This proposal was considered and endorsed by Senate on February 4, 2009.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
X	X	Vice-President (Academic) & Provost	December 23, 2008
X	X	Senate Committee on University Research	December 23, 2008
X	X	Senate Executive	January 21, 2009
X	X	Senate	February 4, 2009
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
		Senate	

Submission prepared by:

Submission approved by: University Secretary

Attachments

- Proposal to Establish an Endowed Research Chair in Renal Transplant at the University of Manitoba

**PROPOSAL TO ESTABLISH AN ENDOWED RESEARCH CHAIR
IN RENAL TRANSPLANT
AT THE UNIVERSITY OF MANITOBA**

EXECUTIVE SUMMARY:

In accordance with the procedures and mechanisms for establishing Chairs at the University of Manitoba, the following is presented:

TYPE OF APPOINTMENT: Chair

NAME OF CHAIR: Endowed Research Chair in Renal Transplant

PURPOSE AND OBJECTIVES OF CHAIR:

The University of Manitoba's Endowed Research Chair in Renal Transplant will provide leadership, scholarship, and mentorship in kidney transplantation at the University of Manitoba. The specific objectives include:

- To promote a program in translational research in renal transplantation.
- To create the opportunity to recruit/retain an experienced leader with demonstrated expertise in renal transplantation and a track record in related research. The support of an endowed chair would afford such an individual with the time and necessary support to fully devote his/her efforts to achieve the proscribed objectives.
- Enhance the competitiveness of the University of Manitoba Department of Internal Medicine at national and international peer reviewed funding agencies such as CIHR, NIH and the Kidney Foundation of Canada in the area of transplantation immunology.
- The establishment and sustenance of critical intramural and extramural links and collaborations that serve to promote research at the University of Manitoba.
- The provision of mentorship and opportunities for young investigators embarking on careers focused on nephrology and translational research in transplantation.
- The pursuit of research topics that will lead to cures or improved health for individuals with end-stage renal disease, and to ensure that high quality, timely care is available for Manitobans.

**RELATIONSHIP TO THE PROPOSING UNIT:
(Section of Nephrology, Department of Internal Medicine, Faculty of Medicine):**

The Faculty of Medicine and the Department of Internal Medicine at the University of Manitoba have a major academic commitment to achieving the highest level of excellence in transplantation research. The Department of Internal Medicine at the University of Manitoba is in an ideal position to become a world leader in developing novel non-invasive biomarkers of acute and chronic allograft rejection as well as to

develop novel therapeutic strategies to tailor immunosuppression to the alloimmune response. Moreover, there exists within the Faculty of Medicine a number of excellent opportunities for state-of-the-art collaborative research between basic and clinical investigators focused on inflammatory and immune mediated diseases. The proposed Chair would serve to enhance research activity in renal transplantation and, in doing so, the overall research profile of the Department of Internal Medicine and the Faculty of Medicine.

The Chair will support an individual Clinician-Scientist by providing salary support and operating funds to pursue independent research in renal transplantation. This support will allow the recipient to maximize his/her research activity and effectiveness, as well as lead research activity in the Faculty in this strategically important area. Excellence of the candidate will be the first priority.

THE METHOD BY WHICH THE CHAIR WILL BE FUNDED:

Interest accrued for the initial endowment of \$3,000,000

FUNDING METHOD:

The Department of Internal Medicine members have contributed \$1,000,000 towards the endowed chair in recognition of their commitment to support academic research in the Department. In addition, there have been additional commitments of \$500,000 from the Department of Internal Medicine, \$250,000 from the Transplant Manitoba Adult Kidney Program Trust Funds, \$100,000 from the Manitoba Branch of the Kidney Foundation of Canada and \$1,150,000 from a number of corporate and private donors. This brings the current total commitment to \$3,000,000. It is anticipated that funding of the Chair will be from the interest accrued on this endowment.

The revenue generated from this fund will support a portion of salary for the appointee as well as an appropriate level of unrestricted research support for the Chair in the form of operating funds. In addition, opportunities to leverage these funds will be explored through programs offered by CIHR.

GENERAL AND SPECIFIC REQUIREMENTS FOR THE CHAIR:

In accordance with the Procedures and Mechanisms for establishing Chairs at the University of Manitoba, individuals appointed to the Endowed Research Chair in Renal Transplant shall have the following qualifications:

- Canadian citizen or permanent resident.
- MD
- Royal College certified in Internal Medicine or equivalent
- Holding a current academic appointment at the rank of Professor.
- History of excellence in research as evidenced by a strong publication record in high impact journals and acquisition of national or international peer reviewed grants and contracts.

- History of mentoring junior colleagues and investigators.
- History of effective and productive collaboration with intramural and extramural investigators and institutions.

TERM OF APPOINTMENT:

- The initial term of the appointment will be for five years, and on the recommendation of the Department Head of Internal Medicine.
- The incumbent will provide a brief annual progress report. At year two, there will be a performance review by the Department of Internal Medicine Research and Faculty Development Review Committee.
- The renewal of the appointment for an additional term(s) will be subject to a successful review of the incumbent's performance within the context of the Faculty of Medicine's research strategy; such a review to be carried out during the fourth year of the term. The review will be performed by the Department of Internal Medicine Research and Faculty Development Review Committee.

A successful performance review will provide evidence of the following:

- Personal research productivity in the form of external grants, presentations, and peer-reviewed publications. Funding from one or more national agencies would be expected along with additional funding from local sources.
- Evidence of mentoring including having one or more full-time research trainees or supervision of clinical fellows in their research year.
- Evidence of publication in the range of 3-5 publications/year with 1 or more in a high impact journal.
- Evidence of linkages, collaboration and multi-disciplinary research within the University and between the University and other research institutions.

PREAMBLE:

Nephrology is a branch of internal medicine, specializing in diseases of the kidney. These diseases include polycystic kidney disease, diabetes, autoimmune diseases like Lupus, and renal vascular disease, all of which can lead to kidney failure. While kidney failure can be supported with dialysis the optimal treatment for people with kidney failure is transplantation, which not only improves the quality of life but significantly increases a person's life expectancy no matter the age of the patient at the time of transplant. However, for those who are fortunate enough to receive a kidney transplant, the immune response to the graft – "rejection" – is the major threat to the long-term survival of the kidney transplant. For example even a single rejection episode reduces the mean graft survival to only 7 years compared to over 13 years for those individuals who remain rejection free.

Since the Transplant Manitoba Adult Kidney Program in the Section of Nephrology was launched by the Department of Internal Medicine in 1969, the University of Manitoba has become a major international influence in kidney transplantation. Our clinical scientists were the first to describe subtle (“subclinical”) forms of rejection that can be damaging to the structure and function of the transplant. Moreover the University of Manitoba is a leading centre in the development of novel non-invasive diagnostic tests to detect subclinical rejection and early forms of tissue injury that can lead to transplant failure. Currently these subclinical rejections can only be detected by an invasive kidney biopsy.

The Section of Nephrology is committed to nurturing a staff of superb clinician and research scientists who will give Manitobans state-of-the-art care and maintain its leadership role in kidney transplant research.

The Transplant Manitoba Adult Kidney Program has 5 full-time clinician scientists, and 10 research and support staff. Our researchers interact with a diverse set of collaborators from Immunology, Physics, Bioinformatics, Pathology and Physiology. The staff provides direct care to in-family donors and patients at clinics as well as through pre-transplant evaluation in the clinical transplant laboratory. Launched in 1986, the post-graduate Fellowship Program in Nephrology has been repeatedly accredited for its comprehensive general, and transplant, nephrology training program. To date, we have trained 25 clinical nephrologists as well as research fellows from both Canada and Europe.

Research conducted at the University of Manitoba is helping us discover the immune mediators of kidney transplant rejection and how to improve survival of the transplants and the overall lives of our patients. For example, funded by operating grants from the Canadian Institutes of Health Research:

- We are exploring new methods of diagnosing transplant rejection. Working jointly with the National Research Council Institute for Biodiagnostics in Winnipeg, we are developing magnetic resonance spectroscopy (MRS) of urine samples to detect early inflammation in the graft. This work has led to the Transplant Manitoba Adult Kidney Program acting as a core lab in a multi-centre NIH (US National Institutes of Health) sponsored kidney transplant study (DeKAF).
- Our researchers, as founding members of the Manitoba Centre for Proteomics and Systems Biology, are using state-of-the-art proteomic research tools to identify unique proteins involved in kidney rejection. Once these proteins are identified this body of work will provide the pharmaceutical industry with novel targets in the design of new immunosuppressive therapies to prevent and treat transplant rejection as well as providing biomarkers to monitor transplants for early signs of rejection. This work has led to the Transplant Manitoba Adult Kidney Program acting as a core lab in another multi-centre NIH (US National Institutes of Health) sponsored kidney transplant study (CTOT).

- We were the first transplant program in Canada to establish the routine use of flow cytometry-based cross-matching in pre-transplant donor-recipient assessment in order to prevent the early loss of the kidney transplant to antibody mediated rejection. Indeed, since its implementation in 2000 our program has not lost a graft to antibody-mediated rejection. With the institution of the technology, we are saving Manitobans \$1 million/yr in health care costs as transplants are functioning that would otherwise have been rejected and required that individuals return to the more expensive dialysis therapy – dialysis cost \$70,000/yr more than a transplant. Moreover, with this assessment tool we are now able to transplant high risk recipients – that is individuals who without this technology would not be transplanted – which will lead to a further cost savings to Manitobans. Recognition of the research done in this area has resulted in group members being asked to participate in consensus forum's at the US based NIH and publish "White Papers" outlining minimal practice guidelines for both US and Canadian transplant programs.

In addition,

- Dr. David Rush, Professor and Head of the Section of Nephrology, has established one of the world's foremost centres for the study of subclinical kidney inflammation through the use of protocol biopsies post-transplant. Moreover, he pioneered the clinical trials demonstrating that the treatment of subclinical rejection improved kidney transplant outcome. This body of work has been highlighted internationally and provides the foundation for his current studies to development non-invasive diagnostics using urine Magnetic Resonance Spectroscopy. Furthermore the Canadian Society of Transplantation awarded Dr. Rush the Lifetime Achievement Award in 2008, its highest award for scientific achievement.
- Dr. Peter Nickerson, Professor, is one of the few transplant nephrologists in Canada trained in both Clinical and Laboratory Medicine. He is Medical Director of the Transplant Immunology Laboratory, and has been on the Boards of the Canadian Council for Donation and Transplantation, the United Network for Organ Sharing (the US National organization responsible for organ procurement and allocation) and is the Past President of the American Society of Histocompatibility and Immunogenetics. In recognition of his expertise he has recently been recruited to be the CBS Executive Medical Director of Transplantation for their newly created Division in Organ, Tissue Donation and Transplantation whose mandate is to establish National programs in support of transplantation in Canada. His research program is devoted to the identification of the inflammatory programs causing renal transplant rejection through the use of state-of-the-art proteomic approaches. The cutting edge nature of the Manitoba Centre for Proteomics and Systems Biology, for which Dr. Nickerson is a founding member along with 4 other research scientists, has recently been nationally recognized by an infrastructure grant for \$3 million from the Canadian Foundation for Innovation (CFI). The CFI funding developed 10,000 square ft of

new laboratory space which houses the latest in proteomic equipment for the Centre. Insights gained through this research program are providing the knowledge from which novel therapeutic and diagnostic tools can be developed for kidney transplant patients.

- Dr. Martin Karpinski, Assistant Professor, has been a key player in the development of the flow-based cross-match in pretransplant assessment to prevent graft loss to antibody-mediated rejection. Currently, he is leading our group's research efforts to optimize access to and safety of living kidney donor transplants.
- Dr. Leroy Storsley, Assistant Professor, is working with Dr. Karpinski in the area of living kidney donation.
- Dr. Julie Ho, Assistant Professor, our latest recruit, completed her research fellowship in the Manitoba Centre for Proteomics and Systems Biology and is establishing a research program defining the biology of acute renal injury.

In the last 17 years the University of Manitoba has developed one of the best translational research programs in clinical Transplant Nephrology in North America, and has attracted more than \$10 million from granting agencies and contract research with industry. Our research findings have appeared in the *New England Journal of Medicine*, *Kidney International*, *Journal of the American Society of Nephrology*, *American Journal of Transplantation*, and other influential academic journals, as well as in the international media.

Despite our success, the Transplant Manitoba Adult Kidney Program in the Section of Nephrology lacks core funding to recruit and support highly trained specialty scientists who are needed to help continue the growth of our research program. As more of our researchers treat patients in clinics and hospitals, we have fewer doctors with the time to conduct research. Our challenge is to recruit and retain top-qualified transplant nephrologists, and to maintain the quality of our programs against the pressures of an increasing clinical workload.

An Endowed Research Chair in Renal Transplant, held by a world-class researcher, will attract other superior faculty members and graduate students who wish to be part of the chair holder's dynamic research group. The Chair would place the University of Manitoba at the centre of leading-edge research in transplant nephrology.

Creating a chair will also help leverage other research funding from granting agencies. This funding will play a central role in the development of the Faculty by permitting the University to retain a top researcher who will further build on the established top-quality program in Transplant Nephrology research.

OTHER PROVISIONS:

- 1) The selection and appointment of an individual to the proposed Chair shall be conducted in accordance with section 2.2 of University Policy on Chairs and Professorships
- 2) The duties and responsibilities of the individual appointed to the proposed Chair will be in accordance with 2.3 of University Policy on Chairs and Professorships.
- 3) The Chair holder will have an appointment in the Department of Internal Medicine and some restricted clinical activity to ensure a clinical profile. Cross appointment to an appropriate basic science department may also be considered. The Chair holder will participate in an appropriate amount of teaching activity, including undergraduate and post-graduate medical trainees and graduate students, where appropriate.
- 4) The role of the Chair will be to contribute significantly to the body of research and scholarship in the Department of Internal Medicine, Accordingly, the appointment of the Chair will be made on the recommendation of the Department of Internal Medicine and shall be conducted in accordance with the University policy in Academic Appointments and the guidelines for the establishment of Chairs.
- 5) It is understood that the Chair would be structured with a five year maximum term with an option of renewal subject to satisfactory performance of the incumbent, but also with the understanding that the research focus could be changed at such intervals according to the changing needs of the Department of Internal Medicine as determined by the Head, Department of Internal Medicine and subject to approval by the University of Manitoba.



AGENDA ITEM: Proposal to Establish a Research Chair in Watershed Science

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the establishment of a Research Chair in Watershed Science.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

In the spring of 2008, the Province of Manitoba announced funding for the establishment of a research chair in water quality at the University of Manitoba. The creation of such a chair had earlier been recommended by the Lake Winnipeg Stewardship Board. The provincial funding was provided with the goal of further developing watershed science at the University and, in so doing, generating new knowledge to assist in the restoration of the health of Lake Winnipeg.

Due to the multi-disciplinary nature of watershed science, the departmental affiliation of the chair holder will ultimately determine where the Chair will reside. The term of the appointment will be for five years.

RESOURCE REQUIREMENTS:

The Province of Manitoba has committed \$1.25 million of support over five years through the Manitoba Research and Innovation Fund to support the proposed research chair.

IMPLICATIONS:

The Chair will provide scientific leadership and coordination of activities to improve water quality in all water bodies in Manitoba. The Chair will also play a leadership role in the planned development of a Watershed Research Institution at the University which is intended to serve as a focal point for the University's considerable research expertise in water. The urgent need to establish such an institute was identified in the recent report of the Manitoba Clean Environment Commission.

CONSULTATION:

In accordance with the University's policy on Chairs and Professorships, this proposal has been endorsed by the Vice-President (Academic) and Provost and the Senate Committee on University Research.

This proposal was considered and endorsed by Senate on February 4, 2009.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
X	X	Vice-President (Academic) & Provost	December 23, 2008
X	X	Senate Committee on University Research	December 23, 2008
X	X	Senate Executive	January 21, 2009
X	X	Senate	February 4, 2009
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
		Senate	

Submission prepared by:

Submission approved by: University Secretary

Attachments

- Proposal to Establish an Research Chair in Watershed Science

Proposal to establish a Research Chair in Watershed Science

Background

In the spring of 2008, the Province of Manitoba announced funding for the establishment of a research chair in water quality at the University of Manitoba. The creation of such a chair had earlier been recommended by the Lake Winnipeg Stewardship Board. The provincial funding was provided with the goal of further developing watershed science at the University and, in so doing, generating new knowledge to assist in the restoration of the health of Lake Winnipeg.

Name of the Proposed Chair

Research Chair in Watershed Science

Purpose and Objectives of the Proposed Chair

The Research Chair in Watershed Science will provide scientific leadership and coordination of activities to improve water quality in all water bodies in Manitoba, including Manitoba's large lakes, i.e., Lake Winnipeg and Lake Manitoba. The Research Chair will also play a leadership role in the planned development of a Watershed Research Institute at the University of Manitoba. This institute is intended to serve as a focal point for the University's considerable research expertise in water, in particular, research focused on Lake Winnipeg and her watershed. The overall objective of the planned institute is to generate and communicate knowledge that will help ensure the sustainable development of Lake Winnipeg. In carrying out its activities, the institute will work collaboratively with key stakeholders (government departments, NGOs, boards/councils, research consortiums, etc.). The urgent need to establish such an institute was identified in the recent report of the Manitoba Clean Environment Commission.

Relationship to the Proposing Unit

Given the multi-disciplinary nature of watershed science, the proposed chair will not, a priori, be 'assigned' to a given academic unit. Rather, this chair initiative is seen as university-wide in nature, with the departmental affiliation of the chair holder ultimately determined by his/her particular academic/research expertise.

The University has comprehensive expertise in the water area, with researchers examining water from virtually every angle -- from floods and storms, to droughts and sea ice. The bulk of the University's research effort in this area is currently concentrated in the faculties of agricultural and food sciences; engineering; environment, earth and resources; and science. Each of these units have established considerable research infrastructure to support this work. Current areas of emphasis include: aquatic ecosystems; water policy and protection; nutrient leaching and pollution; climate change, water infrastructure and prairie droughts. Further, much of this work is focused on Manitoba's large lakes and their watershed.

Funding Method

The Province of Manitoba has committed \$1.25 million of support over five years, through the Manitoba Research and Innovation Fund, to support the proposed research chair.

Academic Qualifications of the Chair

The academic qualifications of the Chair include:

- national/international recognition in the field of watershed science, as evidenced by a strong publication in high impact journals and the acquisition of national or international peer-reviewed grants and contracts;
- demonstrated teaching excellence, including trainee supervision;
- a record of successfully coordinating researchers and building productive research teams from a variety of institutions and/or organizations; and
- a demonstrated ability to communicate science to a range of stakeholders and the public, clearly and effectively.

The selection and appointment of the Chair will be conducted in accordance with University policy on Chairs and Professorships.

Term of Appointment

The term of the appointment will be for five years.



AGENDA ITEM: Report of the University Disciplinary Committee for the period of September 1, 2007 to August 31, 2008

RECOMMENDED RESOLUTION:

For information only.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

This is the annual report of the University Disciplinary Committee for the period September 1, 2007 to August 31, 2008. The Board of Governors has jurisdiction over the discipline of students.

The number of reported cases, plagiarism in particular, has declined from 2006/2007 to 2007/2008.

A large number of cases reported under "Professional Misconduct" relate to the misuse of University identification, particularly relating to the use of athletic facilities. The Committee will be instituting a new category entitled "Misuse of University Services" for the next report.

The Committee will also split the current "Disorderly and Threatening Conduct" into two separate categories for the next report to distinguish the severity of these infractions.

RESOURCE REQUIREMENTS:

N/A

IMPLICATIONS:

N/A

CONSULTATION:

Senate received the report for information on March 4, 2009.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
X		Senate Executive	February 11, 2009
X		Senate	March 4, 2009

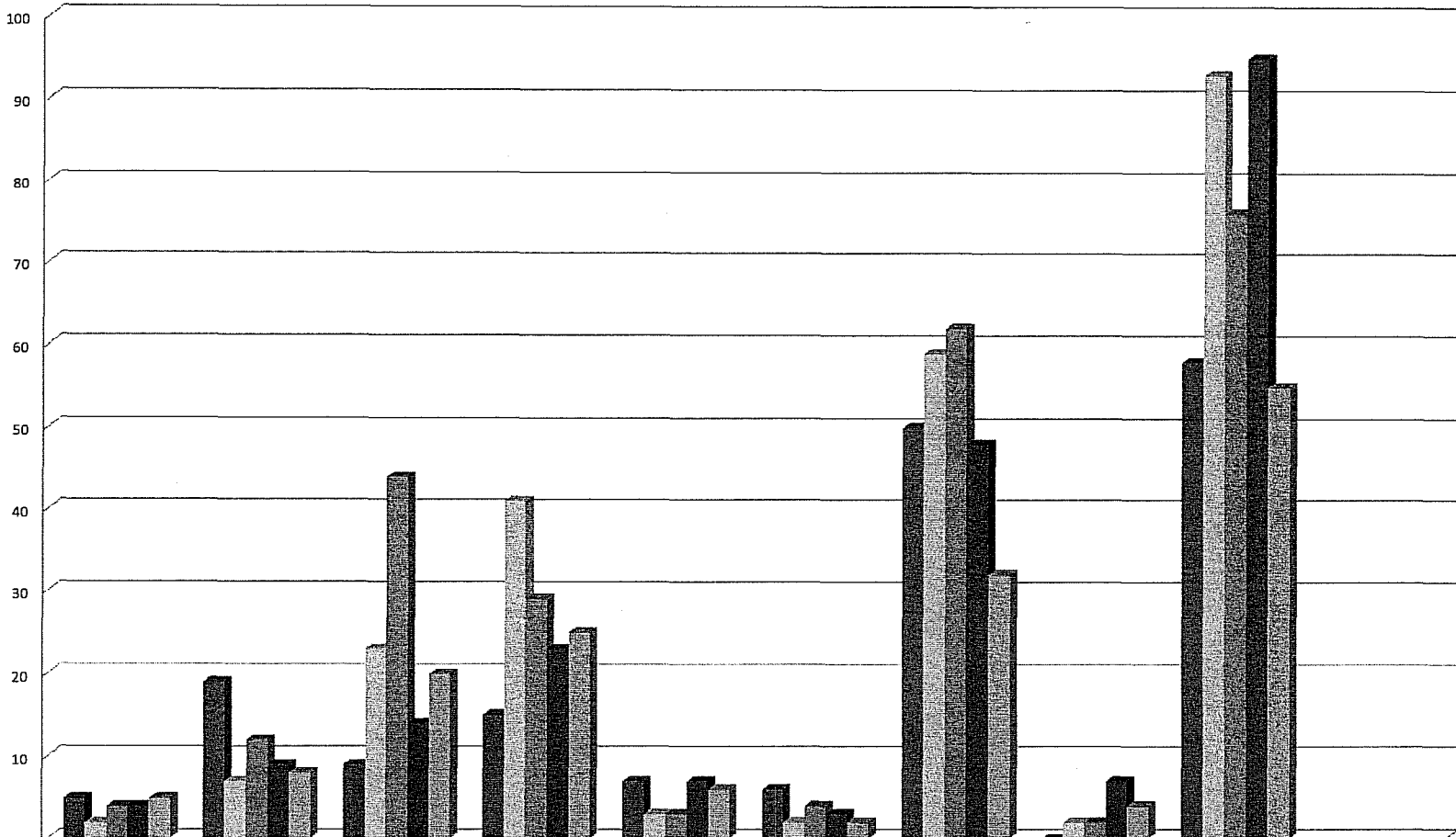
Submission prepared by: Senate

Submission approved by: University Secretary

Attachments

- Report of the University Disciplinary Report for the period September 1, 2007 to August 31, 2008.

Part 1 - Academic Dishonesty



	Academic/Scientific Fraud	Application Fraud	Cheating on Test and Quizzes	Contravention of Examination Regulations	Copying from Other Student's or Submitted Own Previous Work	Forged Documentation	Inappropriate Collaboration	Personation	Plagiarism
■ 2003-2004	5	19	9	15	7	6	50	0	58
▨ 2004-2005	2	7	23	41	3	2	59	2	93
▩ 2005-2006	4	12	44	29	3	4	62	2	76
■ 2006-2007	4	9	14	23	7	3	48	7	95
▨ 2007-2008	5	8	20	25	6	2	32	4	55

ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEE

September 1, 2007 to August 31, 2008

Part 1, Academic Dishonesty

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Academic/Scientific fraud	1	Prepared a report of an event that did not occur as if it had occurred	Grade of 'F' in course	Department Head	None	None	Not sought			
	1	Academic dishonesty involving assignment in course	Grade of zero for assignment	Associate Head	None	None	Not sought			
	1	Attended class completing all term work and writing final exam while not registered for the course.	Required to volunteer twenty hours of service to the Office of Student Advocacy to promote academic honesty – has until Dec 21/08 to fulfill this requirement	Dean	None	None	Not sought			
	1	Academic dishonesty in submission of honours thesis proposal; second offence: academic dishonesty in the submission	Grade of "F" on the honours thesis proposal; final grade of "F-CW" in course (first offence); suspension from Registration in all courses taught by the Teaching Faculty and suspension from the Faculty of Registration until May1/10	Associate Dean (first offence); Associate Dean of Teaching Faculty and Associate Dean the Faculty of Registration	None (first offence) None (second offence)	None Previous academic dishonesty in same course	None(first offence) Local Discipline of the Faculty of Registration (second offence)	Not sought Final decision upheld (second offence)		
	1	Research fraud	Grade of 'F-CW' in course	Associate Dean of Registration	None	None	Not sought			

Notes: Where large numbers of students are noted above, it is normally a result of combining similar disciplinary matters that resulted in similar disciplinary actions.

OSA = Office of Student Advocacy

Examples of mitigating factors include the student's being apologetic or under extreme stress, etc. Examples of aggravating factors can include denial in the face of clear evidence, lack of regret, etc.

ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEE

September 1, 2007 to August 31, 2008

December 1, 2008

Part 1, Academic Dishonesty

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Application Fraud	1	Cited for non-disclosure on application, of attendance at another post-secondary institution	Transcript notation citing admission application irregularities	Executive Director of Administrative Unit	Misread instruction; reported only work at institution where admission requirements were met; presented transcripts after self-reported error	None	Not sought			
	1	Cited for non-disclosure on application, of attendance at another post-secondary institution	Three year suspension. First two for academic reasons and the third for academic dishonesty due to admission application irregularities	Executive Director of Administrative Unit	None	Accumulated "F" grades exceeds number allowed; no improvement shown at University of Manitoba; blatant misrepresentation for personal gain	Not sought			
	1	Cited for non-disclosure on application, of attendance at another post-secondary institution	Transcript notation citing admission application irregularities; transfer credit disallowed	Executive Director of Administrative Unit	Had been given incorrect information; no motive to deceive; confused about obligations to report; acted immediately to resolve issue	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008Part 1, Academic Dishonesty

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Application Fraud	1	Cited for non-disclosure on application, of attendance at another post-secondary institution	Transcript notation on admission application irregularities; essay requested and submitted on topic of importance of full disclosure	Executive Director of Administrative Unit	Agency completed application and advised entry to U1; self-reported error; personal loss, not gain because of the error	None	Not sought			
	1	Non-disclosure of full academic record	Applications to awards groups nullified; student required to repay funds to grantor; suspended from graduate program for four months; comment on transcript for Dean two years	Dean	Student came forward to students union representative and Graduate Chair indicating that full history had not been disclosed	Full academic history brought GPA below required level to receive funding				
	1	Non-disclosure of full academic record	Application nullified; no right to apply to the Faculty in future	Dean	None	Full academic history brought GPA below Scholarship criteria	Not sought			
	1	Cited for non-disclosure on application, of attendance at another post-secondary institution	Met with student; cited for application irregularities noted on transcript; no credit for work at other institution	Director of Administrative Unit	Work at other institution taken more than ten years ago when undergoing personal and family difficulties	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008**Part 1, Academic Dishonesty**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Application Fraud	1	Cited for irregularities on application	Banned from the University of Manitoba for the next five years (until March 31, 2012) and the name of student had been placed on 'document alert listing'	Director of Administrative Unit	None	Did not respond to numerous demands for a meeting	Not sought			
Cheating on mid-term test	1	Brought unauthorized material to mid-term	Grade of zero for exam; and discipline action recorded	Associate Dean	None	None	Not sought			
	1	Brought unauthorized material to mid-term	Grade of "F-CW" in course; and discipline action recorded	Associate Dean	None	None	Not sought			
	1	Use of unauthorized calculator in mid-term exam	Essay on academic dishonesty	Department Head	None	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008Part 1, Academic Dishonesty

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Cheating on mid-term test	1	Unable to explain how a correct solution arose from incorrect calculation	Essay on academic dishonesty	Department Head	None	None	Not sought			
	1	Wrote mid-term exam without being registered in course	Essay on regulations concerning class and exam attendance	Department Head	Seems to have acted in good faith; deferral of final exam had been granted	None	Not sought			
	1	Unauthorized use of notes on a quiz	Essay on academic dishonesty	Department Head	Acted in good faith; thought that quiz was an open book quiz	None	Not sought			
	1	Unauthorized use of a calculator	Essay on "Proper conduct during an examination"	Department Head	Did not use calculator	None	Not sought			
	1	Wrote mid-term exam for one course although registered in a different course	Essay on "Proper conduct during an examination"	Department Head	Got mixed up due to similar course contents	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008**Part 1, Academic Dishonesty**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Cheating on mid-term test	2	Copied from another student during mid-term exam	Grad of zero on exam; essay on academic dishonesty	Department Head	None	None	Not sought			
	1	Did not stop writing when time was called at mid-term exam	Essay on "Proper conduct during an examination"	Department Head	None	None	Not sought			
	1	Found to have formulae specific to course /exam on calculator cover	Grade of zero on mid-term exam; ten hours of volunteer work required	Associate Dean	First act of dishonesty; infraction occurred in a mid-term; calculator lid removed at onset of exam	None	Not sought			
	2	Cheating on quiz	Grade of zero on quiz; Final grade in course reduced by a full letter grade; notation of academic dishonesty will be placed on transcript until confirmation of graduation	Associate Dean	None	Third and second offended in Faculty; professor provided evidence of matching answers	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEE**September 1, 2007 to August 31, 2008****Part 1, Academic Dishonesty**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Cheating on mid-term	1	Cheating on quiz	Grade of zero on quiz; Final grade in course reduced by a full letter grade; notation of academic dishonesty will be placed on transcript until confirmation of graduation	Associate Dean	None	Admitted to cheating to professor and then rescinded comments when being interviewed by the Associate Dean with the professor present; professor provided evidence of matching answers	Not sought			
	1	Student brought notes into the test and used them to cheat on one question	Letter placed in student's file; letter will be removed and destroyed if there are no further incidents	Associate Dean	Student voluntarily withdrew from this and all other courses in the term to address personal issues related to stress; student apologized	None	Not sought			
	1	Invigilator found student with unauthorized notes being used during mid-term exam	Grade of "F-CW" in course	Associate Dean Teaching Faculty and the Associate Dean of Faculty of Registration	None	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008**Part 1, Academic Dishonesty**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Cheating on Mid-Term	1	Cheating on term test	Grade of "F-CW" in course; four month suspension from the Faculty of Registration from January 7 – 2008 to April 30, 2008	Associate Dean of Faculty of Registration	None	None	Not sought			
	1	Cheating on term test	Grade of "F-CW" in course; six month suspension from the Faculty of Registration from June 1/07 to January 1/09	Associate Dean of Faculty of Registration	None	None	Not sought			
	1	Cheating on term test	Grade of "F-CW" in course; suspension from the Faculty of Registration until May 1/09	Associate Dean of Teaching Faculty and Director of Unit of Registration	None	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008Part 1, Academic Dishonesty

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Contravention of Examination Regulations	1	Held up answer sheet such that another student had clear view and majority of exam answers were identical	Final grade of "F-CW" in course; suspended from courses in the Faculty from Sept1/07 – Aug 31/08; and an academic dishonesty entered on transcript, which can be removed six months prior to graduation	Associate Dean	None	None	LOCAL DISCIPLINE COMMITTEE	Final Grade of "F-CW" in course upheld; transcript notation to remain until 6 months after graduation; and Faculty course suspension removed	Not sought	
	1	Seen talking to another student during final exam, with 21 of 25 identical answers	Final grade of "F-CW" in the course; suspended from the Faculty from January 1/08 – December 31/08; and academic dishonesty statement on transcript which can be removed upon graduation	Associate Dean from the Teaching Faculty and Associate Dean from the Faculty of Registration	None	2 nd offence	LOCAL DISCIPLINE COMMITTEE	Penalties upheld, with exception of suspension from the Faculty courses now May 1/08 – April 30/09	Not sought	

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Examples of mitigating factors include the student's being apologetic or under extreme stress, etc. Examples of aggravating factors can include denial in the face of clear evidence, lack of regret, etc.

ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008**Part 1, Academic Dishonesty**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Contravention of Examination Regulations	1	Witnessed talking to another student during final exam with 21 out of 25 identical answers	Final grade of "F-CW" in course; student to volunteer time to Office of Student Advocacy; and a notation of academic dishonesty on transcript which can be removed upon time of graduation	Associate Dean	None	None	Not sought			
	1	Was granted a deferred exam in a course but wrote the mid-term instead and did not have permission to do so	Required to write 1000 word essay	Department Head	None	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008**Part 1, Academic Dishonesty**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Contravention of Examination Regulations	1	Brought unauthorized material into final exam	Final grade of "F-CW" in course; suspended from Faculty courses from January /08 to December 31/08. Winter 09 registration on hold until completion of volunteer services with the Office of Student Advocacy; and academic dishonesty statement on transcript which can be removed upon graduation	Associate Dean from the Teaching Faculty and Associate Dean from the Faculty of Registration	None	None	Not sought			
	1	Wrote final exam without being registered in the course	Suspended from registering in Computer Science courses from January 1/08 – December 31/08; and academic dishonesty statement on transcript that can be removed upon graduation	Associate Dean	None	Second offence	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEE**September 1, 2007 to August 31, 2008****Part 1, Academic Dishonesty**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Contravention of Examination Regulations	1	Brought unauthorized material into mid-term exam	Final Grade of "F-CW" in course; notation of academic history; and suspended from department courses for one year (May 08-April 09)	Department Head	Occurred in mid-term not final, first offence and unauthorized material removed at onset of exam	None	Associate Dean from the Teaching Faculty and Associate Dean from the Faculty of Registration	Penalties revised to grade of "F" in course and 500 word essay(failure to do essay will result in a Registration placed on hold and original penalty being imposed)	Not sought	
	1	Brought unauthorized material into the mid-term exam	Final Grade of "F-CW" in course; notation of academic history; and suspended from department courses for one year (May 08-April 09)	Department Head	None	None	Not sought			
	1	Brought unauthorized material into mid-term exam	Final Grade of "F-CW" in course; notation of academic history; and suspended from department courses for one year (May 08-April 09)	Department Head	Occurred in mid-term not final, first offence and unauthorized material removed at onset of exam	None	Associate Dean from the Teaching Faculty and Associate Dean from the Faculty of Registration	Penalties changed to grade of zero in the course mid-term; and ten hours of volunteer service	Not sought	

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Contravention of Examination Regulations	1	Brought unauthorized material into the mid-term exam	Final Grade of "F-CW" in course; notation of academic history; and suspended from department courses for one year (May 08-April 09)	Associate Dean from the Teaching Faculty and Associate Dean from the Faculty of Registration	None	None	Not sought			
	1	Student was seen by Chief Invigilator and co-invigilator looking at unauthorized material (written notes) concealed in a hooded sweatshirt worn during final exam; notes were confiscated	Student Received F for course; student's home facility assessed further penalty – grade of "F-CW"; registration restriction in Faculty , May 1 to Dec 31/08; Note on transcript "Student found guilty of academic Dishonesty: may apply in writing to Registrar to have comment removed six months prior to graduation	Department Head and Associate Dean	None	Evidence clear but denied	Associate Dean of Faculty of Teaching	Pending		
	1	Brought unauthorized material (three pieces of paper) into final exam	Ten hours of volunteer service under the supervision of Student Advocate	Associate Dean from the Teaching Faculty and Associate Dean from the Faculty of Registration	Misunderstanding	None	Not sought			

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Contravention of Examination Regulations	1	Brought unauthorized material into final exam	Grade of "F-CW" for course	Associate Dean	Paper containing course info found early in exam and was more applicable to another course.	None	Not sought			
	1	Brought unauthorized material into final exam	Ten hours of volunteer service under the supervision of Student Advocate	Associate Dean from the Teaching Faculty and Associate Dean from the Faculty of Registration	Misunderstanding and medical situation	None	Not sought			
	1	Leaving notes in washroom during examination and going to washroom to review notes	Grade of "F-CW" in course; Note on transcript to be entered that student was found guilty of a serious breach of protocol	Associate Dean	Admitted to charge, said it was an impulsive act. Student was remorseful	None	Not sought			
	1	Brought unauthorized materials in to final exam	Grade of "F-CW" in course; notation of academic transcript that student was involved in an act of academic dishonesty, comment it to remain until graduation can be confirmed	Associate Dean	None	Student admitted to having the cheat sheet then denied having the piece of paper	Not sought			

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Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Contravention of Examination Regulations	1	Unauthorized materials in an exam	Grade of "F-CW" in course; Note on transcript to be entered that student was found guilty of a serious breach of protocol; comment it to remain until graduation can be confirmed	Associate Dean	Student admitted to having cheat sheet and bringing it out during the exam	None	Not sought			
	1	Unauthorized materials (notes) in an examination; caught consulting those notes during exam	Grade of "F-CW" in course and notation of "academic dishonesty" on transcript	Associate Dean	Admission of error; took full responsibility; apologized to instructor immediately after the exam; first offence	None	Not sought			
	1	Unauthorized materials (notes) in an examination hall; attempted to hide these materials	Permanently expelled from the Faculty and from taking courses offered by the Faculty; notation on transcript indicating expelled from Faculty	Associate Dean	None	Senior student; second offence of academic dishonesty	Local Discipline Committee	Original disciplinary decision upheld	Not sought	
	1	Student was found with notes during a final exam	Grade of "F-CW" in course, immediate suspension from the Faculty from January /08 to January/10	Associate Dean of Faculty of Registration	None	Second incident of academic dishonesty; first incident was plagiarism	Local Discipline Committee	Appeal denied	University Discipline Committee	Appeal denied

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Contravention of Examination Regulations	1	Student was found with notes during a final exam	Grade of "F-CW" in course, suspension from the Faculty from January 1/08 to August 31/08	Associate Dean of Faculty of Registration	Readily admitted cheating; expressed sincere remorse	None	Not sought			
	1	Student was found with notes during a final exam	Grade of "F-CW" in course, suspension from the Faculty from January 1/08 to August 31/08	Associate Dean of Faculty of Registration	Readily admitted cheating; expressed sincere remorse	None	Not sought			
	1	Use of unauthorized materials (data stick) during the final exam	Grade of "F-CW" in course, suspension from the Faculty from January 1/08 to January 1/09	Associate Dean of Faculty of Registration	Readily admitted to using data stick; expressed sincere remorse	None	Not sought			
	1	Student was found with notes during a final exam	Grade of "F-CW" in course, suspension from the Faculty from January 1/08 to August /08	Associate Dean of Faculty of Registration	Readily admitted cheating; expressed sincere remorse	None	Local Discipline Committee	Appeal Denied	Not sought	
	1	Student was found with notes during a final exam	Grade of "F-CW" in course, suspension from the Faculty from January 1/08 to January 1/09	Associate Dean of Faculty of Registration	None	None	Local Discipline Committee	Final grade of "F-CW" in course; suspension from Faculty to September 1/08	University Discipline Committee	Appeal denied

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Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Copying from Other Student's or submitted own Previous Work	1	Submitted own previous work	Grade of "F-CW" and banned from departmental courses for one year.	Associate Dean	None	Second offence and lied about past academic dishonesty	Associate Dean	Grade of "F-CW" upheld; academic dishonesty statement on transcript; and restricted from registering in departmental courses until September 1/08	Not sought	
	1	Submitted on previous work when course was taken in 2005	Grade of zero for assignments 3 and 4	Associate Department Head	None	None	Associate Dean from the Teaching Faculty and Associate Dean from the Faculty of Registration	Penalty upheld, plus academic dishonesty statement on transcript, which can be removed after graduation	Not sought	
	1	Copying parts of an assignment from another student	Grade of zero on assignment; essay on academic dishonesty	Department Head	Admission of guilt	None	Not sought			
	1	Inadequate precautions to prevent copying of assignment by another student	Grade of zero on assignment; essay on academic dishonesty	Department Head	Admission of guilt	None	Not sought			

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Copying from Other Student's or submitted own Previous Work	2	Students copied from each other	Grade of zero on assignment	Program Chair	None	None	Not sought			
Forged Documentation	1	Falsified wedding invitation when seeking deferral	Grade of "F-CW" in course; formal apology; suspension from the Faculty from January 1/08-December31/08; academic dishonesty and suspension notation on transcript which can be removed upon graduation	Associate Dean	None	None	Local Discipline Committee	Penalties upheld	UDC	Penalties upheld with exception of "F-CW" where the CW may be removed after graduation upon written request to the Registrar
	1	Submission of forged medical statement in order to obtain a make-up test	Grade of "F-CW"; immediate suspension from unit of registration from January 1, 2008 to January 1, 2009; required to volunteer to Student Advocacy by July 1, 2009	Associate Dean of teaching faculty and associate dean of unit registration	Student shown remorse for behaviour	Second incident of academic dishonesty	Not sought			

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Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Inappropriate Collaboration	1	Duplication of portion of assignment	No Penalty	Coordinator of program	Minor offense and misunderstanding of Inappropriate Collaboration	None	Not sought			
	1	Exchanged information with another student during final exam	Grade of "F-CW" in course; suspension from Faculty of Registration from June 1/08 - April 30/09; and academic dishonesty notation on transcript which may be removed upon graduation	Associate Dean from the Teaching Faculty and Acting program coordinator	None	None	Local Discipline Committee	Pending		
	2	Duplication of assignment	Grade of Zero for assignment	Coordinator of Program	None	None	Not sought			
	25	Duplication of assignments	Grade of zero for assignment/quiz	Associate Department Head	None	None	Not sought			
	1	Exchanged information with another student and possessed crib notes during final exam	"F-CW" in course; suspension from Faculty of Registration from June 1/08 – April 30/09; and academic dishonesty notation on transcript which may be removed after graduation	Associate Dean from the Teaching Faculty and Acting program coordinator	None	None	Local Discipline Committee	Pending		

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Inappropriate Collaboration	1	Inappropriate collaboration	Grade of zero on assignment; warning letter	Associate Dean	None	Student claimed the identical submission was an unexplained coincidence	Not sought			
	1	Inappropriate collaboration	Grade of zero on assignment; warning letter	Associate Dean	Student admitted the assignment was jointly copied	None	Not sought			
Personation	1	Wrote final exam using a different name and student number	Suspended from the Faculty from May 1/08- April 30/09 but allowed to complete summer courses currently registered in (as of May 12/08) but must be completed by June 1/08; academic dishonesty statement on transcript which can be removed after graduation	Associate Dean from the Teaching Faculty and Associate Dean from the Faculty of Registration	None	None	Not sought			
	1	Handed in two exam papers; one correct name on it and one with another name and student number	Grade of "F-CW" in course; suspended from courses from Faculty from May 1/08- December 31/08; academic dishonesty statement on transcript which can be removed upon graduation	Associate Dean from the Teaching Faculty and Associate Dean from the Faculty of Registration	Family circumstance and honesty resulted in reduced suspension from twelve months to eight months.	None	Not sought			

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Personation	1	Registered in 2 courses as another student, and continued personation with instructors and at an earlier hearing	Suspended from both the Faculty of Registration and the Teaching Faculty from September 1/08/May 1/13 and academic dishonesty notation on transcript which may be removed after graduation	Associate Dean from the Teaching Faculty and Associate Dean from the Faculty of Registration	None	Two previous offences – this is considered the third and fourth offence	Not sought			
	1	Student wrote final exam in course for which the student was not registered	Suspended from the Faculty of Registration until April 30/09 and a notation on transcript which can be removed upon request after graduation	Associate Dean of Teaching Faculty and Associate Dean of Faculty of Registration	Student readily admitted to facts, very apologetic	None	Local Discipline Committee	Appeal denied	University Discipline Committee	Hearing pending
Plagiarism	1	Plagiarized parts of report	"F-CW" in course; required to repeat course; discipline action comment on history	Associate Dean		None	None	N/A		
	2	Student copied entire paragraphs of report from other sources	Assigned grade of zero on report; discipline action notation; three page essay	Associate Dean	None	None	Not sought			

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Plagiarism	1	Citations referenced in research paper	Grade of "F-CW" in course; suspension from the Faculty of Registration and Faculty of Teaching from Sept1/07 – December 31/07; required to volunteer with Office of Student Advocacy; and academic dishonesty notation on transcript which may be removed upon graduation	Associate Dean from the Teaching Faculty and Associate Dean of Faculty of Registration	None	Second offence	Local Discipline Committee	Penalties upheld, with exception of no less than 25 hours of volunteer work to be completed by December 31/08	Not sought	
	2	Academic dishonesty related to plagiarism	Compulsory grades of "F"; comment on transcript	Department Head	None	None	Not sought			
	1	Plagiarism	Required to take 2 workshops for the learning assistance Centre; write 3-5 page re: incident/UM policies; if no compliance, grade will be changed from VW to "F-CW"	Department Head	None	None	Not sought			

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Plagiarism	9	Plagiarism in group assignment	Academic warning letter; Note in file and e-file of academic warning (comment does not appear on transcript)	Associate Dean	Professor did not feel the plagiarism was intentional	None	Not sought			
	1	Plagiarism in group assignment	Academic warning letter; Note in file and e-file of academic warning (comment does not appear on transcript)	Associate Dean	None	Professor did feel the plagiarism was intentional, that the student was not remorseful, but the rest of the group did not check charged student's submission	Not sought			
	1	Plagiarism in course	Grade of "F" in course; warning letter ; Note in file and e-file of academic warning (comment does not appear on transcript)	Associate Dean and Associate Department Head	None	None	Not sought			
	1	Plagiarism in course	Grade of "F" in course; warning letter ; Note in file and e-file of academic warning (comment does not appear on transcript)	Associate Dean and Associate Department Head	Student admitted to charge	None	Not sought			
	4	Plagiarism in group assignment	Grade of zero on a section of assignment; warning letter	Associate Dean	Students admitted to charge and neglecting to proof read	None	Not sought			

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Plagiarism	1	Copied from the internet	Grade of zero in course	Program Chair	Apologetic	None	Not sought			
	1	Plagiarized in paper	Grade "F-CW" in course	Program Chair	None	None	Not sought			
	1	Plagiarism in paper	Grade of "F-CW" in course; comment on transcript for 2 years; (Academic consequence: student was required to withdraw due to F grade)	Dean	None	Significant portions of paper were cut and pasted; student had cited properly in earlier papers	Not sought			
	1	Plagiarized on both attempts of the Candidacy Exam	Comment on transcript (Student required to withdraw for failed Candidacy Exams, if permitted to return (appeal upheld) the following actions will also be applied: suspension for 2 years, research paper on plagiarism, "F-CW" on Candidacy Exam attempt)	Associate Dean	None	Both documents had significant cut and paste portions from Wikipedia; student informed following first incident (by Committee member) that cut and paste is not appropriate. Student refused to accept that what was found constituted plagiarism	Not sought			

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Plagiarism	1	Plagiarism in paper	Grade of "F" in course	Associate Dean	Remorseful; assignment was believed to be for a presentation	Student has many years of university experience and is fully aware of necessity for citation	Not sought			
	1	Plagiarism in papers	Grade of zero on assignments; apology; required to write research paper on plagiarism; comment on transcript for 9 months	Associate Dean	Student considered assignments as "minor" and not subject to "rules"; personal problems	None	Not sought			
	1	Inappropriate citation	Grade of zero on assignment; paper on plagiarism	Associate Dean	Not intentional; misunderstood the process of summarizing	None	Not sought			
	1	Inappropriate citation	Grade of zero on assignment; apology; required to write research paper on plagiarism; comment on transcript for 6 months	Associate Dean	Not intentional; student made effort to obtain assistance from librarian	Professor was explicit to class with instruction regarding paraphrasing and citation	Not sought			
	1	Inappropriate citation; excessive quotations	Grade of zero on assignment; apology; required to write research paper on plagiarism; comment on transcript for 6 months	Associate Dean	Not intentional	Professor was explicit to class with instruction regarding paraphrasing and citation	Not sought			

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Plagiarism	1	Inappropriate citation; lack of citation	Grade of zero on assignment; apology; required to write a research paper on plagiarism	Associate Dean	No intent to deceive; student sincere about errors	Professor was explicit to class with instruction regarding paraphrasing and citation	Not sought			
	1	Plagiarism in paper	Grade of zero on assignment; apology; required to write a research paper on plagiarism; comment on transcript for nine months; not permitted to graduate until January 2009	Associate Dean	Assignment was believed to be a preliminary report. Accepted responsibility	None	Not sought			
	1	Plagiarism in paper	Grade of zero on assignment (result is C in course); apology; required to write a research paper on plagiarism	Dean	Misunderstood specifics regarding plagiarism with respect to critical review paper		Not sought			
	1	Plagiarism in thesis proposal; plagiarism in course paper	Apology; reprimand for 2 years; "F" in course; suspension for 6 months; required to work with Learning Assistance Centre; required to write a research paper on plagiarism	Associate Dean	Personal Issues	Was informed about previous plagiarism infraction 2 years previous	Not sought			

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Plagiarism	1	Plagiarism in paper	Apology; reprimand for 9 months; grade of zero on assignment (F in course); required to write research paper on plagiarism	Associate Dean	Technical (computer) problems added stress for submission of paper	None	Not sought			
	1	Plagiarism in paper	Apology; required to complete course in "writing research papers"; required to write a research paper on plagiarism	Associate Dean	No academic integrity information in course outline as required by Responsibilities of Academics in Response to Students	None	Not sought			
	1	Inappropriate Citation	Grade of zero on assignment; apology; required to complete course in "writing research papers"; comment on transcript for two years	Dean	Not intentional; provided correct citation after each quote	None	Not sought			
	1	Plagiarism on applications	Applications to awards and the Faculty nullified; suspended from applying to the Faculty for two years; comment on transcript for two years	Dean	None	None	Not sought			

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Plagiarism	1	Direct copying from a book without referencing on a take home mid-term	Grade of "F" in course	Department Head	None	None	Not sought			
	1	Plagiarism term paper: incorrect referencing ; lack of quotation marks re direct quotes	Explanation accepted; grade of zero for paper; student still passed the course	Department Head	Error due to misreading of references – student admitted haste	None	Not sought			

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Plagiarism	1	Plagiarism term paper-improper referencing	Grade of zero for paper; submit written apology to Instructor; write a research paper with assistance of Student Advocacy regarding plagiarism and cheating; reprimand on transcript "Disciplinary Action taken due to Academic Dishonesty" may be removed 8 months before graduation, if academic good behavior continues; grade of "F" for course and remedial action: student to take course again in Fall 2008	Department Head	Computer crashed and other factors	None	Not sought			
	1	Plagiarism on assignment	Grade of Zero on assignment	Director	None	None	Not sought			
	1	Student copied portions of paper from Internet	Grade of zero on the assignment	Associate Dean	Student admitted guilt	None	Not sought			
	1	Plagiarism on assignment	Grade of zero on assignment	Acting Head of Department	None	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008**Part 1, Academic Dishonesty**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Plagiarism	1	Plagiarism in course	Grade of "F-CW" in course	Associate Dean of Teaching Faculty and Associate Dean of Faculty of Registration	None	None	Not sought			
	1	Plagiarism in course	Grade of "F" on assignment; must meet with Student Advocacy to review academic integrity and obtain information on how to avoid plagiarism	Associate Dean of Teaching Faculty	Expressed sincere remorse	Second incident of plagiarism	Not sought			
	1	Plagiarism on essay	Grade of "F" on essay; final grade of "F-CW" in course	Associate Dean of Teaching Faculty and Director of Unit of Registration	None	None	Not sought			
	1	Plagiarism in course	Grade of "F-CW" in course	Associate Dean of Teaching Faculty and Associate	None	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEE**September 1, 2007 to August 31, 2008****Part 1, Academic Dishonesty**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Plagiarism	1	Plagiarism in assignment	Grades of "F" on assignment and grade of "F-CW" in the course; suspension of registration in all courses taught by the Teaching Faculty; suspension from Unit of Registration until May 2010	Associate Dean of Teaching Faculty and Director of Unit of Registration	None	Second incident of plagiarism	Local Discipline Committee	Appeal denied	Not sought	
	1	Plagiarism in course	Grade of "F" in course	Associate Dean of Teaching Faculty and Director of Unit of Registration	None	None	Local Discipline Committee	Student withdrew appeal		
	1	Plagiarism on term paper	Grade of "F" on term paper; grade of "F" in course; student to re-write introduction of term paper; write a 300 word essay on "How not to plagiarize"	Associate Dean of Teaching Faculty and Director of Unit of Registration	None	None	Not sought			
	1	Plagiarism in course	Grade of "F" on term paper; final grade of "F-CW" in course	Associate Dean of Teaching Faculty	Student was remorseful for behavior	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008**Part 1, Academic Dishonesty**

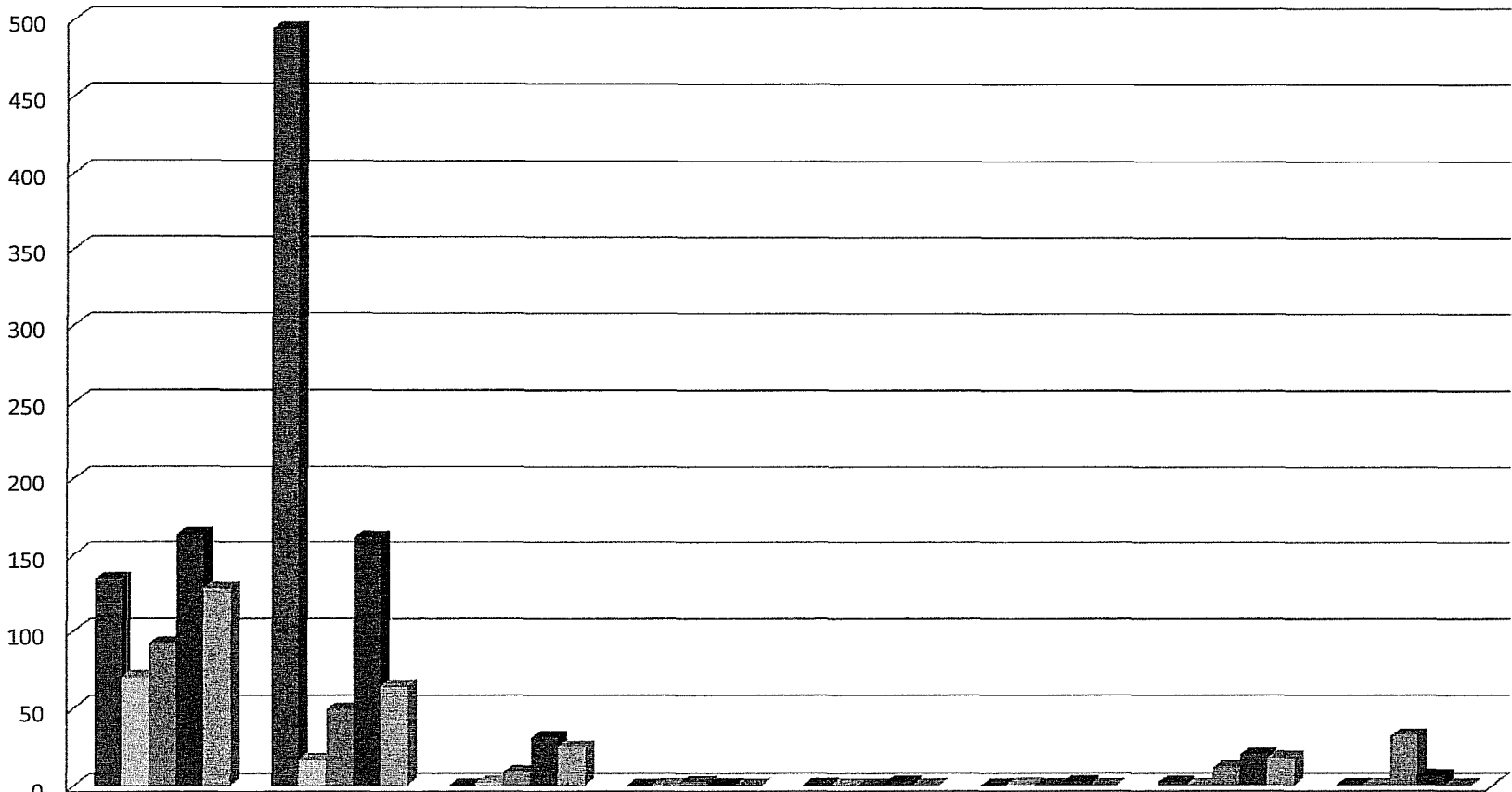
Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Plagiarism	1	Plagiarism in course	Grade of "F-CW" in course; recommendation to University of Manitoba President that student be expelled (President agreed with Faculty recommendations)	Dean of Teaching Faculty and Director of Unit of Registration	None	Multiple acts of academic dishonesty at University of Winnipeg and University of Manitoba	Not sought			

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Part 2- Inappropriate Behaviour



	Breach of Residence Hall Regulations	Computer-Related Incidents	Disorderly/Threatening Conduct	Indecent Exposure	Sexual Harassment	Theft	Unprofessional Conduct	Vandalism
■ 2003-2004	134	494	0	0	1	0	2	0
▨ 2004-2005	70	17	2	1	0	1	0	0
▩ 2005-2006	92	49	9	2	0	0	12	32
■ 2006-2007	163	161	31	0	2	2	20	6
▨ 2007-2008	128	64	25	0	0	0	18	0

ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008Part 2, Inappropriate Behaviour

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Breach of Residence Hall Regulations: Community Standards	1	Had banned student in residence	Verbal warning	HSL	None	None	Not sought			
	2	Noise violation	Discussion with Residence Life Coordinator	HSL	None	None	Not sought			
	31	Noise complaint	Verbal or written warning	HSL	None	None	Not sought			
	10	Excessive Noise violation	\$50 fine	HSL	None	None	Not sought			
	1	Noise violation 2 warnings by security	\$50 - 1 st complaint; \$50 - 2 nd complaint; 10 hrs community service; letter of apology	HSL	Hours based on hours spent resolving problem	None	Not sought			
	1	Entered roommate's room	Written warning	HSL	None	None	Not sought			
	1	Noise violation Disrespectful to security staff	\$50 fine – disrespectful towards security staff Banned from Tache Hall	HSL	None	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008**Part 2, Inappropriate Behaviour**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Breach of Residence Hall Regulations: Community Standards	1	Rude to residence security	Written warning	HSL	None	None	Not sought			
	3	Guests causing disturbance	Discussion about guest policy	HSL	None	None	Not sought			
	2	Violated guest policy	Written warning	HSL	None	None	Not sought			
	1	Guest staying unsupervised	Written warning	HSL	None	None	Not sought			
	1	Guests staying in room unsupervised	\$50 fine	HSL	None	None	Not sought			
	2	Glass beer bottles found	Verbal warning	HSL	None	None	Not sought			
	1	Guests harassing residence students	\$50 fine, not allowed to have guests, apology letters	HSL	None	None	Not sought			
	5	Lighting candles in room	Written warning	HSL	None	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008**Part 2, Inappropriate Behaviour**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Breach of Residence Hall Regulations: Community Standards	2	Playing pranks	\$50 fine	HSL	None	None	Not sought			
	1	Inappropriate interaction with staff	\$100 fine	HSL	None	None	Not sought			
	2	Break & enter another suite, over-consumption of alcohol	\$100 fine & probation	HSL	None	None	Not sought			
	1	Suspicion of drug trafficking in residence	Evicted	Campus Security & WPS	None	None	Not sought			
	1	Suspicion of drug trafficking in residence, Found by Residence Assistant	Evicted	HSL	None	None	Not sought			
	1	Money reported stolen from room	Campus security report done	HSL, Campus Security	None	None	Not sought			
	1	Threatening prank	Written warning	HSL	None	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008Part 2, Inappropriate Behaviour

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Breach of Residence Hall Regulations - smoking	1	Smoking in room suspected	Warning	HSL	None	None	Not sought			
	6	Smoking in room or residence	\$50 fine	HSL	None	None	Not sought			
	4	Smoking marijuana in room suspected	Discussion & clarification	HSL	None	None	Not sought			
	6	Smoking marijuana in room/residence property	\$50 fine and/or probation	HSL	None	None	Not sought			
	2	Smoking marijuana in residence	\$50 fine	HSL	None	None	Not sought			
	2	Smoking marijuana in room	\$50 fine; \$50 fine for fire hazard – burning incense; Probation, community service; 2 apology letters	HSL	Upper year students - larger rooms. area is usually given to responsible students.	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008Part 2, Inappropriate Behaviour

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Breach of Residence Hall Regulations - smoking	1	Smoking marijuana in room and making threats to security staff	\$50 fine, disrespectful Probation; 6 community service hours	HSL	None	None	Not sought			
	1	Out of control party, argumentative with security, noise caused 6 people to complain. Banned resident at party	\$50 fine noise violation; \$50 fine out of control party; \$50 fine; banned resident Probation; no more parties	HSL	Large party, with lots of off campus students. Escalated to a call to Campus Security					
Breach of Residence Hall Regulations Alcohol	7	Open alcohol	Verbal/written warning	HSL	None	None	Not sought			
	1	Passed out drunk in room Noise complaint	Alcohol resources on campus, minimum of 6 resources	HSL	None	None	Not sought			
	1	Intoxicated while running event & lounge not cleaned up	\$50 fine	HSL	None	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008**Part 2, Inappropriate Behaviour**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Breach of Residence Hall Regulations Alcohol	3	Drunken disturbance in residence, minor destruction	Banned from University College in evenings	HSL	None	None	Not sought			
	1	Slight intoxication & distress	Discussion about boundaries	HSL	None	None	Not sought			
	1	Drinking games	Verbal warning	HSL	None	None	Not sought			
	5	Over intoxicated	\$50 fine	HSL	None	None	Not sought			
	1	Intoxicated and in distress	\$50 fine	HSL	None	None	Not sought			
	1	Beer bottles in residence	\$50 fine	HSL	None	None	Not sought			
	1	Excessive consumption of alcohol, damage to residence property	\$150 fine - broken window \$50 over intoxication	HSL	None	None	Not sought			

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEESeptember 1, 2007 to August 31, 2008**Part 2, Inappropriate Behaviour**

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Breach of Residence Hall Regulations Alcohol	2	Over intoxicated, found unconscious	\$50 fine	HSL	None	None	Not sought			
	2	Over consumption of alcohol, found by residence security or staff, vomited	\$50 fine \$30 cleaning fine	HSL	None	None	Not sought			
	5	Over consumption of alcohol	Verbal warning	HSL	None	None	Not sought			
	1	Over consumption & disrespectful to staff, vomiting	\$150 fine, probation	HSL	None	None	Not sought			
	1	Drunk and vomited in residence	\$25 cleaning charge	HSL	None	None	Not sought			
Computer Related Incidents	56	Copyright Violations	44 warned 12 suspended	IST	None	None	Not sought			
	1	Sharing	Warned	IST	None	None	Not sought			

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Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Computer Related Incidents	6	E-Mail Abuse	4 warned	IST	None	None				
	1	Inappropriate software	1 warned	IST	None	None	Not sought			
Disorderly/Threatening Conduct	1	Violent behavior to another student	Non-resident , banned from Tache gym until end of academic year	HSL	None	None	Not sought			
	1	Disturbance in stairwell	\$100 fine , threat to others							
	1	Disturbance with other residence student	Verbal warning	HSL	None	None	Not sought			
	1	Disruptive, drunken behavior , rude to security and residence staff	\$50 fine	HSL	None	None	Not sought			
	1	Rumored to be carrying a knife around Tache Hall and campus	\$50 fine, probation, 10 hrs community service (5 hours with Priaxis)	HSL	Did not have knife, was trying to scare people					

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Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Disorderly/ Threatening Conduct	1	Ripped down signs in Mary Speechly Hall, disrespectful towards staff	\$100 fine 5 hrs community service Probation 1 apology letter 48 hours to replace posters	HSL	None					
	3	Activated fire alarm	Verbal warning	HSL	None	None	Not sought			
	1	Ringling elevator bell and guest disrespectful towards Residence Assistant	Verbal warning	HSL	None	None	Not sought			
	1	Punched a hole in dryer door, and lit poster on fire	Voluntarily withdrew, asked to leave residence by Assistant Director	HSL	None	None	Not sought			
	1	Multiple incidents in Tache Hall	Banned from Tache Hall residence	HSL	None	None	Not sought			
	1	Vomiting in recycle bin in hallway	RA responded , 3 on campus alcohol consumption resources	HSL	None	None	Not sought			
	1	Destruction of microwave	\$50 fine	HSL	None	None	Not sought			

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Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Disorderly/ Threatening Conduct	1	Dumping garbage in recycle bin	Written warning	HSL	None	None	Not sought			
	1	Guests urinating on Residence property	\$50 fine	HSL	None	None	Not sought			
	2	Garbage outside room	Verbal warning	HSL	None	None	Not sought			
	1	Damage to 4 th TE fire door - member of team running through hallway crashed through door	Team paid for repairs	HSL	None	None	Not sought			
	1	Room conditions	Unlivable conditions in room , asked to leave by Director	HSL	None	None	Not sought			
	1	Urinating in bottles & dumping them in the garbage	\$50 fine Probation	HSL	None	None	Not sought			
	1	Found in stairwell passed out	Discussion with RLC	HSL	None	None	Not sought			

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Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Disorderly/ Threatening Conduct	1	Intimidating, bullying behavior towards students and teaching/non-teaching staff	Barred from Faculty for 3 years – courses and programs	Dean	Was not adequately warned	Repeated violations over 3 years	LDC	Upheld	UDC	Settled
	1	Abusive language towards staff	1 Month suspension from facility	Assistant Director	Student Apologetic	None	Not sought			
	1	Did not return equipment; abusive language towards Assistant Director	1 Month suspension from facility	Assistant Director	None	None	Not sought			
Forged Documentation	0									
Indecent Exposure	0									
Sexual Harassment	0									
Theft	0									

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEE

September 1, 2007 to August 31, 2008

Part 2, Inappropriate Behaviour

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Unprofessional Conduct	1	Inappropriate and disrespectful comments in e-mail	Letters of apology; 10 hours of volunteer services with Student Advocacy	Associate Dean	None	None	Not sought			
	2	Unprofessional conduct	Temporary clinical suspension	Dean	None	None	Not sought			
	1	Student sent a disrespectful e-mail to clinical teacher who had asked the student to return a course orientation manual; student alleges that the clinical teacher had made errors in the assessment of the student's clinical performance and that the clinical teacher had lied. Student had already withdrawn from course voluntarily.	Student received a verbal reprimand; student informed of more appropriate ways to resolve course related issues including working with Student Advocacy and Resource services	Associate Dean	Student indicated an understanding that the behavior was inappropriate					

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ANNUAL REPORT OF THE UNIVERSITY DISCIPLINE COMMITTEE

September 1, 2007 to August 31, 2008

Part 2, Inappropriate Behaviour

Disciplinary Matter	# of Students Disciplined	Detail	Disciplinary Action	Disciplinary Authority	Mitigating Factors	Aggravating Factors	Next Level of Appeal	Disposition	Next Level of Appeal	Disposition
Unprofessional Conduct	1	Membership pass sharing	1 month suspension from facility	Assistant Director	Student Apologetic	None	Not sought			
	11	Membership pass sharing	1 month suspension from facility	Assistant Director	None	None	Not sought			
	1	Membership pass sharing; refused to provide student card when requested	1 month suspension from facility	Assistant Director	None	None	Not sought			
	1	Student while participating in course in Churchill MB, student fed bears, in spite of all students being repeatedly told not to do so	Student was immediately sent home and removed from the course. Student has been invited by letter to speak with the Department Head. Meeting is pending as is further action.	Department Head	N/A	N/A	N/A			
Vandalism	0									

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