

BOARD OF GOVERNORS

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

Tuesday, October 8, 2013

4:00 p.m.

E1-270 EITC

Alan A. Borger Sr. Executive Conference Room

OPEN SESSION

Please call regrets to: 474-6165 no later than 4:00 p.m. on Friday prior to the meeting.

OFFICE OF THE UNIVERSITY SECRETARY



UNIVERSITY
OF MANITOBA

AGENDA

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Any member who wishes to debate an item that is listed below may have it removed from the consent agenda by contacting the University Secretary prior to the meeting or by asking that it be removed before the Chair calls for a mover and seconder for the following motions.

Consent items are: 6.2, 6.3, 6.4, 6.5, and 6.6.

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MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION



UNIVERSITY
OF MANITOBA

**Minutes of the OPEN Session of the
Board of Governors
June 25, 2013**

Present: J. Lederman, Chair
J. Leclerc, Secretary

S. Ally D. Barnard A. Berg T. Bock P. Bovey E. Bowness
A. Dansen R. Dhalla J. Embree S. Jasper M. Labine B. Passey
M. Robertson D. Sauer A. Turnbull M. Wetzel R. Zegalski

Regrets: N. Halden G. Hatch S. Jesseau H. Sector M. Whitmore

Assessors Present: R. Howard C. Morrill

Officials Present: S. Coyston J. Doering S. Foster J. Kearsey J. Keselman
D. Jayas P. Kochan

1. ANNOUNCEMENTS

Board of Governors Wind-up BBQ is at the President's Residence immediately following today's Board meeting.

Save the Date: Board of Governors Recognition Dinner will be held on Wednesday, November 6 at 6:00 p.m.

This is the last meeting for Sharon Jasper. We thank her for her service and wish her well in her future endeavours. Gwen Hatch, who was absent, will likely be stepping down as she has been appointed to the Court of Queen's Bench. The Chair expressed congratulations on behalf of the Board.

FOR ACTION

2. APPROVAL OF THE AGENDA

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

THAT the agenda for the Open session of the June 25, 2013 Board of Governors meeting be approved as circulated.

CARRIED

3. MINUTES (Open Session)

3.1 Approval of the Minutes of the May 21, 2013 OPEN Session as circulated or amended

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

THAT the minutes of the Open session of the May 21, 2013 meeting be approved as circulated.

CARRIED

3.2 Business Arising – none

4. UNANIMOUS CONSENT AGENDA

The Chair asked whether any member had concern with any of the items on the Consent Agenda. No items were identified for individual consideration.

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

That the Board of Governors approve and/or receive for information the following:

THAT the Board of Governors approve the establishment of an Endowed Professorship in Pharmacy Research [as recommended by Senate, June 19, 2013].

THAT the Board of Governors approve the establishment of an Endowed Professorship in Stem Cell Research [as recommended by Senate, June 19, 2013].

THAT the Board of Governors approve the establishment of an Endowed Professorship in Government [as recommended by Senate, June 19, 2013].

THAT the Board of Governors approve the Report of the Senate Committee on Awards – Part A [dated April 9, 2013].

THAT the Board of Governors approve the Report of the Senate Committee on Awards – Part B [dated April 9, 2013].

THAT the Board of Governors approve nine new offers, nine amended offers, and the withdrawal of two offers, as set out in Appendix A of the Report of the Senate Committee on Awards – Part A [dated May 14, 2013].

THAT the Board of Governors approve one new offer as set out in Appendix A of the Report of the Senate Committee on Awards – Part B [dated May 14, 2013].

THAT the Board of Governors approve three new offers and one amended offer, as set out in Appendix A of the Report of the Senate Committee on Awards [dated May 21, 2013].

The following items were received for information:

**Implementation of Bachelor of Arts (Honours) in Anthropology
Implementation of Bachelor of Arts (Honours) in Criminology**

CARRIED

5. NEW BUSINESS

5.1 REPORT FROM THE PRESIDENT

In addition to his written report, Dr. Barnard informed the Board that there had been a well-attended event the previous week to celebrate the formal announcement that the University will be the home of the National Research Centre for the Truth and Reconciliation Commission. He said the event was meaningful and moving. He also explained that there remained details that would be worked out with the Federal government but it was moving ahead in a positive way.

Mr. Zegalski noted that the University had been silent in the press around the problems with the opening of the stadium and asked what the communication plan was. Mr. Kearsy answered from a communications perspective it was thought that the University should refrain from comment. Dr. Barnard noted that the University is not responsible for traffic flow issues.

6. FROM FINANCE, ADMINISTRATION AND HUMAN RESOURCES COMMITTEE

6.1 This item was removed at the request of the Graduate Students' Association

6.2 Policy: Governing Document Development and Review

It was moved by Mr. Zegalski and seconded by Mr. Dhalla:

THAT the Board of Governors approve the Governing Document Development and Review Policy and the Governing Document Development and Review Procedures effective immediately.

CARRIED

FROM AUDIT & RISK MANAGEMENT COMMITTEE

- 7.1 Presentation of Financial Statements
- 7.2 Audit Results Memorandum
- 7.3 Approval of Financial Statements
- 7.4 Public Sector Compensation Disclosure

Ms. Bovey referred to page 46, pointing out that the Office of the Auditor General (OAG) staff had identified one new item as an uncorrected misstatement, but that this misstatement was not material to the financial statements. Ms. Bovey explained that the Committee had moved to let it stand uncorrected. Ms. Bovey also pointed out that because this year the University changed to public sector accounting standards, it was necessary to restate past years, explaining that that made it a particularly difficult year. Ms. Bovey expressed her appreciation and congratulated Mr. Hay, Mr. Pasiaka and their staff on having done such a good job.

Referring to the Auditor's Report on page 119, Mr. Pasiaka recalled that the notes to the financial statements had been approved in March and that any changes to those notes are highlighted in note 3 on page 136. Mr. Pasiaka added that another significant change can be seen in how unrealized losses/gains are recorded. He explained that this means that this year's year end numbers are not comparable to the previous year. Mr. Pasiaka commented that the OAG report stated an unqualified auditor's opinion, subject to Board approval of the financial statements.

Mr. Pasiaka began to highlight a few items in the financial statements, including:

- total current assets are down due to lower accounts receivable and this is related to the end of the Knowledge Infrastructure Program (KIP) funding.
- the loan to BBB Stadium Inc. is flowing through the University, so there is a loan receivable from BBB and offsetting debt to the province also reflected.
- investments and capital assets have increased
- as per the new accounting standards, vacation and sick leave liability was estimated at approximately \$1 million.
- long term debt is up by \$35.3 million to \$360 million, almost half of this amount is related to the stadium and is offset later in the statements.
- In the Statement of Operations, miscellaneous income is down due to a decline in insurance proceeds as the Duff Roblin claim comes to a close.
- COPSE funding is up \$16 million to \$327 million due to the increase in operating grant.
- Government of Canada revenue is down, mainly due to the end of KIP projects this year.
- the future benefit expense increased by \$2.9 million because of the requirement to pay CPP on the Long Term Disability Plan.
- There is a net increase of \$55 million over all university funds and remeasurement gains of \$46 million, for an overall increase of \$102 million.

Dr. Morrill asked for the reason for the management recommendation related to the long term agreement. Mr. Hay explained that it relates to an agreement with an individual which is subject to a confidentiality agreement and disclosing it as a liability would require disclosing the details.

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

THAT the Board of Governors receive for information the Audit Results Memorandum from the Office of the Auditor General (OAG).

THAT the Board of Governors approve the Financial Statements of The University of Manitoba for the year ended March 31, 2013.

THAT the Board of Governors approve the Public Sector Compensation Disclosure Report of the University of Manitoba for the year ended December 31, 2012.

CARRIED

Mr. Dhalla expressed his hope that Management take it under consideration that situations resulting in misstatements be avoided at all costs.

FROM SENATE

8.1 Strategic Enrolment Management Planning Framework 2013 – 2018

Dr. Keselman stated that the Strategic Enrolment Management (SEM) Planning Framework is a response to the challenge to become more deliberate in becoming the kind of university the University of Manitoba should want to be. She explained that it is comprised of enrolment goals and goals related to graduation rates and student persistence. She added that the intention is to develop these goals into a more fulsome plan and identify the specific actions to be taken to achieve these goals.

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

THAT the Board of Governors approve the Strategic Enrolment Management Planning Framework.

Ms. Howard asked if this planning framework is different or unique from other U15 institutions. Dr. Keselman replied that many of the goals in the framework are based on an assessment of demographic trends and comparisons to the U15. Dr. Barnard remarked that the overall pattern will look more like other research intense universities, with the exception of the goal for Indigenous Achievement which is specific to the University of Manitoba because of who we are. Ms. Howard then asked if University staff might perceive this as a lot of change. Dr. Keselman responded that many of the things are already being done, so they are reinforcing these goals.

Ms. Lederman remarked that the goals for Aboriginal achievement are ambitious and will require additional supports and programming which requires big money. She asked how this would be achieved. Dr. Keselman responded that these are aspirational goals and the University would need to work with other public sector institutions to achieve some of these goals.

Dr. Keselman commented that one aspect of the capital campaign will be around the Indigenous Achievement Pillar. Mr. Kearsley added that the case for student support and the student experience part of the case for support is embedded in the capital campaign. Dr. Keselman stated that if this item is approved a concrete plan of how to achieve these goals will need to be developed.

Dr. Barnard remarked that the University community has been quite responsive to the idea of articulation agreements and that Minister Selby is pleased with the work of the University of Manitoba in building these connections. Ms. Lederman observed that attainment and time to completion needs to be addressed and noted that there was no mention of the of quality of teaching. Dr. Keselman reported that her team is looking hard at student persistence, withdrawals, D and F grades, etc. in order to determine what is wrong and how to fix it. Ms. Lederman applauded Dr. Keselman for making this issue more visible. Dr. Barnard commented that one of the factors in this being brought to light is the University's commitment to using data more in strategic planning and budget decisions.

Ms. Lederman asked about the justification or rationale for the modest increase in International graduate student numbers. Dr. Keselman noted that the University of Manitoba has a higher proportion of international students than most schools, although the numbers are similar to where they have been. Dr. Doering commented that he looks forward to the challenge of changing the student experience for the better, noting that 20% International students is quite high compared to 10% in most other schools at the undergraduate and graduate levels. Dr. Keselman also noted that International students require a lot of support. She also commented that this document is a dynamic one and the targets would be adjusted on an annual basis.

Dr. Barnard stated that some of these targets will be easier than others to attain, and that it will require a lot of effort, money, and different thinking in order to get there, particularly with respect to Indigenous achievement. Ms. Passey commented that it would be beneficial to partner with elementary schools and even early childhood kindergarten readiness programs. Dr. Keselman noted that many outreach programs are already working at K-12 levels.

Ms. Bovey observed that degree completion at the Ph.D. level seems to be quite slow, and wondered what the expectation is to graduate. Dr. Doering responded that the new academic guide reduced time allowed for completion of Masters and Ph.D. degrees by one year. He explained that there will be communication with students to check in in order keep that expectation on their radar. Ms. Bovey asked if graduate students might lose their funding if they take longer to graduate. Dr. Keselman indicated that the graduate fee structure means students pay the bulk of their fees early on and only a small continuation fee to stay in the program and that this may need to be changed. She added that an advisor/student agreement will be created to specify and improve monitoring of student and advisor responsibilities and expectations for progress. Lastly, Dr. Keselman said there should be improvements to graduate student funding so those students will not have to work.

Mr. Robertson commented that the most exciting part of the document is the Indigenous achievement numbers so he hopes these aspirational goals become real goals.

MOTION CARRIED

8.2 Proposal for a Community Recreation and Active Living Diploma

Dr. Barnard commented that this diploma program is quite interesting and innovative and that the proposal itself is straightforward. Dr. Keselman remarked that this program will facilitate increased Indigenous success.

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

THAT the Board of Governors approve a proposal for a Community Recreation and Active Living Diploma [as recommended by Senate, June 19, 2013].

CARRIED

8.3 Name Change for Department of Mechanical Engineering

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

THAT the Board of Governors approve a proposal to change the name of the Department of Mechanical and Manufacturing Engineering to “Department of Mechanical Engineering,” [as recommended by Senate on June 19, 2013].

CARRIED

FOR INFORMATION

9. UPDATES

9.1 Updates from the UMSU President & GSA President

Ms. Ally reported that UMSU is currently in the process of selecting a new health and dental insurance provider, and that planning for September’s orientation is underway as well.

Ms. Wetzel informed the Board that the GSA has begun the review of applications for teaching awards as well as planning for 2013 and 2014. She explained that the GSA is working with Student Life and the Faculty of Graduate Studies to make changes on this. Ms. Wetzel reported that the GSA is also in the process of switching to IST for technological support services which they hope will improve stability.

Dr. Barnard noted that the executive team has met with the UMSU and GSA leadership teams. He commented that the meetings were very positive and that they were finding common ground to work on.

MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION

It was moved by Mr. Zegalski and seconded by Mr. Bock:
THAT the meeting move into Closed and Confidential Session.

CARRIED

Chair

University Secretary

DRAFT

PRESIDENT'S REPORT: October 8, 2013

GENERAL

September marks the arrival to the University of Manitoba of thousands of students every year; many returning for the second and subsequent years of their studies, and many being welcomed for the first time. First-day enrolment in September 2013 has reached record-setting levels at the University of Manitoba, with total enrolment of 29,321 students resulting in an increase of 1.8 percent from last year. This includes a 1.1% increase in undergraduate enrolment and a 5.1 percent increase in graduate enrolment.

September also is the time when alumni of the University are welcomed back to campus to join in Homecoming celebrations, which this year will be held September 23-29. The theme of Homecoming this year is "I remember when" and it will include a wide variety of events including the Homecoming Dinner, at which Mr. Ovide Mercredi (LLB/77) will be recognized with the 2013 Distinguished Alumni Award, the Bison football game, Terry's Cause- a 5K fun walk, roll or run, Desautels Homecoming Concert, Visionary Conversations, faculty receptions and tours, and special reunion events.

Over the summer, a number of events have taken place at Investors Group Field, including Winnipeg Blue Bombers games and concerts by Sir Paul McCartney and Taylor Swift. The parking and transportation plan for events at the stadium is going well, due to efforts among University stakeholders to identify and respond to areas of concern. Adjustments were made to the plan following the pre-season game which allowed for better traffic flow and the University stakeholders meet after each Investors Group Field event to review any concerns. Additionally, communications to all staff and all students regarding the parking and transportation plans are sent out prior to events. The University of Manitoba Bisons men's football team have moved into the David Asper University of Manitoba Bison Football Centre at Investors Group Field and opened their season by playing in front of a record-setting crowd of over 10,000 fans.

Innovation Plaza was unveiled on August 22nd with the induction of a bust honouring Baldur R. Stefansson and his development of canola. The installation was sponsored by the Richardson Foundation. Innovation Plaza honours the most distinguished researchers, scholars and creators at the University of Manitoba. Located on the south lawn of the Buller Building at Auld Place, the heart of Innovation Plaza will be a series of commemorative busts that acknowledge and celebrate great researchers, scholars and creators who have greatly enriched society and contributed significantly to the social, cultural or economic well-being of Canada and/or the world. Persons will be recognized in a public ceremony by installation of a bust in the Innovation Plaza. More information on nomination criteria and deadlines can be found at umanitoba.ca/innovationplaza.

ACADEMIC MATTERS

- Michael Trevan, dean, agricultural and food sciences, was asked by the Canadian Food Inspection Agency to be a member of the expert panel for their Food Safety Regulation modernization forum in Ottawa on June 4.

- Members of the department of animal science were honoured at the Canadian Society of Animal Science (CSAS) – Canadian Meat Science Association joint annual meeting. Karin Wittenberg was the recipient of the prestigious CSAS Fellowship Award, given by the Society for outstanding contributions in any field of animal agriculture. Martin Nyachoti received the Excellence in Nutrition and Meat Sciences Award, an award given in recognition of excellence in teaching, research or extension in the fields of nutrition and meat. Gary Crow received the Lifetime Membership Award.
- Debbie Kelly, psychology, has been elected as the new president-elect for the International Comparative Cognition Society.
- Karine Levasseur, political studies, received the J.E. Hodgetts Award for the best published article in the prestigious journal *Canadian Public Administration*.
- Evelyn Forget, Community Health Sciences, was honoured with the Queen Elizabeth II Diamond Jubilee Medal, which is given to individuals who have made valuable contributions to the country, province or community.
- Gordon Robinson, biological sciences, has been appointed as a member of the Killam Selection Committee by the Canada Council for the Arts. The Committee recommends on the distribution of the Killam Prizes and the Killam Fellowships.
- Karen Sharma, political studies student, was the winner of the Silver Prize in the National Student Thought Leadership Awards at the Institute of Public Administration Canada's 2013 conference for her paper *Mea Maxima Culpa: The Political Apology as an Instrument of Public Policy in Canada*.
- Kimberly Hart, social work student, was awarded the Scientific Director's Award of Excellence 2013 by the Canadian Institutes of Health Research-Institute of Aboriginal Peoples' Health for the Master's level. The awards were given out at the 2013 National Gathering of Graduate Students at the First Nations Longhouse, University of British Columbia in June 2013.
- For the third consecutive year, an Aboriginal Business Education Partners' student has been selected as a General Electric Foundation Scholar Leader, which is a scholarship and leadership development program. This national award is open to Aboriginal students enrolled in business or engineering.
- The 4th annual Carman High School Agro Ecology Day at the Ian N. Morrison Research Farm involved 110 Grade 10 students from Carman, Elm Creek and Miami. Started in 2010, the event is a joint venture between the Prairie Rose School Division, University of Manitoba Faculty of Agricultural and Food Sciences, and MAFRI. The students participated in hands-on learning with experts in the fields of entomology, weeds, riverbanks, soil, and agricultural meteorology.
- The University of Manitoba and Assiniboine Community College are pleased to announce a new agreement that enhances mobility of students in the Province of Manitoba. Students who complete their Diploma in Agribusiness at Assiniboine Community College (ACC) with a minimum B average will receive two years of course credit towards completing a four-year Bachelor's of Science in Agribusiness at the University of Manitoba.

- In July, the Bruce D. Campbell Farm and Food Discovery Centre reached its 10,000th visitor since opening its doors nearly two years ago.
- The *New Venture Adventure Camp in Entrepreneurship* took place from July 15-19, 2013. Student entrepreneurs, aged 10-12, learned how to turn their ideas into successful business ventures. By the end of the week, the full class of 40 budding entrepreneurs presented their team business plans to a panel of judges. Awards were presented to the top three teams. The program was run by the Stu Clark Centre for Entrepreneurship at the University of Manitoba.
- The Aboriginal Business Education Partners partnered with the Stu Clark Centre for Entrepreneurship to provide complimentary registration and transportation for an Aboriginal inner-city elementary student to the *New Venture Adventure in Entrepreneurship Camp*. The selected participant was a grade six student from John M. King and his team's business concept had won first place.
- Archimedes Math Schools is a non-profit organization founded by mathematics professors in Winnipeg (Rob Craigen and Darja Kalajdziewska from the University of Manitoba and Anna Stokke and Ross Stokke from the University of Winnipeg) who recognize the need for a low-cost, after-school, math program for grades 4, 5 and 6 school children. With the exception of university-student teachers, all individuals involved with the day-to-day operation of Archimedes Math Schools are unpaid volunteers. Volunteer university math professors plan all lessons that are delivered by university math students. The goal of the Schools is to provide a structured and comfortable environment where children may expand their knowledge, improve their skills, increase their confidence and develop an appreciation for mathematics. In 2013, 110 students are enrolled in the Schools, which are funded by the Canadian Mathematical Society and the Fields Institute for Research in Mathematical Sciences.
- The Second International Indigenous Voices in Social Work Conference was held in early July in Winnipeg. This event was led by Michael Hart, Canada Research Chair in Indigenous Knowledges and Social Work and attracted 345 scholars, activists and students from 13 countries.
- The University of Manitoba's Humanoid robots won the King's class all-around event of the 2013 FIRA HuroCup in Kuala Lumpur, Malaysia, an international competition. FIRA is the oldest robotics competition in the world. In the HuroCup competition, the humanoid robotics compete in an octathlon which includes a spirit, marathon, lift-and-carry, obstacle run, weightlifting, basketball free throws, soccer and a climbing wall. It challenges the robotics team in a broad range of skills, such as humanoid motion, complex motion planning and human-robot interaction. The University of Manitoba SnoBots, named Jimmy and Jeff, placed first in wall climbing and weightlifting, were second in United soccer (joining other competitors to form a team, fourth in the sprint and fifth in soccer penalty kicks. The students travelling to Kuala Lumpur with the SnoBots were Chris Iverach-Brereton and Josh Jung. "Doing well in one event is usually a tough goal when you have only two students going and many teams have a dozen, and the competition is the best in the world" said Dr. John Anderson, the U of M's head of computer science, in the press release. "But doing well enough across the board to win the entire event is an enormous achievement; we're overjoyed both with the performance and what it demonstrates about our core research." Faculty who oversaw the robots' development and testing are the directors of the U of M's Autonomous Agents Lab, Anderson and Jacky Baltés, who also travelled to Kuala Lumpur. Members of the robotics team that helped create the computer code for the SnoBots' operation include Diana Carrier, Tiago Martins Araujo, Geoff Nagy, Meng Cheng Lau and Andrew Winton.

RESEARCH MATTERS

- The Social Sciences and Humanities Research Council (SSHRC) announced \$2.7 million in funding for two partnership projects, one team led by Peter Kulchyski (Native studies \$2.5 million) and one team led by Karen Busby (law \$200,000). Kulchyski's project involves a 'grounds up' engagement, linking scholars, artists and human rights activists interested in questions of culture, human rights and politics through the lens of performance studies. Busby's team of researchers will look at "the right to clean water in First Nations: the most precious gift." Both projects involve numerous partners at other institutions and organizations locally and nationally.

In addition to the two partnership projects, SSHRC also announced \$1,085,000 in project funding to 35 graduate students through CGS masters and doctoral scholarships.

- On June 5 the Government of Canada announced \$2.0 million in funding from the Canada Foundation for Innovation Leaders Opportunity Fund to eleven professors: Christopher Anderson (pharmacology and therapeutics/St-Boniface Hospital Research \$396,472), Harold Aukema and Rotimi Aluko (human nutritional sciences \$387,258), Mark Belmonte (biological sciences \$157,341), Vernon Dolinsky (pharmacology and therapeutics/Manitoba Institute of Child Health \$160,000), Cheryl Glazebrook (kinesiology and recreation management \$87,936), Emmanuel Ho (pharmacy \$129,741), Michelle Lobchuk (nursing/St-Boniface Hospital Research \$188,784), C.J. Mundy and Jens Ehn (environment and geography/Centre for Earth Observation Science \$319,992) and Joerg Stetefeld (chemistry, microbiology, and biochemistry and medical genetics \$180,955).
- The Canadian Institutes of Health Research (CIHR) announced \$2.5 million in funding on June 26 to Alan Katz (community health sciences, family medicine/Manitoba Centre for Health Policy) through the Community-Based Health Care in Canada program. Katz's project entitled "Innovation in Community Based Primary Healthcare Supporting Transformation in the Health of First Nations and Rural/Remote Manitoba Communities: iPHIT" will be done in partnership with the Assembly of Manitoba Chiefs. The study will use the existing community based methods of providing care, based on who funds the services, to determine which models work best.
- The Heart and Stroke Foundation of Canada (HSFC) made a \$300 million, multi-year commitment to 19 leading research institutions in Canada, of which the University of Manitoba is one. As part of the newly formed Heart and Stroke Foundation Research Leadership Circle, the researchers at the University of Manitoba will have access to these funds through merit-based, peer review processes which govern all funding by the HSFC.
- CIHR awarded \$1.37 million in July to a team led by James Davie, Canada Research Chair in Chromatin Dynamics (biochemistry & medical genetics/Manitoba Institute of Child Health) examining the complex genetic and other factors that contribute to the development of Fetal Alcohol Spectrum Disorders (FASD). The project is an expansion of an existing international team of researchers and clinicians with a focus on improving the diagnosis, care and prevention of FASD. The overarching aim of the project is to discover an "FASD Epi-Code."

- Annemieke Farenhorst (soil science) is leading a \$2.976 million project titled H2O CREATE, with assistance from the university's Centre for Human Rights Research and in collaboration with Trent University, University College of the North, the Assembly of First Nations and industry partners. The Natural Sciences and Engineering Research Council of Canada (NSERC) awarded \$1.65 million to the research team in August. The H2O Program for Water and Sanitation Security is one of 15 projects funded across Canada designed to help young researchers learn specialized skills while addressing some of the country's biggest challenges. H2O program students, including many who are Indigenous, will assist First Nations, water treatment system manufacturers and engineering firms at a crucial time when residents of 113 First Nations across Canada are unable to drink their tap water. The project has additional support To learn more about the project visit <http://www.create-h2o.ca/>
- A U of M team led by Sabine Mai (cell biology/physiology/Manitoba Institute of Cell Biology, CancerCare Manitoba) was named a finalist of the Cognition Challenge in July. This competition is a crowd-sourcing inspired challenge that invited researchers to submit their solutions to address problems of learning and memory related to Alzheimer's disease and cognitive disorders. The team was awarded \$50,000 for their project titled "3D Nuclear Telomere Imaging in Alzheimer's Disease."
- The World Education Congress 2013 awarded Distinguished Professor Digvir Jayas, Vice-President (Research and International) with the "Education Leadership Award" at their meeting in June. The award was given in recognition of his leadership and contribution to the field of education. The Chairman of the Awards & Academic Committee indicated that "As a thinker and doer you are a role model and a believer in change." The aim of the Award is to recognize the best of the best, organized for a professional cause.
- Two U of M professors were named to the Order of Canada this summer: Patricia Martens (community health sciences/Manitoba Centre for Health Policy) and Distinguished Professor Emeritus Vaclav Smil (environment and geography). Martens was recognized for her work on population health with particular interests in the health status, inequities, healthcare use patterns of rural and northern residents, mental health, child health, breastfeeding issues, and the health of Aboriginal peoples. Smil was recognized for his contributions as an author, educator and lecturer on the impact of human energy use on the Earth's ecosystem.
- The Royal Society of Canada announced the election of three esteemed U of M professors as new Fellows on September 6: Patricia Martens (community health sciences/Manitoba Centre for Health Policy), Professor Emeritus Aftab Mufti (civil engineering/ISIS Canada Research Network) and Grant Pierce (physiology and pharmacy professor; executive director of research, St-Boniface Hospital Research). This brings the total number of RSC Fellows at the University of Manitoba to 45.
- The Richardson Centre for Functional Foods and Nutraceuticals hosted a two-day national conference/workshop on probiotics and prebiotics in June with the objective of creating a forum to facilitate sharing of ideas and networking opportunities between the academic, industrial and government communities.

- Sixteen researchers received a total of \$419,293 from the Natural Sciences and Engineering Research Council of Canada (NSERC). Those projects over \$25,000 are as follows:

Researcher	Sponsor	Project Title	Funding
Hossain, Ekram (Electrical and Computer Engineering)	NSERC Engage Grants	Development of secure and energy efficient medium access control mechanism for wireless sensor networks in residential buildings	\$ 25,000
Alfaro, Marolo (Civil Engineering)	NSERC Engage Grants	Assessing the performance of rail embankment along the Hudson Bay railway	\$ 25,000
Levin, David (Biosystems Engineering)	NSERC Engage Grants	Use of reversible hydrogen storage materials for unmanned air vehicles	\$ 25,000
Nyachoti, Charles (Animal Science)	NSERC Engage Grants	Controlling enter toxigenic Escherichia coli-induced diarrhea in piglets using egg yolk antibodies	\$ 25,000
Jones, Peter (Food Science/Richardson Centre for Functional Foods & Nutraceuticals)	NSERC Engage Grants	Identification and quantization of biologically active flavonoids in Red Osier Dogwood bark and development of a standardized preparation for its sale as a nutraceutical	\$ 25,000
Thiyam-Hollander, Usha (Human Nutritional Sciences)	NSERC Engage Grants	Recovery of endogenous phenolics from post-expelled canola oil refining byproducts to fortify and improve stability of expeller pressed and other canola oils	\$ 25,000

Kim, Woo Kyun	NSERC Engage Grants	Effects of prebiotics supplementation as an alternative to antibiotics on growth performance, immune response, intestinal gene expression and gut health in broiler chicks	\$ 25,000
Hossain, Abu (Ekram) (Electrical & Computer Engineering)	NSERC Engage Grants	High-rate and reliable wireless transceiver for remote equipment control using advanced antenna technologies	\$ 25,000
Yahampath, Pradeepa (Electrical & Computer Engineering)	NSERC Engage Grants	Simulation of data networks in PSCAD/EMTDC	\$ 25,000

- Forty-three health researchers received a total of \$11,286,270 in funding from various sponsors. Those projects over \$25,000 are as follows:

Researcher	Sponsor	Project Title	Funding
Bernstein, Charles (Internal Medicine)	Health Sciences Centre	Understanding the biological, clinical & psychosocial determinants of health outcomes in IBD	\$300,000
Cattini, Peter (Physiology)	CIHR	Investigation of the human growth hormone synthesis during development of obesity in a novel "Humanized" transgenic mouse model	\$105,000
Cattini, Peter (Physiology)	Manitoba Health Research Council	Control of alternative splicing in cell function and genetic diseases	\$90,000
Chelikani, V.G.B. Prashen (Oral Biology)	Manitoba Health Research Council	Structural insights into the activation mechanisms of prostanoid receptors	\$25,000
Chipperfield, Judith (Psychology)	CIHR	Psychosocial predictors of health and survival in late life	\$69,918

Chipperfield, Judith (Psychology)	Manitoba Health Research Council	Psychosocial predictors of health and survival in late life	\$69,918
Dakshinamurti, Shyamala (Pediatrics and Child Health)	Heart and Stroke Foundation of Canada	Effect of neonatal hypoxia on pulmonary artery and right ventricle adenylyl cyclase	\$273,686
Davie, James (Biochemistry and Medical Genetics)	CIHR	Discovering the epigenetic signatures associated with fetal alcohol spectrum disorder	\$1,372,800
Dolinsky, Vernon (Pharmacology and Therapeutics)	Manitoba Health Research Council	Diabetes during pregnancy and the fetal origins of diabetes and heart disease in the offspring	\$100,000
Duhamel, Todd (Faculty of Kinesiology and Recreation Management)	Heart & Stroke Foundation of Manitoba	ENCOURAGEing workplace and employee wellness programs to help more Manitoban's to become physically active	\$80,000
El-Gabalawy, Hani (Internal Medicine)	CIHR	Scientific director supplement grant	\$750,000
Fernyhough, Paul (Pharmacology and Therapeutics)	CIHR	Dysregulation of neuronal mitochondrial function in diabetic sensory neuropathy	\$943,639
Fowke, Keith (Medical Microbiology)	CIHR	Longitudinal analysis of immune quiescence and impact of commercial sex work in HIV exposed seronegative (HESN) sex workers from Nairobi, Kenya	\$135,000
Gibson, Spencer (Biochemistry and Medical Genetics)	Canadian Cancer Society Research Institute	Lysosome mediated cell death in chronic lymphocytic leukemia	\$200,000
Hack, Thomas (Dean's Office - Faculty of Nursing)	CIHR	Impact of treatment consultation recordings on oncology patient outcomes: A prospective, parallel randomized controlled trial	\$178,591

Halayko, Andrew (Physiology)	Children's Hospital Foundation of Manitoba Inc.	Genetic ablation of S100A9 protein in a chronic allergic asthma model: Impact on airway inflammation, airway hyper responsiveness and airway remodeling	\$36,750
Hayglass, Kent (Immunology)	CIHR	MD/PhD Program Grant (Starting in 2011-12)	\$132,000
Hayglass, Kent (Immunology)	CIHR	MD/PhD program grant (Starting in 2012-13)	\$132,000
Ho, Emmanuel (Faculty of Pharmacy)	Manitoba Health Research Council	To design, develop, and characterize a stable intravaginal film formulation for the targeted delivery of siRNA-encapsulated nanoparticles to immune cells	\$73,500
Katz, Alan (Family Medicine)	CIHR	Innovation in community based primary healthcare supporting transformation in the health of first nations and rural/remote Manitoba communities: iPHIT	\$2,498,679
Klassen, Terry (George and Fay Yee Centre for Healthcare Innovation)	CIHR	Manitoba SUPPORT Unit Start-Up Fund	\$250,000
Kobinger, Gary (Medical Microbiology)	University of Texas Medical Branch	Evaluation of protective immunity after mucosal vaccination	\$104,760
Lix, Lisa (Community Health Sciences)	CIHR	The analysis of patient-reported outcome measures: Statistical methods for response shift (PROM-RS)	\$64,398
Marrie, Ruth (Internal Medicine)	Queen's University	A longitudinal, multi-method investigation of transitions into nursing homes among people with MS	\$130,824

McGavock, Jonathan (Pediatrics and Child Health)	CIHR	Muscle strength and myokines: New risk factor to be consider among overweight youth	\$135,000
McGavock, Jonathan (Pediatrics and Child Health)	CIHR	Aboriginal youth mentorship program for increasing physical activity in youth in northern aboriginal communities	\$164,038
McGavock, Jonathan (Pediatrics and Child Health)	Heart and Stroke Foundation of Canada	Developmental origins of diabetic cardiomyopathy	\$227,680
McGavock, Jonathan (Pediatrics and Child Health)	Manitoba Health Research Council	Aboriginal youth mentorship program for increasing physical activity in youth in northern aboriginal communities	\$164,038
McKenna, Sean (Chemistry)	Manitoba Health Research Council	Structure and function of the RNA helicase DHX36 (RHAU)	\$36,750
Meza Vargas, Sonia (Internal Medicine)	University Medical Group	Effect of increasing respiratory drive on severity of obstructive apnea	\$50,000
Miller, Donald (Pharmacology and Therapeutics)	CIHR	Development of magnetic nanoparticles to break through the blood-brain barrier	\$440,666
Mishra, Suresh (Internal Medicine)	Manitoba Health Research Council	Structural study of recombinant human prohibitin	\$73,500
Moghadasian, Mohammed (Human Nutritional Sciences)	Manitoba Health Research Council	Mechanisms of cholesterol lowering and antiatherogenic properties of Manitoba wild rice (<i>Zizania palustris L.</i>) in experimental animals	\$36,750
Moola, Fiona (Kinesiology and Recreation Management)	Manitoba Health Research Council	CF Chatters - The feasibility of a parent mediated behavioural counseling program for children and youth with cystic fibrosis	\$98,556

Mowat, Michael (Biochemistry and Medical Genetics)	CancerCare Manitoba	Role of the DLC-1 tumor suppressor gene in regulating normal mammary gland development and transformation	\$36,750
Parkinson, Fiona (Pharmacology and Therapeutics)	Manitoba Health Research Council	Novel mechanisms of neurodegeneration	\$90,000
Peng, Zhikang (Pediatrics and Child Health)	Manitoba Health Research Council	Myeloid derived suppressor cells in the amelioration of inflammatory bowel disease	\$40,000
Pierce, Grant (Physiology)	CIHR	Regulation of nuclear protein import in cardiovascular disease states	\$100,000
Pierce, Grant (Physiology)	Manitoba Health Research Council	Regulation of nuclear protein import in cardiovascular disease states	\$100,000
Raouf, Afshin (Immunology)	CancerCare Manitoba	Igfbp7, a tumor suppressor gene, regulates normal mammary gland development by modulating luminal progenitor cells differentiation	\$36,750
Raouf, Afshin (Immunology)	Manitoba Health Research Council	Igfbp7, a tumor suppressor gene, regulates normal mammary gland development by modulating luminal progenitor cells differentiation	\$36,750
Roberts, Daniel (Internal Medicine)	Kidney Foundation of Canada	Outcomes in chronic kidney disease	\$210,000

Roberts, Daniel (Internal Medicine)	Manitoba Medical Service Foundation	Drivers and consequences of immune activation-suboptimal immune response among HIV infected - Applying lessons from disease susceptibility to treatment outcomes	\$150,000
Russell, Kelly (Pediatrics and Child Health)	Children's Hospital Foundation of Manitoba Inc.	Risk factors for injuries sustained in a skateboard park among youth	\$39,752
Scott, James (Oral Biology)	Manitoba Medical Service Foundation	Molecular insights into the activation mechanisms of prostanoid receptors	\$150,000
Snider, Carolyn (Emergency Medicine)	Children's Hospital Foundation of Manitoba Inc.	WrapAround care for youth injured by violence	\$40,000
Taback, Shayne (Pediatrics and Child Health)	Canadian Diabetes Association	Can resveratrol improve insulin sensitivity and preserve beta cell function following gestational diabetes?	\$275,000
Uhanova, Julia (Internal Medicine)	CIHR	Identifying demographic, epidemiologic, clinical outcome and health care utilization trends in Canadians with chronic hepatitis C viral infections over the past two decades	\$59,555
Uhanova, Julia (Internal Medicine)	Manitoba Health Research Council	Identifying demographic, epidemiologic, clinical outcome and health care utilization trends in Canadians with chronic hepatitis C viral infections over the past two decades	\$59,555

Vosoughi, Reza (Internal Medicine)	Manitoba Health Research Council	Phase I/II interventional clinical trial for CCSVI in MS patients: MS clinical trials administrative fund	\$76,710
Walker, John (Clinical Health Psychology)	Canadian Association of Gastroenterology	Factors associated with mucosal recovery in celiac disease	\$50,600
Werbowetski-Ogilvie, Tamra (Biochemistry and Medical Genetics)	Children's Hospital Foundation of Manitoba Inc.	The role of CD271/p75NTR in medulloblastoma tumorigenesis <i>in vivo</i>	\$39,752
Werbowetski-Ogilvie, Tamra (Biochemistry and Medical Genetics)	Manitoba Health Research Council	Investigating the role of Lin28A during early human neurodevelopment and pediatric brain tumorigenesis	\$81,655
Woodgate, Roberta (Nursing)	CIHR	Decision-making across the adult lifespan in the context of breast cancer	\$70,000

ADMINISTRATIVE MATTERS

- The final phase of the Visionary (re)Generation International Urban Design Competition will be held in Winnipeg on September 20th. Subsequent to the meeting, all six finalists will be announced but the winner will not be announced until November.
- The Bannatyne Campus Master Plan is being finalized to take into consideration engagement process feedback, student housing study and campus space planning analysis. The final draft will be completed in the late fall 2013.
- The University's contract with Aramark for the provision of food services expires on March 31, 2014. Information and priorities were collected from the Campus-Wide Food Service Committee, with representation from students, resident students, faculties and administrative units from both the Fort Garry and Bannatyne campuses. Using the best value method of procurement, the RFP for Food Services Management and Operation was issued on August 26, 2013. The deadline for submissions is October 17, 2013.
- University Parkade Bike Station began operating on September 9th. Located on the ground level of the Fort Garry campus University Parkade, the station offers secure, covered parking for more than 100 bikes as well as a self-serve air pump and repair stand. Students and staff can have their identification cards programmed for swipe card access to the station. A \$10 annual fee paid by subscribers supports the administration of the station, being managed by Parking Services. Together with active

transportation enhancements on campus and on Southwood lands, the station contributes to sustainable transportation options available to the University community.

- Physical Plant Department will receive Provincial Acknowledgement for their 2013 North American Occupational Safety and Health (NAOSH) week submission at the NAOSH 2013 Awards Ceremony, to be held on September 30, 2013. A Certificate of Participation will be presented to recognize efforts and celebrate the commitment and contributions to safety and health of University workers.
- Physical Plant has been preparing for taking over the management of Caretaking Services effective August 31, 2013. Dianne Lesko is the new Manager of Caretaking Services and five additional Caretaking Supervisors have been hired.
- UMFA collective bargaining sessions have been held regularly over the summer months, and all proposals have been discussed.
- The University has worked with AUCC to develop a series of “application documents” related to Copyright, which will help guide institutions on how to apply fair dealing. These have now been issued in final form and are in the process of being adopted by most AUCC member institutions. They reflect a significant expansion of users’ rights. In the meantime, the University has expressed its intention to help support York University, as it was recently sued for copyright (tariff) infringement by Access Copyright. This claim represents a direct challenge to the interpretation of fair dealing and the guidelines adopted by our school and other AUCC members.

EXTERNAL MATTERS

- The Marketing Communications Office played an integral role in promotion of the Bison football team’s inaugural game held in the Investors Group Field on Friday, August 30th. The game was promoted to our internal and external community which resulted in record-setting ticket sales and a huge turnout of fans and supporters – over 10,000 people attended the game.
- During orientation week, MCO coordinated onsite live morning broadcasts of Winnipeg’s two most listened-to radio stations, CBC Morning with Marcy Markusa and CJOB News featuring Richard Cloutier. They were broadcasting from University Centre and conducted interviews with President David Barnard, and with several students including UMSU President, Al Turnbull.
- As of August 29, 2013 the university has raised \$5,145,849.55 in this fiscal year.
- Significant gifts and activities include:
 - RTDS Technologies donated lab equipment to the Faculty of Engineering valued at \$410,600.
 - The Manitoba Metis Federation has made a pledge of \$200,000 to the Louis Riel Bursaries at the University of Manitoba.
 - The Johnston Group Inc. has pledged \$175,000 towards the Active Living Centre.
 - A gift of \$145,535.83 was received from the estate of Ms. Anda Toporek towards the Edward R. Toporek Graduate Fellowship in Engineering. To date the University has received \$1,458,614.83 from Ms. Toporeck’s estate.

- The UJA Federation of Greater Toronto has made a donation of \$120,000 to the Schulich Leader Scholarships.
 - John D. Pearson and family have pledged \$100,000 to establish a bursary and a scholarship in the Faculty of Engineering named in honour of their father, John H. A. Pearson [B.Sc. (E.E.) \47]. The Faculty of Engineering has also received a matching pledge of \$100,000 from Hatch Ltd. for these two awards.
- On August 28, the David Asper University of Manitoba Bison Football Centre was officially opened at Investors Group Field. Located within the new stadium, the centre includes a dressing room, lockers, equipment room and weight room for the Bisons football team. The facility is named after David Asper to recognize his contributions to sport in Manitoba and to his commitment to University of Manitoba athletes. President David Barnard, David Asper, Premier Greg Selinger and Mayor Sam Katz spoke at the event.
 - David Barnard, President and Vice-Chancellor; Dr. Digvir Jayas, Vice-President Research and International; and Tyler MacAfee, Director, Government and Community Engagement, met with David Migadel, Executive Director (Prairie and Northern Region) Industry Canada on July 9, 2013. Items discussed included the impact to U of M from decisions made in Budget 2013 and the University of Manitoba's new approach to technology and commercialization. Mr. Migadel also toured the new Nellie Cournoyea Arctic Research Facility.
 - On July 16, 2013, President Barnard, Dr. Jayas and Mr. MacAfee attended a lunch for Chinese Ambassador to Canada, Zhang Junsai, hosted by Lieutenant-Governor His Honour Philip Lee.
 - On July 18, 2013, President Barnard and Mr. MacAfee met with Mr. Brian Pallister, Leader of the Official Opposition in Manitoba at the Legislative Building. The discussion covered a number of topics including connecting the investment in PSE to the needs of the economy and the retention of graduates.
 - On July 29, 2013 President Barnard and Mr. MacAfee met with the Honourable Theresa Oswald, Minister of Health and new Deputy Minister Karen Herd to provide an update on academic structuring and other issues.
 - On August 15, 2013, External Relations organized a construction update on the Active Living Centre at the request of the federal government. In attendance were Rod Bruinooge, MP for Winnipeg South and Dave Gaudreau, MLA for St. Norbert. Acting Dean of Faculty of Kinesiology and Recreation Management, M Michelle Porter represented the University and Dr. Gordon Giesbrecht acted as emcee. The event was held on the rooftop of the Frank Kennedy Centre, overlooking the construction site of the Active Living Centre.
 - On August 21, 2013, Mr. Bal Gosal, Federal Minister for Amateur Sport, toured Investors Group Field and later met with John Kearsy, Vice-President External, to discuss the important role the University plays in amateur sport in Manitoba. The 2017 Canada Summer Games were also discussed.
 - The Alumni Association Inc. Annual General Meeting was held June 17 at Marshall McLuhan Hall. Michelle Richard, Director of Campus Planning, presented at the meeting on Campus Master Planning at Fort Garry and Bannatyne Campus.

- The following are the 2013-14 Alumni Association Inc. of the University of Manitoba Board of Directors:

President, Heather Reichert, BComm (Hons)/83, CA/86, Past President Ryan Buchanan, BSc/03, MSc/06, Vice-President Ian Chambers, BN/93, Vice-President and Treasurer Kimberley Metcalfe, BComm (Hons)/97, CA/00, Vice-President Shona Connelly, BA/81, MA/85, Member at Large Jeffrey Lieberman, BA/80, BComm (Hons)/83, Secretary, Ex-Officio, Mark Robertson

Board Members: Sajjad Hashmi, BA/97, BSc/06, MD/03, Kenneth Letander, BSW/12, Joe Masi, BA/80, ExtEd/89, Dawn Nedohin-Macek, B.Sc.(CompE)/02, Coleen Rajotte, BA(Adv)/89, Peri Venkatesh, MN/91

Elected to the Board of Governors: Romel Dhalla, BA/99, BComm (Hons)/04, Gwen Hatch, LLB/81, Rennie Zegalski, BComm (Hons)/95

University Representatives: John Kearsley, Vice-President (External), representing the University President, Tony Iacopino, representing the Provost's Council, Allan Turnbull, President, University of Manitoba Students' Union, Monika Wetzel, BHEcol/12, President, Manitoba Graduate's Student Association



AGENDA ITEM: Proposal to Establish a Faculty of Health Sciences

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve, in principle, a proposal to establish a Faculty of Health Sciences [as outlined in the proposal dated April, 2013 and as revised in August, 2013].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The proposal to establish a Faculty of Health Sciences, by bringing together the current Faculties of Dentistry, Medicine, Nursing, Pharmacy, and the Schools of Dental Hygiene and Medical Rehabilitation, was developed in response to the President's initiative launched in January 2012, to simplify and improve the University's academic structure. The goal of the Academic Structure Initiative (ASI) is to arrive at a structure that better reflects the University's size and scope and enhances its progress on its Strategic Planning Framework and its ability to meet its mandate.

The proposal has been developed by the Deans and Directors of the Faculties and Schools noted above along with the Provost. Throughout the process, consultations and information sessions have taken place with the affected units, and periodic updates have been provided by the Provost. The Board of Governors was provided with an update on this process in June, 2013.

In an evolving health care environment that is moving increasingly toward inter-professional practice, the establishment of a Faculty of Health Sciences would ensure a more integrated structure that would provide opportunities for effective inter-professional education and training for students in the various health science programs that would better prepare these future health professionals for the realities of practice.

Similarly, in the context of research enterprises that are increasingly driven by collaborative and inter-professional teams and networks, establishment of the proposed Faculty of Health Sciences, with centralized platforms for pan-faculty research support and services, would enhance opportunities for faculty members to develop inter- and multi-disciplinary research teams and to secure research funding and support from external granting agencies.

RESOURCE REQUIREMENTS:

The combined resources of units that would comprise the Faculty of Health Sciences, including \$109.7 million of operating funds (as at March 31, 2013) and \$73.3 million in research funding, would be sufficient to support the initial creation of the Faculty.

One-time implementation costs of \$300,000 (\$200,000 per year for a period of 18 months) would be provided from existing central university funds and would be used to support temporary staffing needs to units that would provide support in facilitating the implementation phase for the Faculty, including the Office of Continuous Improvement, the Office of the University Secretary, Human Resources, and the Marketing and Communications Office.

No new space would be required, although re-allocation and redevelopment of existing space might occur over time.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

Establishment of a Faculty of Health Sciences would enhance the University's ability to deliver on its mandate and would accelerate progress on the four pillars of the University's Strategic Planning Framework, in that it would:

- position the University of Manitoba as an international leader in health professions education, research and practice and, in so doing, enhance its efforts in academic health sciences, a priority area for the University;
- contribute to an exceptional student experience by providing an outstanding inter-professional learning environment that will position our graduates to become leaders in a rapidly changing health care environment;
- advance Indigenous education, research and community engagement by building on and leveraging the considerable focus and track record of achievement in place in the health sciences units; and
- provide a productive and rewarding work environment for faculty and staff that values and fosters innovation, collaboration and team work, and celebrates achievement.

IMPLICATIONS:

The expected outcomes of establishing a Faculty of Health Sciences include:

- improved planning and decision making (academic, financial, capital) through an integrated approach to the development of academic health sciences at the University;
- accelerated development of inter-professional education and practice models, making graduates better prepared to practice in a multi-disciplinary environment;
- more effective delivery of common areas (e.g., anatomy, physiology, etc.) and common threads (e.g., ethics, communication, professionalism, etc.) in the education of the health professional groups by streamlining academic programs;
- increased opportunities for students across the University to engage in the broad study of health through the revitalization and further development of the Bachelor of Health Sciences (B.H.Sc.) and Bachelor of Health Studies (B.H.St.) programs;
- accelerated progress on the recruitment and retention of Indigenous students by realizing and building synergies into the combined effort of the existing programs in the health sciences units;
- enhanced research competitiveness in terms of external research support and participation in inter-professional networks/frameworks, by developing shared research priorities and strategies and an holistic, integrated approach to research support (services and infrastructure);
- improved ability to serve the larger community through innovative, inter-professional approaches based on shared goals and supported by common platforms;
- stronger partnerships of mutual benefit and better communication between the University's health professions and government and health regions resulting from the ability to speak with 'one voice' and articulate a shared vision;
- greater success in garnering external support from and building partnerships with external stakeholders through a shared vision and integrated approach;

- better service and support in academic and administrative areas (e.g., research, graduate studies, faculty development, student services, accreditation, clinical placements, community engagement/external relations, HR/finance) through collaborative methods and a more strategic use of resources. This will improve the learning and work environment for students, faculty and staff; further, as duplication is addressed over time, it will allow resources to be re-directed to the Faculty's academic activities;
- less 'transition energy' for faculty, who seek greater collaborative opportunities to advance their teaching and research programs, and students seeking more flexible programs of study; and
- a greater sense of community and camaraderie.

CONSULTATION:

The proposal outlines the extensive consultations that occurred throughout the process to develop a proposal to establish a Faculty of Health Sciences has been endorsed by the Senate Planning and Priorities Committee and by Senate Executive. The proposal was considered and endorsed by Senate at its meeting on October 2, 2013.



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"/>	Senate Planning and Priorities Committee	August 26, 2013
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate Executive	September 18, 2013
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate	October 2, 2013

Submission prepared by:

Senate

Submission approved by:

University Secretary

Attachments

- Proposal to Establish a Faculty of Health Sciences at the University of Manitoba [April, 2013; updated August, 2013]
- Report of the Senate Planning and Priorities Committee RE: a Proposal to Establish a Faculty of Health Sciences

A PROPOSAL TO ESTABLISH A FACULTY OF HEALTH SCIENCES AT THE UNIVERSITY OF MANITOBA

April, 2013
Updated: August, 2013

I. Background and Introduction

This proposal is advanced as part of an initiative launched by President David Barnard in January of 2012 to improve and simplify the University's current academic structure. In launching this initiative, President Barnard noted the University's large number of free-standing faculties/schools and departments relative to other Canadian medical/doctoral universities of similar size and scope, and expressed concern that this overly elaborated academic structure was impeding the University's academic work in a number of important ways¹. He identified the 'cluster mechanism' as a useful starting point in a plan to simplify and improve the University's academic structure, and asked the Provost to work with deans and directors, through these cluster groups and in consultation with their faculty, staff and students and external stakeholders, to identify viable options for reducing the number of faculties and schools from the current total of 20 to a number closer to the national average of 13 by 2017. The goal of the overall initiative, hereafter referred to the Academic Structure Initiative (ASI), is to arrive at an academic structure that better reflects the University's size and scope, and enhances progress on its Strategic Planning Framework priorities, in particular, and the University's ability to meet its mandate more generally.

Given the clear opportunities to improve the University's academic structure in the health sciences area, along with the need to address common issues and concerns, initial work to improve the University's academic structure began with this cluster². The present proposal advances the creation of a new, integrated structure to support learning, discovery and engagement in the health sciences as a first major step in simplifying and improving the University's overall academic structure.

II. Proposal Overview

This is a proposal to create a Faculty of Health Sciences at the University of Manitoba. The vision is to position the University of Manitoba as an international leader in health professions education, research and practice. Specifically, the proposal is to incorporate the Faculties of Dentistry, Medicine, Nursing and Pharmacy, and the Schools of Dental Hygiene and Medical Rehabilitation into a new Faculty of Health Sciences.

¹ [January 19, 2012 communique from President David Barnard](#)

² The health sciences cluster includes the Faculties of Dentistry, Human Ecology, Kinesiology and Recreation Management, Medicine, Nursing, Pharmacy, and the Schools of Medical Rehabilitation and Dental Hygiene.

The proposal is structured as follows: a description of its context and rationale; an outline of the process leading up to the current proposal; a description of the proposed new faculty, in terms of governance and administration; an identification of issues and opportunities that have arisen in the course of discussions to date; a proposed implementation process and associated timelines; and a summary of expected goals and outcomes.

III. Context and Rationale

The health care environment is evolving rapidly to respond to new knowledge and technologies related to the changing nature and complexity of disease patterns, complicated treatment regimens, public health approaches, and health care delivery systems. In an effort to improve individual patient and public health outcomes, governments, academic institutions, industry, professional organizations and community stakeholders have embraced the concept of interprofessional health education and practice. For example, the Regulated Health Professions Act in the province of Manitoba, the major provincial determinant of the scope and nature of health care practice, has already begun to redefine the boundaries between health professions and which will increasingly affect the way health profession educators train their graduates and conduct their operations.

Effective interprofessional education and training requires a complete redesign of educational paradigms, facilities, and organizational structures as well as the manner in which educational programs interface with the practicing community and health care systems. At the same time, the environment of health professions education is evolving rapidly to respond to new generations of learners, rising costs of technology and an aging infrastructure, declining government funding, and the need for more efficient curriculum delivery. Many of the traditional academic health silos related to discipline-specific teaching, biomedical research, and patient care are being replaced with collaborative interprofessional teams and infrastructures designed to eliminate unnecessary duplication and create opportunities to address common goals/objectives in more creative ways. In the 21st century, organizationally disparate groups will need to realign themselves based on function and synergies in order to pool resources and establish targeted strategic directions, enhance academic programming and meet community needs, streamline infrastructure and associated costs, and increase overall effectiveness.

These changes in the external environment (for our graduates) are juxtaposed on changes in research and educational environments. The research enterprises in Canada are increasingly driven by collaborative and interprofessional teams, the creation of networks and the requirement for matching funds (CIHR/CFI, Genome Canada). Although historically there have been increases in available research dollars, the funding availability has now levelled off and is accessed by an increasing number of researchers, making the environment more competitive. Those academics that can minimize silos, increase team and interprofessional approaches and participate in multi-site and multi-professional frameworks will be more likely to sustain a research presence. The capacity to maintain a research presence is essential to both the clinical and basic science communities to maintain high quality programs, particularly at the graduate level.

From an educational perspective, virtually all health professional programs now have accreditation requirements around team-based learning and interprofessional teaching. There is growing evidence that the product of team and interprofessional approaches improves the quality and outcomes of patient care. For interprofessional education to be effective, however, it must begin early in the professional lives of students, be based on effective pedagogy and must be a vehicle to change the culture of health care professions. To realize the benefits of interprofessional practice, universities must play a leadership role; we are not in a position to merely "follow" the changes in the environment previously noted. Universities must create the graduates that will lead this change process, which is vital to the sustenance of Canada's health care system.

Health professions education has become a costly enterprise for universities, especially as government funding decreases and community expectations increase. The costs associated with complex teaching technologies, such as sophisticated simulation laboratories, medical devices and equipment, and community service continue to rise. Dental education, for example, is now the most costly university program on a per student basis due to the need to provide patient care/teaching clinics on site. Pharmacy education is rapidly changing with an expanded need for a patient care/teaching clinic and increased experiential education, each with their incremental costs. This situation is exacerbated by the fact that there is duplication in some of the infrastructure and support services in the health sciences faculties related to biomedical sciences teaching and research, clinical training, community outreach activities, student services, accreditation, faculty development, external relations and general administration (i.e., human resources, finance, IT). In part, this is a product of each unit having its own strategic and operational plans without regard for coordination with others. Further, each unit advocates separately for university, government, and community funding, often with competing messages and conflicting agendas. Biomedical, clinical and social/administrative researchers from these units simultaneously cooperate and also compete against each other for internal and external funding in a research environment that is increasingly complex and competitive.

In order to respond to a rapidly changing health care and research environment, improve patient care and public health outcomes through interprofessional education and collaborative research, and address rising costs in an era of constrained resources, the academic health professions in other jurisdictions are increasingly coming together around a unified mission, supported by a common governance and administrative structure. The time is right for this type of alliance to be pursued at the University of Manitoba.

IV. The Process

Initial Exploratory Phase

The process of developing the current proposal began in February 2012 with an extensive period of discussion amongst the health sciences deans/directors of the benefits and risks of a more integrated structure. These benefits and risks were considered in light of key emerging trends in academic health sciences, including: an increasing emphasis of team-based, multi-disciplinary research; the focus on interdisciplinary health care in the clinical world as a means

to improve quality of care and patient safety; and the increasing importance placed on the need for interprofessional education and consistent standards of care by all professional accreditation bodies. Initial work took a ‘structure follows functions’ approach and led to the identification of ten (10) thematic areas where it appeared that a greater integration of activity would have clear benefits³. Working groups, made up of representatives from the faculties/schools in the health sciences cluster, were established in three of these areas (research; graduate studies; tenure and promotion) to further explore and advise on opportunities and challenges associated with greater integration of effort^{4,5}.

The discussions amongst the deans/directors and the thematic working groups were significantly informed and shaped by input and feedback from faculty, staff and students through various venues, including: early emails from deans/directors inviting input; meetings of faculty and departmental councils; meetings of department heads; meetings with support staff and student groups; faculty retreats; and town halls, both within and between faculties. This input from constituents provided important perspectives on the benefits and risks of a more integrated structure.

As part of the initial exploratory phase, the structure of health sciences programs elsewhere in Canada was also reviewed. This review highlighted that, while the health sciences are structured in a variety of ways across the country, many structures are considerably more integrated than the structure currently in place here at the University. For example, faculties of health sciences exist at Western University, McMaster University, University of Ottawa and Queen’s, each with their own particular makeup. Dalhousie University, on the other hand, has a Faculty of Health Professions, which is separate from its faculties of medicine and dentistry, and University of Alberta has a number of health sciences faculties, one being a combined faculty of medicine and dentistry⁶.

The discussions and explorations of this initial exploratory phase pointed to a number of clear and significant benefits of a more integrated structure in the health sciences. These benefits include:

- enhanced collaboration on all fronts (teaching, research, public service);
- acceleration of interprofessional education - a key priority for the cluster;
- enhanced research competitiveness, resulting from a more holistic approach to research planning and development;
- greater opportunities for innovation in academic program development and community outreach;

³ See [July, 2012 Interim report](#) for list of thematic areas

⁴ Membership of [thematic working groups](#)(3)

⁵ Recently, two additional working groups were established in the areas of student services and human resources (HR)/finance.

⁶ Information of [health sciences structures at Canadian medical doctoral universities](#)

- reduction in the burden of administrative functions (e.g., accreditation, clinical placements); and
- more strategic and efficient use of resources (human, physical, financial).

At the same time, this work also pointed to risks that would need to be mitigated in a more integrated structure, notable among these the loss of professional identity/autonomy and the creation of additional administrative layers.

Presentation of Options

Based on these findings, the health science deans/directors discussed and debated, through a highly collegial and interactive process, various options for a more integrated structure that would capture these benefits and mitigate these risks. These options included: structures that integrated health sciences faculties/schools by campus; structures that integrated some but not all units; and structures where the Faculty of Medicine was not part of a new integrated structure. These options were considered extensively as not all members of the health sciences cluster had the same view of the benefits and risks. These discussions were informed by important feedback that deans/directors were receiving through discussions with their own constituents as well as by lessons learned from other jurisdictions.

Two options for a more integrated structure in the health sciences were presented for consideration and feedback by faculty, staff and students at a Town Hall on November 15, 2012. Both options proposed the creation of a new Faculty of Health Sciences by uniting a number of the University's existing health sciences faculties/schools. In Option 1, this new faculty comprised five of the University's existing faculties (Dentistry, Medicine, Nursing, Pharmacy, Human Ecology) and two existing schools (Dental Hygiene and Medical Rehabilitation). Dentistry, Medicine, Nursing and Pharmacy, along with Medical Rehabilitation, were proposed as professional colleges within the Faculty of Health Sciences, and the School of Dental Hygiene would remain a School within the College of Dentistry. The three departments in the Faculty of Human Ecology were proposed to become part of the College of Medicine. In this option, the Faculty of Kinesiology and Recreation Management was not part of the proposed new integrated structure.

In Option 2, the proposed new Faculty of Health Sciences consisted of four of the University's existing faculties (Dentistry, Medicine, Nursing, Pharmacy) and two of its existing schools (Dental Hygiene and Medical Rehabilitation). Similar to Option 1; Dentistry, Medicine, Nursing and Pharmacy, along with Medical Rehabilitation, were proposed as professional colleges within the Faculty of Health Sciences, and the School of Dental Hygiene as a School within the College of Dentistry. Unlike Option 1, however, Option 2 proposed the creation of a second new faculty, structured around the concept of 'healthy living', that united the Faculties of Human Ecology, and Kinesiology and Recreation Management, with the possible alignment of other University academic units within this new structure.

Additional details regarding a governance and administrative structure associated with the proposed new Faculty of Health Sciences were also outlined at the November 15, 2012 Town Hall, as were a number of related opportunities that arose during the development of these options⁷.

Consideration of Feedback on Options

At the November 15, 2012 Town Hall, faculty, staff and students provided initial feedback on these options. The Town Hall also marked the launch of an ASI website, designed to facilitate information about and provide a mechanism for providing individual feedback on the options presented (and the ASI initiative in general). As well, it marked the onset of a period of extensive consultation/discussion within and between units and their members about these options. Since the Town Hall, almost 40 meetings involving close to 750 individuals have been held where participants have shared their views on the benefits and challenges associated with a more integrated structure, asked questions about and provided feedback on the proposed set of options, raised concerns, and provided suggestions. This feedback has been very helpful in arriving at the current proposal⁸.

V. The Proposal

As previously indicated, this is a proposal to create a new Faculty of Health Sciences, with a vision to position the University of Manitoba as an international leader in health professions education, research and practice. To realize this vision, the proposed Faculty of Health Sciences will: demonstrate excellence in interprofessional education and practice; conduct leading-edge, multi-disciplinary research with significant implications for improved patient care and health outcomes; provide exemplary community service, particularly targeted to underserved populations; and train future generations of health professionals and health researchers within a collegial environment, that is both socially and fiscally responsible.

At its inception, the proposed Faculty will comprise four of the University's existing health sciences faculties (Dentistry, Medicine, Nursing and Pharmacy) and two of its existing schools (Dental Hygiene and Medical Rehabilitation). The faculties of Dentistry, Medicine, Nursing and Pharmacy, along with the School of Medical Rehabilitation, will become professional colleges⁹ within the Faculty of Health Sciences. The School of Dental Hygiene will be a school within the College of Dentistry.

⁷ [Town Hall Presentation](#), November 15, 2013

⁸ See [March, 2013 Interim report](#)

⁹ A professional college is a constituent college of the University, established by the Board that is responsible for the development and offering of accredited professional programs as well as research and scholarship, relations with professions, regulatory bodies and accreditors, and community service and outreach. Professional colleges may also be involved in the delivery of other undergraduate programs and graduate programs, the latter under the auspices of the Faculty of Graduate Studies.

The proposed Faculty of Health Sciences will include all academic and support staff members of the existing Faculties of Dentistry, Medicine, Nursing and Pharmacy and the Schools of Dental Hygiene and Medical Rehabilitation. Initially, departmentalized faculties will retain their departmental structure. Once the new faculty is established, however, a second phase of discussion and planning is envisaged with respect to the optimal organizational structure *within* the proposed new faculty. Similarly, all existing programs of these units will initially be offered by the proposed new faculty. Any subsequent program adjustments will be subject to the requirements of Senate, the Board of Governors, and the Council on Post-Secondary Education, as appropriate.

Table 1 contains student and staffing information for the proposed new Faculty.

Faculty/School	Nov 1, 2012 Students ¹					2012 Degrees Granted ²			2012-2013 FTE ³		
	UG	Masters ⁴	PhD	PGME	Total	UG	Graduate	Total Academic	Support	Total	
Medicine	559	206	127	605	1497	103	70	173	153.6	207.0	360.6
Medicine GFTs	--	--	--	--	--	--	--	--	528.3	--	528.3
Medical Rehabilitation	95	172	0	--	267	15	50	65	37.8	10.5	48.2
Medicine Total	654	378	127	605	1764	118	120	238	719.7	217.5	937.1
Dentistry	151	31	3	--	185	29	7	36	50.8	73.4	124.2
Dental Hygiene	57	--	--	--	57	22	--	22	7.0	2.0	9.0
Dentistry Total	208	31	3	--	242	51	7	58	57.8	75.4	133.2
Pharmacy	215	9	10	--	234	47	7	54	26.4	9.0	35.4
Nursing	965	78	6	--	1049	296	18	314	95.2	15.3	110.5
TOTAL	2042	496	146	605	3289	512	152	664	899.0	317.2	1216.2
TOTAL excluding GFTs									370.7	317.2	687.9

¹ OIA: Student Enrolment Report as at November 1, 2012.
² OIA: Undergraduate and Graduate Degrees Awarded
³ OIA: FTE Staff by Faculty/Administrative Unit and Employee Type, Includes Staff Paid from Operating Funds, Fiscal Year 2012-2013
⁴ Includes Masters, Pre-Masters, Diploma, Visiting and Occasional students.

Governance

The new Faculty of Health Sciences will be governed by a single Faculty Council comprising all faculty members within the Faculty of Health Sciences. This body will be responsible for academic/governance matters at the Faculty level as governed by the Faculty/School Council General Bylaw and a faculty-specific Faculty Council Bylaw as approved by Senate. The existing Faculty/School Councils within the current faculties of Dentistry, Medicine, Nursing, Pharmacy and the School of Medical Rehabilitation will continue to exist within the respective Colleges but shall be termed “College Councils”. These bodies will be responsible for academic/governance matters at the College level as governed by College Council Bylaws approved by the Faculty of Health Sciences Council.

In terms of Faculty versus College responsibilities, the Faculty of Health Sciences will be responsible for overall integrated planning (academic, financial, capital) and resource allocation.

Colleges, on the other hand, will be responsible for the development, delivery and administration of professional degrees and diplomas (including curriculum, admissions, etc.) as well as contributing to and informing research and community outreach activities within the Faculty. They will provide an identity to each professional area, serving as the face of the professional programs to alumni, professional regulatory and accreditation bodies and the community at large.

It is envisioned that the governance of the Faculty of Health Sciences will be collegial and participatory, considering issues of broad strategic focus, and faculty-wide reach. It is also envisioned that the College Councils will be empowered with responsibilities for areas that are related to the programs and services offered by each College. To illustrate, a draft table of responsibilities that would be proposed to be assigned the Faculty Council and the College Councils follows. In providing this draft list of responsibilities, it should be recognized that this list is not exhaustive and, importantly, that the complete delineation of these responsibilities will be a part of the Faculty Council and College Council Bylaws that will be developed and approved by the appropriate governing bodies as part of the implementation process. As noted in the proposal, the Faculty Council Bylaw will be approved by Senate and the College Council Bylaws will be approved by the Faculty Council.

Envisioned Responsibilities for Faculty Council and College Councils

Faculty Council	College Council
Election of Senators *	Approving strategic plans and priorities for the College.
Approving bylaws or changes to bylaws for College and Department Councils.	Establishing such committees as are needed to conduct the work of the College Council.
Approving strategic plans and priorities for the Faculty.	Making and administering regulations with respect to the attendance, conduct and progress of students enrolled in professional programs offered by the College.
Establishing such committees as needed to conduct the work of the Faculty Council.	Administering the rules and regulations of Senate as they affect the students registered in the College.
Hearing and determining student discipline appeals (through a Local Disciplinary Committee).	Recommending to Senate or to Senate through the Faculty of Graduate Studies on curriculum and program requirements for professional programs offered by the College.

Faculty Council	College Council
Hearing and determining academic appeals (through an Appeals Committee).	Recommending to Senate on the establishment of or changes in award, scholarships or bursaries to be awarded to students within the College.
Recommending Faculty Council bylaws and amendments thereto.	Recommending on the academic standing of all students in the College.
Recommending on the establishment of, abolition of, and any changes in colleges, schools, departments, chairs, professorships, lectureships in the Faculty.	Recommending to Senate or to Senate through the Faculty of Graduate Studies on admission standards and student progress for professional programs offered by the College.
Recommending on the conferring of the title of Professor Emeritus.	Recommending to Senate on the regulations, methods and limits of instruction in the College.
Recommending to Senate, through the Faculty of Graduate Studies, on curriculum and program requirements for non-professional graduate programs offered by the Faculty.	Recommending to Senate on the rules and conduct of examinations for students within the College.
Facilitating faculty support ‘platforms’ in such areas as research, graduate education, etc.	Recommending to Senate on the dates for the beginning and end of classes in the College.
	Recommending to Senate candidates for degrees and diplomas.
	Recommending to Faculty Council on College Council bylaws and amendments thereto.

* Senators will be elected by the Faculty Council. The intention is that a recommendation will be made to Senate to adjust the Rules Governing the Election of members of Faculty/School Councils to Senate to raise the ‘cap’ on the number of Senators a Faculty can elect such that the allocation of Senators currently available to each of the existing faculties would remain the same in a unified faculty. At the present time, the Health Sciences Faculties have a combined 18 Senators out of the 64 elected by Faculty and School Councils (13 for Medicine (which includes SMR), 2 for Dentistry, 2 for Nursing and 1 for Pharmacy). With the allocation of Senators confirmed, it is envisioned that Faculty Council will adopt a rule that would ensure that each College was proportionally represented in the election of Senators by Faculty Council.

The Faculty of Health Sciences will be led by a Dean and Vice-Provost (Health Sciences), who will report to the Vice-President (Academic) and Provost and represent the Faculty and its Colleges on Provost’s Council. The Dean and Vice-Provost (Health Sciences) will chair the Faculty of Health Sciences Council and will exercise general supervision and direction of the Faculty, working in close collaboration with the Deans of the professional

colleges. The title of ‘Dean and Vice-Provost (Health Sciences)’ is used to: (1) distinguish this position from that of Dean of a professional college; and (2) signify the unique educational and training aspects of the health sciences, including engagement with the health care community in teaching and research and the provision of experiential training sites. The Dean and Vice-Provost (Health Sciences) will act as the principal liaison with provincial health authorities and health care organizations, providing input from and advice about this sector to University Administration.

The Dean of each College will report to the Dean and Vice-Provost (Health Sciences). Each College Dean will chair their respective College Council and will provide general oversight of the day-to-day activities of their College. Each College Dean will have clear accountability for the professional programs and other academic functions within their respective College, including personnel issues (e.g., tenure, promotion, hiring, research/study leaves, performance review and evaluation, etc.) that will be delegated to the College Deans by the Dean and Vice-Provost (Health Sciences). They will also be the key interface with their respective professions and associated regulatory/accrediting bodies. The Director of the School of Dental Hygiene will report to the Dean of the College of Dentistry, and will exercise general supervision and direction over the School, including its faculty, staff and students.

With respect to tenure and promotion, for example, collective agreements stipulate that the dean of the faculty, after receiving advice of faculty council, is responsible for, among other things, establishing tenure and promotion criteria and the weighting of these criteria, and tenure and promotion committees. Once these committees are established, independent recommendations on tenure and promotion are advanced to the Provost by the committee, the department head (where a department exists) and the faculty dean. It is contemplated that while the Dean and Vice-Provost (Health Sciences) would retain responsibility for establishing tenure and promotion criteria and associated committees, in consultation with College Deans and after seeking the advice of faculty council, the Dean and Vice-Provost (Health Sciences) would delegate his authority to recommend on particular tenure or promotion applications to the College Dean. Further, in terms of the structure of tenure and promotion committees it is contemplated that these committees would be structured as faculty-based nucleus committees, to which would be added departmental/college representatives for each department/college.

In advancing this, we recognize that it will be important to ensure, through more specific discussion, that new tenure and promotion criteria and procedures are inclusive and respectful of the differing colleges, schools and departments, with respect to research, scholarly work and other creative activities, teaching and service. Further, it will be important to establish how expectations for tenure and promotion are set and how discipline-specific review and participation (peer review as well as external peer review) will be included in the process. Large, multi-disciplinary faculties such as Arts and Science are examples of how effective processes for tenure and promotion can be developed to fairly review applications and make recommendations with respect to a broad range of disciplinary practices, indeed one could argue, a range broader than that present in the proposed new Faculty.

In considering the introduction of new tenure or promotion guidelines, important provisions in collective agreements that pertain to these areas should be noted. For example, Article 19.D.1.6 of the UM/UMFA Collective Agreement makes it clear that, for faculty members on probationary appointments, the criteria and weightings that were in place when a faculty member was hired will be the ones used for his/her tenure consideration unless he/she agrees in writing to different criteria that have been established by the Dean in consultation with the faculty. On the matter of promotion, Article 20.A.1.5 indicates that the candidate has the right to have his/her application considered, if he/she so chooses, according to the previous criteria and weightings provided no more than five calendar years have elapsed between the date upon which those previous criteria and weightings were changed and the date upon which the application for promotion is submitted to the department head.

As another example, consider the matter of hiring, specifically, academic hiring. Here, it is envisaged that as per current University practices, all vacant academic lines emanating from departments/colleges within the proposed new Faculty will ‘revert’ to the Faculty. The Dean and Vice-Provost (Health Sciences) will determine the allocation of positions to departments/colleges, in close consultation with College Deans, who, in turn, will have consulted with constituencies regarding their hiring priorities. Once positions have been allocated to Colleges, the College Dean will have delegated authority to oversee the search processes as outlined in the relevant Collective Agreement. This would include striking the search committee, chairing the committee or designating a non-voting chair, and recommending on an appointment directly to the Vice-President (Academic) and Provost.

In the first instance, the Dean of the College of Medicine will also serve as the Dean and Vice-Provost of the Faculty of Health Sciences. Given the socio-political context of health care, which places the medical profession as a prominent player within the health care environment, this choice is pragmatic. Further, it will allow this prominence to be leveraged for the benefit of all health professions involved in this restructuring initiative. Indeed, there are already several recent examples where the influence of Medicine, combined with the close working relationship between the leadership of the University’s health sciences faculties, have resulted in collective gains in a number of areas (e.g., interprofessional education/practice, continuing professional development, funding for collaborative initiatives). The leadership experience of the incumbent and his ability to effectively advocate within the province and across the country will bode well for the proposed new Faculty of Health Sciences as it establishes itself and develops.

It is worth noting that the intention to have the Dean of Medicine carry a ‘dual role’ is consistent with leadership practices elsewhere where Medicine is part of a larger faculty of health sciences (e.g., McMaster University, Queen’s University). Notwithstanding this, while both the current health care context and practice elsewhere makes this choice logical, it does not preclude a qualified leader from another health profession from assuming this role in the future.

Administration

As mentioned earlier, the Faculty of Health Sciences will be responsible for overall integrated planning (academic, financial, capital) and resource allocation. To foster integrated

planning and enhance support, ‘platforms’ at the faculty level will be created in key areas (e.g., research, graduate studies, faculty development, accreditation, student services, space planning, etc.). To reduce duplication of efforts and make better use of resources, administrative functions (e.g., finance, human resources, external relations, etc.) will also be integrated and coordinated at the faculty level.

The proposed academic and administrative support ‘platforms’ are envisaged as integrated and coordinated, yet distributed support networks. Integration and coordination will be ensured through the appointment of platform ‘leads’ from amongst the academic administrative leadership within the proposed Colleges who, in collaboration with other members of the ‘platform’ support team, would be responsible for the development and implementation of a unified ‘platform’ strategy (e.g., a research support strategy, an international strategy, a space planning/utilization strategy, etc.). Resources that are currently directed to the various areas/functions by units that will comprise the proposed new Faculty would be integrated, coordinated and harnessed under a unified strategy.

The goal of these integrated and coordinated ‘platforms’ is to provide more robust and equitable support levels to faculty, staff and students of the units comprising the proposed Faculty. These ‘platforms’ will also provide a more fulfilling work environment for staff, with greater opportunities for teamwork and collaboration, and professional development and advancement. Over time, it is expected that these ‘platforms’ will drive savings due to a better use of resources and less duplication of effort; these savings could be redirected to academic activities or to further enhance support services.

To further facilitate cross-disciplinary and cross-functional collaboration, two councils will also be established at the faculty level: a Council of Deans and a Senior Administrative Council. The Council of Deans, consisting of the Deans of the Colleges and chaired by the Dean and Vice-Provost (Health Sciences), will promote regular discussion about and collaborative planning around key strategic policies, initiatives and directions of the Faculty. The Senior Administrative Council will provide advice to the Council of Deans, and will include, at a minimum: the College Deans; and faculty platform (academic and administrative) ‘leads’ to be chosen from the administrative leadership (i.e., associate/assistant deans, administrative directors/managers) within the Colleges. These ‘leads’ will be appointed by the Dean and Vice-Provost (Health Sciences) with advice from the Council of Deans.

Resources

With the exception of one-time funding to support transition and implementation costs, the *establishment*¹⁰ of the proposed new faculty will not call upon any more of the University’s

¹⁰ The word ‘establishment’ is emphasized in order that the proposed new Faculty, once established, is not precluded from seeking additional resources (university operating or otherwise) through the University’s normal resource allocation and associated processes because of a lack of clarity around the resource assumption outlined in this proposal. For example, all faculties/schools currently present strategic resource plans on an annual basis and have an opportunity to request additional resources as required to support their unit priorities.

continuing (i.e., baseline) operating funds other than those currently directed to the units that comprise the proposed Faculty of Health Sciences at the time of the Faculty's formal establishment.

Current resources

Table 2 provides information on the resources of the units that will comprise the proposed new Faculty.

Table 2. Resource Information¹				
Faculty	Operating Expenditures²	Research Resources³	Trust and Endowment Funds⁴	Total
Dentistry ⁵	19,338,929	1,084,732	4,481,488	24,905,149
Medicine ⁶	73,835,040	70,350,868	103,223,859	247,409,767
Nursing	11,521,306	1,143,078	6,302,647	18,967,031
Pharmacy	5,023,214	820,734	4,973,495	10,817,443
Total	109,718,489	73,399,412	118,981,489	302,099,390
¹ as at March 31, 2013; excludes operating and research carryover				
² expenditures plus inter-fund transfers				
³ includes research, special funds and research capital				
⁴ includes capital, capitalized revenue, spending allocations and interest				
⁵ includes School of Dental Hygiene				
⁶ includes School of Medical Rehabilitation (SMR); Health Sciences Interprofessional Education Initiative				

The current resources of the proposed new Faculty will provide significant flexibility in terms of resource utilization in support of interprofessional health education, research and community engagement. For example, the Faculty of Medicine currently receives a significant amount of direct funding from Manitoba Health in support of its programs. It is anticipated that the use of these funds may be broadened in support of an interprofessional view for the benefit of all units comprising the proposed new Faculty. Similarly, the Faculty of Medicine's Centre for Health Innovation was recently awarded a five-year, \$10M grant by CIHR. This Centre was established in 2008 as an interprofessional locus for innovation. This grant, which has been matched by Faculty of Medicine and Manitoba Health funds, will provide \$20M in funds over the next five years to increase patient-oriented research across the proposed new Faculty with the goal of improving patient care and outcomes.

Also, there are already examples where units that would comprise the proposed new Faculty have 'teamed up' and pooled resources for mutual benefit. Dentistry and Medicine has combined their efforts in continuing professional development and have developed an oral systemic health curriculum that is garnering international attention. Its interprofessional potential

was recently recognized through a \$500,000 grant from Manitoba Health. The merger has allowed Dentistry to access more support staff and enhanced infrastructure to expand/deliver programming without increasing the total budget directed toward continuing education. Medicine and Nursing are jointly supporting a Chair in Knowledge Transfer and have pooled resources to jointly recruit a Canada Research Chair candidate. Pharmacy is providing teaching support to Dentistry resulting in cost savings for Dentistry of approximately \$10,000. Nursing and Dentistry have partnered on the purchase of a D2L curriculum application and technical support staff to train faculty members resulting in a net cost savings of approximately \$50,000. Medicine, Dentistry and Pharmacy have partnered with the Vice-President (Research and International) Office to recruit a research facilitator and a second is planned. Finally, Dentistry and Medicine are also developing a partnership around the teaching of gross anatomy that is expected to generate estimated cost savings of \$75,000.

New resources

In addition to existing resources, there is a significant potential to develop resources from both synergistic and additive perspectives. For example, the Faculty of Medicine now has extensive support for activities related to distributed education models which can be leveraged for the benefit of other members of the proposed new Faculty. Indeed, these units have a multi-unit visit planned for the fall of 2013 to all health regions in Manitoba, where there is a strong interest in integrating distributed education models and including the participation of students from all professional groups. The Faculty of Medicine recently received a \$2M increase in funding from Manitoba Health to develop a satellite program in Brandon, which could be leveraged to create an interprofessional satellite endeavor.

There are also considerable opportunities to augment support for interprofessional education and research, given the growing interest in interprofessional approaches on the national and international stages. This would include increased revenue from research agencies, foundations and associations as well as private fundraising (e.g., interprofessional teaching and research chairs, interprofessional clinic, etc.). Indeed, the Faculties of Dentistry and Medicine currently have such a proposal being considered at the Federal level by the Minister of Health and the Public Health Agency of Canada in the amount of \$2.5 million. In short, the proposed new Faculty will create a powerful new alliance of health professions that will position the University of Manitoba to achieve a national and international leadership role in this area, and to aggressively compete for new funding to support interprofessional education, research and outreach.

Finally and with respect to resource planning and allocation, as previously mentioned the Province of Manitoba has expanded the professional roles of many groups (pharmacists, dentists, nurse practitioners, physician assistants, midwives, etc.) in recent years. Soon all regulated health professions will be governed by a single act. Just as Manitoba Health's human resource planning must now include all of these professional groups, it would be a major step forward for the University to take a similarly holistic and multi-disciplinary approach to resource planning and allocation across health professions.

One-time transition and implementation costs

As the proposal indicates, the proposed ‘convergence’ of existing health professions faculties/schools into a single new Faculty represents an initial step in a multi-phase restructuring process. Many details about a variety of issues would need to be worked out by administrators, faculty, staff and students in subsequent planning and implementation phases. To this end, the proposal contemplates the creation of an Implementation Steering Committee to guide and oversee the transition to the proposed new Faculty. To assist the Committee (and its anticipated sub-committees) in this work, we anticipate a support team will be required to provide project and change management support as well as specialized support in governing document development, human resource management and communications. It is anticipated that this support will be needed for 18 months at a cost of approximately \$200,000 per year.

Resourcing of faculty-level functions and operations

As previously indicated, academic and administrative support ‘platforms’ will be sustained by integrating and coordinating resources currently directed to the various areas/functions by units that will comprise the proposed new Faculty. The following three examples are intended to illustrate how these ‘platforms’ are envisaged. While it is not possible to fully describe these ‘platforms’ (this requires broader consultation and input) or their expected savings in the short- or longer-terms (these would only be realized once the ‘platforms’ were ‘up and running’), for each of these examples, an indication of how current resources are distributed across the units that make up the proposed Faculty is provided along with a set of ‘deliverables/expected benefits’.

<u>Research</u>	Dentistry	Medicine	Nursing	Pharmacy
Current support resources: (approximate; categorization varies across units)	285,000	1,166,140	222,800	85,000
Research Admin (ADRs/Directors)	100,000	76,650	20,000	25,000
ADR/Directors admin support	25,000	94,925	101,300	20,000
Research services, including				
Grant facilitation, pre-review	10,000	10,265	101,500	10,000
Research ethics and compliance	10,000	198,700	0	0
Central animal care	10,000	401,800	0	0
Technical support	100,000	59,000	0	10,000
Clinical trials monitoring	5,000	0	0	0
Graduate research training	25,000	324,800	0	20,000
Deliverables/expected benefits				
<ul style="list-style-type: none"> Unified research strategy, with single research advisory committee; enhanced research competitiveness 				

- More diverse set of research expertise/skills with easier access to them (skills inventory)
- Increased opportunities to collaborate; more opportunities for interprofessional team grants
- More robust mentorship and peer support program for all faculty, including grant pre-review and grant facilitation
- Development of common research ‘platforms’ of infrastructure/data accessible to whole faculty; greater opportunity for shared research facilities and equipment
- Better use of indirect costs of research fund due to more holistic approach
- Greater support for knowledge translation to move research into clinical practice
- Greater inter-professional training opportunities for graduate students

With respect to research services, it is important to note that the Office of the Vice-President (Research and International) (VPRIO) also supports an Office of Research Services on Bannatyne campus (ORS-BC). With the creation of a single research support ‘platform’ in the proposed new Faculty, there is also an opportunity to better integrate the support services provided by this platform and that of ORS-BC for the benefit of all faculty members in the proposed Faculty. For example, collaboration is already underway between several of the health sciences faculties and the VPRIO to increase support for grant proposal development, clinical trials management and biosafety through the establishment of new, jointly-funded support positions.

<u>Student Services</u>				
	Dentistry	Medicine	Nursing	Pharmacy
Current support resources:	870,000	799,280	338,100	201,400
(approximate; categorization varies across units)				
Associate Deans	150,000	338,250	110,000	75,000
Student Advisors	130,000	35,980	140,600	10,000
Student Advocacy	65,000	0	0	0
Admin/Office support	75,000	104,000	0	51,400
Recruitment/Admissions	100,000	59,000	10,000	10,000
Financial Aid/Awards	300,000	27,700	0	5,000
Clinical Placements	50,000	196,100	77,500	50,000
Accessibility Liaison	0	38,250	0	0
Deliverables/expected benefits				
<ul style="list-style-type: none"> • More comprehensive, consistent and equitable levels of support services • Service integration that would reduce fragmentation/duplication of services • Enhanced opportunities to develop sustainable and skilled program personnel • Greater adoption of best practices • More consistent professional and administrative oversight of services • Team approach with associated benefits (professional development, cross training and backup, leveraging of expertise/strengths) 				

Like research services, the Office of the Vice-Provost (Students), through Student Affairs, provides a range of recently-introduced services for students at the Bannatyne campus. There is a similar opportunity, through the creation of a single student services ‘platform’ in the proposed new Faculty, to create an integrated and comprehensive range of programs and support services for health professions learners.

<u>Finance</u>	Dentistry	Medicine	Nursing	Pharmacy
Current support resources: (approximate; categorization varies across units)	215,000	2,099,700	71,000	136,000
Business Managers	75,000	928,500	26,000	76,000
Financial Analysts/Admin support	50,000	335,650	25,000	0
Grant Accountants	10,000	0	0	10,000
Payroll	40,000	499,900	5,000	10,000
Purchasing	40,000	335,650	15,000	40,000
Deliverable/expected benefits				
<ul style="list-style-type: none"> • Unified financial team and associated benefits (professional development, cross training and backup, leveraging of expertise/strengths) • Greater budget transparency and accountability • Better resource utilization (reduce duplication, identify efficiencies) • More timely services (e.g., budget transfers, appointment renewals, etc.) • Process improvement, through standardization and consistency of application 				

In addition to resourcing the proposed faculty ‘platforms’, the Dean and Vice-Provost (Health Sciences) will need a small administrative support team to assist in Faculty planning and administration. This support will be provided through the reallocation of funds from the Faculty of Medicine along with support currently provided by central university offices (e.g., HR, legal) to the Bannatyne campus.

VI. Issues and Opportunities

In the discussions leading up to the development of options for consideration and this proposal, a number of issues and opportunities have arisen that will require further discussion and work. These include: issues and opportunities related to structure, academic programming and geography as well as areas where additional work will be needed in order that the distinct elements of the proposed new structure are appropriately reflected in the University’s governing documents. These issues and opportunities will need to be addressed or explored as part of the implementation process or once the proposed new faculty is established.

Structural issues and opportunities

Since the launch of this initiative, members of the Faculty of Human Ecology have engaged in extensive discussions about possible structural alignments that would allow this unit to realize its full potential to contribute to the University's teaching, research and service mission. Two such options were presented for consideration and initial feedback at the November 15, 2012 Town Hall (and are described earlier in this document). Since the Town Hall, other options of interest to Human Ecology members have emerged, including the creation of a College of Public Health within the proposed Faculty of Health Sciences as well as a potential alignment with the Faculty of Agricultural and Food Sciences and the Clayton H. Riddell Faculty of Environment, Earth, and Resources, which have more recently initiated discussions about a greater integration of activities. At this point, however, these opportunities require further exploration and dialogue.

On the basis of discussions to date, should a proposal be advanced to create a College of Public Health within the proposed Faculty of Health Sciences, both the Departments of Family Social Sciences and Textiles Sciences have indicated in principle and by formal motion, their interest in participating as members of such a unit. The Department of Human Nutritional Sciences has also formally expressed an interest in such an entity; however, in its case, this interest is not in terms of membership in the unit (it is discussing an alignment with the Faculty of Agricultural and Food Sciences) but rather revolves around joint academic program opportunities, including the shared delivery of the dietetics professional program and possible development of graduate programming in dietetics and clinical nutrition.

Should a proposal to establish a College of Public Health within the proposed new Faculty of Health Sciences not be advanced, both the Departments of Family Social Sciences and Textile Sciences, again by formal motion, have indicated their support in principle to join the Departments of Community Health Sciences and Medical Microbiology, respectively.

As mentioned at the November 15, 2012 Town Hall, a more integrated structure in the health sciences creates the opportunity to review and, where appropriate, streamline and improve the existing structure within departmentalized faculties and, at the same time, consider the merits of new alignments that would facilitate the work of the overall unit. One area where there is an opportunity for greater integration is the basic biomedical sciences. This and other areas will be considered once an overall structure for the proposed new faculty has been established.

Opportunities in academic programming

Our discussions to date have also pointed to an opportunity to invigorate the University's Bachelors of Health Sciences (B.H.Sc.)/Health Studies (B.H.St.) programs. Currently, these programs are not well known and are under-subscribed, in comparison to similar programs at other universities (where they are among the highest in terms of student demand). Elsewhere, the majority of these programs are housed in a health faculty - either in a faculty of medicine or in a faculty of health sciences/health professions. At the University of Manitoba, the interdisciplinary B.H.Sc. and B.H.St. programs are offered through a partnership between the faculties of Human

Ecology, Arts and Science with academic oversight provided by an Interdisciplinary Health Program Committee (IHPC) with representation from these faculties as well as other units in the health cluster. Within the health cluster, there is strong interest in participating in the further development and delivery of these programs; feedback from students indicates that these programs would be in considerable demand. It is premature at this time to estimate what additional resources might result from increased enrolment should these programs be expanded, or to estimate associated increased costs, other than to underscore the expectation that the bulk of the offerings associated with these programs would continue to be delivered on the Fort Garry campus.

The University's current governing structure for B.H.Sc./B.H.St. programs provides an avenue through which this opportunity can be further explored. In this regard, it would be useful to initiate this work by reviewing existing (similar) programs elsewhere, with a particular eye to those that are offered jointly by units. This work can and should begin immediately.

Geographical considerations

While not required immediately to ensure the success of the proposed new faculty, the potential benefits that would be created by the relocation of the Faculty of Nursing to the Bannatyne Campus were the subject of considerable discussion. Without doubt, the strong contributions that Nursing brings to the alliance can only be fully realized and operationalized by its ultimate relocation alongside the other health professions on the Bannatyne Campus. At the same time, the sensitivities surrounding the relocation of the Faculty of Nursing from the current Helen Glass building will need to be managed in a very considered and respectful way. The draft Bannatyne Campus Redevelopment Plan outlines exciting possibilities, not only with respect to a new state-of-the-art building for Nursing but also the first true interprofessional patient care clinic in North America that will place Nursing, along with the University's other health professions, at the forefront of innovation in health care training and delivery. While opportunities exist to make this a reality (e.g., the University's philanthropic campaign), more planning and work is required.

The opportunities that an integrated health sciences structure afford to engage in comprehensive planning around the needs of the Bannatyne campus as a whole were also discussed. Indeed, part of the vision of the proposed new faculty is the provision of an integrated suite of services and infrastructure to faculty, staff and students campus wide.

Implications for University Governance

The creation of a new Faculty of Health Sciences will require revision to several of the University's governing documents as well as the creation of new governing documents. These revisions and changes will be developed as part of the implementation process by the University Secretary in consultation with the units, Administration, Senate and the Board, as appropriate.

VII. Implementation Process

The proposed ‘convergence’ of existing health professions faculties/schools into a single new Faculty of Health Sciences is only an initial step in a multi-phase restructuring process. Many details about various issues (e.g., academic/research/service enhancements, balance of administrative functions at the Faculty and College levels, common budgeting/resource allocation, streamlining/efficiencies, etc.) will need to be worked out in subsequent planning and implementation phases. This work will require broad input and participation by administrators, faculty, staff and students. Based on feedback received during the proposal development process, the health sciences community is keen to contribute to this work.

Assuming that this proposal is approved by the Board of Governors, it is envisaged that an Implementation Steering Committee be established to guide and oversee the transition to the proposed new faculty. The proposed Deans’ Council of the new Faculty will form the core of this advisory Committee, with additional members to include representation from the offices of the Provost, Vice-President (Research and International) and Vice-President (Administration), in order to reflect the interests of affected units and the University. The University Secretary will serve as a key resource to this Committee, with project and change management support provided by the Office of Continuous Improvement. Given the scope and scale of transition and implementation activities, a number of sub-committees will need to be established by the Implementation Steering Committee to advise on transition/implementation issues related to specific areas/tasks. These sub-committees will include faculty, staff and students; members of the existing thematic working groups will be obvious candidates to serve as core members of several of these sub-committees.

Where actions arise from this process requiring the approval of Senate and/or the Board of Governors, they will be forwarded to these governing bodies for consideration. Further, all actions will respect collective agreements with relevant employee groups.

Based on the feedback received to date, it will be important that this implementation process be sufficiently flexible to facilitate adjustments, where required, and responsive to input on issues that may arise in both the short and longer terms. It will also be important to acknowledge the considerable time and energy that will be required of members of the affected units and the University, in general, to address transition issues. Finally, in order to gauge the success of the overall initiative, a set of outcomes against which to measure progress should be established as part of any implementation process.

VIII. Conclusion: Expected Goals and Outcomes

The coming together of four of the University's health faculties and their affiliated schools into a single Faculty of Health Sciences represents the first major step forward in realizing the goal of the Academic Structure Initiative, namely, to create an academic structure that better reflects the University's size and scope, and enhances its ability to deliver on its mandate.

As previously indicated, the Faculty of Health Sciences is being advanced with a specific set of goals and objectives: to demonstrate excellence in interprofessional education and practice; to conduct leading-edge, multi-disciplinary research with significant implications for improved patient care and health outcomes; to provide exemplary community service, particularly targeted to underserved populations; and to train future generations of health professionals and health researchers within a collegial environment, that is both socially and fiscally responsible. Achieving these goals and objectives will allow the Faculty to realize its vision to position the University of Manitoba as an international leader in health professions education, research and practice.

With these goals and objectives in mind, the expected outcomes include:

- improved planning and decision making (academic, financial, capital) through an integrated approach to the development of academic health sciences at the University;
- accelerated development of inter-professional education and practice models, making graduates better prepared to practice in a multi-disciplinary environment;
- more effective delivery of common areas (e.g., anatomy, physiology, etc.) and common threads (e.g., ethics, communication, professionalism, etc.) in the education of the health professional groups by streamlining academic programs;
- increased opportunities for students across the University to engage in the broad study of health through the revitalization and further development of the Bachelor of Health Sciences (B.H.Sc.) and Bachelor of Health Studies (B.H.St.) programs;
- accelerated progress on the recruitment and retention of Indigenous students by realizing and building synergies into the combined effort of the existing programs in the health sciences units;
- enhanced research competitiveness in terms of external research support and participation in inter-professional networks/frameworks, by developing shared research priorities and strategies and an holistic, integrated approach to research support (services and infrastructure);
- improved ability to serve the larger community through innovative, inter-professional approaches based on shared goals and supported by common platforms;
- stronger partnerships of mutual benefit and better communication between the University's health professions and government and health regions resulting from the ability to speak with 'one voice' and articulate a shared vision;
- greater success in garnering external support from and building partnerships with external stakeholders through a shared vision and integrated approach;

- better service and support in academic and administrative areas (e.g., research, graduate studies, faculty development, student services, accreditation, clinical placements, community engagement/external relations, HR/finance) through collaborative methods and a more strategic use of resources. This will improve the learning and work environment for students, faculty and staff; further, as duplication is addressed over time, it will allow resources to be re-directed to the Faculty's academic activities;
- less 'transition energy' for faculty, who seek greater collaborative opportunities to advance their teaching and research programs, and students seeking more flexible programs of study; and
- a greater sense of community and camaraderie.

In conclusion, the proposed Faculty of Health Sciences will significantly enhance the University's ability to deliver on its mandate, and will accelerate progress on the four pillars of the University's Strategic Planning Framework. In particular, it will:

- position the University of Manitoba as an international leader in health professions education, research and practice and, in so doing, enhance its efforts in academic health sciences, a priority area for the University;
- contribute to an exceptional student experience by providing an outstanding inter-professional learning environment that will position our graduates to become leaders in a rapidly changing health care environment;
- advance Indigenous education, research and community engagement by building on and leveraging the considerable focus and track record of achievement in place in the health sciences units; and
- provide a productive and rewarding work environment for faculty and staff that values and fosters innovation, collaboration and team work, and celebrates achievement.

Finally and most importantly, the proposed Faculty of Health Sciences, through its learning, discovery and engagement activities, will advance the University's ability to contribute to the cultural, social and economic well-being of Manitoba, Canada and indeed the world through advanced patient care and improved individual and public health outcomes.

Report of the Senate Planning and Priorities Committee RE: a Proposal to Establish a Faculty of Health Sciences

Preamble:

1. The terms of reference of the Senate Planning and Priorities Committee (SPPC) are found at http://umanitoba.ca/admin/governance/governing_documents/governance/sen_committees/510.html wherein SPPC is charged with making recommendations to Senate regarding any such studies, proposals or reports that it may initiate within itself, have referred to it by Senate, other Councils, Committees or Bodies, formal or otherwise.
2. At its meetings on May, 27, July 23 and August 26, 2013, the SPPC considered a proposal from the Deans of the Faculties of Dentistry, Medicine, Nursing and Pharmacy, the Directors of the Schools of Dental Hygiene and Medical Rehabilitation and the Vice-President (Academic) and Provost to establish a Faculty of Health Sciences at the University of Manitoba. The SPPC met with the proponents of the proposal on May 27 and July 23.

Observations:

1. The proposal to establish a Faculty of Health Sciences was developed in response to the President's initiative, launched in January of 2012 to improve the academic structure of Faculties and Schools at the University of Manitoba. The Deans and Directors of the Faculties of Dentistry, Medicine, Nursing, Pharmacy and the Schools of Dental Hygiene and Medical Rehabilitation, along with the Provost, developed the proposal.
2. Under the proposal, a Faculty of Health Sciences would be created at the University bringing together the current faculties of Dentistry, Medicine, Nursing, Pharmacy and the Schools of Dental Hygiene and Medical Rehabilitation under a single Faculty. Under the proposed structure, the Faculty would comprise five professional Colleges - the College of Dentistry, the College of Medicine, the College of Nursing, the College of Pharmacy and the College of Medical Rehabilitation. The School of Dental Hygiene would continue to be a school within the College of Dentistry.
3. Each College would be responsible for the delivery of the professional programs offered within the College, as well as relations with professional groups and accrediting bodies. The Faculty would develop a broad vision for Health Sciences education and research, undertake overall planning, allocate resources to the Colleges, and provide support platforms to make better and more effective use of the resources available to the Faculty.
4. The proponents of this proposal identify the shift of delivery of health care in Canada to a team-based inter-professional model as one of the prime drivers of this proposal. Ensuring a more integrated structure that provides opportunities for students in the various health sciences programs to learn together as teams would, it is argued, better prepare these future health care professionals for the realities of practice.
5. Clinical and experiential learning also form a significant portion of the education for students in health sciences programs. The coordination and support of these experiences is complex and costly. Combined with a move to providing more distributed education, i.e., experiential learning in sites throughout the province, the opportunity to

- bring these complementary disciplines together would provide for better experiences for students, faculty, staff and the public at large.
6. The proposal also envisions enhanced research opportunities for members of the Faculty, as a platform of pan-faculty research support and services would be created to provide support, bring researchers together, and help develop the inter-and multi-disciplinary research teams that would be able to more successfully garner research funding and support.
 7. The proposal recommends that the Dean of the College of Medicine be the founding Dean of the Faculty of Health Sciences. This would alleviate the cost of an additional administrator. A Dean's Council, comprising all of the College Deans would provide a forum for discussing and advancing key strategic policies, initiatives and directions for the Faculty. It is contemplated that subsequent Deans of the Faculty could come from any of the areas of the Faculty. The Dean of Medicine assured the SPPC, that the existing resources available to the Faculty of Medicine would be able to provide the necessary administrative support to the Dean of the Faculty of Health Sciences.
 8. The Faculty would be governed by a Faculty Council that would operate under a bylaw approved by Senate. The Faculty Council would create College Councils for each College that would have delegated powers and responsibilities specific to its work, mission and professional programs. SPPC observed to the proponents the importance of ensuring that this structure provides sufficient authority to the College Councils to ensure collegial decision-making processes continue. The SPPC noted that there are issues concerning the administrative and governance structures of the proposed Faculty that would need to be considered and developed further by the academic units involved.
 9. With respect to the support platforms identified in observation 3, the proposal identifies that faculty-wide platforms would be created to harness the resources available, provide integrated planning, and enhance support. Areas identified for such platforms include research, graduate studies, faculty development, accreditation, student services and space planning. In addition, it is expected that administrative functions would be integrated and coordinated at the faculty level in such areas as finance, human resources and external relations. The proponents provided SPPC, by way of several examples, with general information about what such platforms would do and, while it would appear that they would be manageable, much of the detailed work into how the platforms would work and what resources they would consume, is yet to be done. It was acknowledged that this lack of specific detail would be addressed through an implementation phase with engagement with faculty, students and staff.
 10. One of SPPC's broad mandates is to consider the resource implications of proposals. Development of the initial proposal was driven primarily by academic and administrative opportunities that would arise with a more integrated structure rather than by a preoccupation with resource implications. The proponents provided some comments on resources in the initial proposal reflecting the assumption that there would be sufficient resources on the basis of the combined budgets of the faculties involved. The current proposal includes further information added by the proponents in response to a request from SPPC.
 11. The combined operating budget of the Faculty of Health Sciences, as at March 31, 2013 was \$109.7 million. The total research resources available were \$73.3 million. The proposal states that the current level of funding available to the units involved would be sufficient to support the initial creation of the Faculty. There is not, and realistically, cannot be certainty as to the future resource needs of the Faculty of Health Sciences, and such needs would have to be considered in the course of the resource allocation process along with the needs of the rest of the University.

12. The proposal identifies one-time implementation costs of \$200,000 per year for 18 months (\$300,000 in total). These costs would be provided from central university funds and would be used to support temporary staffing needs to units which would provide support in facilitating the implementation phase for the Faculty, including the Office of Continuous Improvement, the Office of the University Secretary, Human Resources, and the Marketing and Communications Office.
13. The SPPC also discussed the space needs for the creation of the new Faculty, and it was acknowledged that no new space is needed for the creation of the new Faculty, although the re-allocation and redevelopment of space may occur over time. Such development would consider the work of the Bannatyne Campus Plan project, which is currently underway and contemplates the development of inter-professional, multi-use space. With respect to the relocation of the Faculty of Nursing to the Bannatyne Campus, it is clear that such a move would require a considerable investment of resources for a new building. The proponents have indicated, however, that while the relocation of Nursing would provide additional benefits to the new Faculty structure, it is not immediately required to ensure the success of the proposal.
14. The SPPC recognizes and supports the strong academic arguments underpinning this proposal, and sees the opportunities that the creation of Faculty of Health Sciences could provide for the teaching, research and services missions of the programs in Dentistry, Medicine, Nursing, Pharmacy, Medical Rehabilitation and Dental Hygiene. The committee is of the view that, on the basis of the proposal, there are sufficient resources to undertake this transition.

Recommendation:

On the basis of its review of the academic merit and resource requirements of the proposal, the Senate Planning and Priorities Committee recommends:

THAT Senate approve in principle and recommend to the Board of Governors that it approve the establishment of a Faculty of Health Sciences [as outlined in the proposal dated April, 2013 and as revised in August, 2013].

Respectfully submitted,

Ada Ducas, Chair
Senate Planning and Priorities Committee

/jml



AGENDA ITEM: Report of the Senate Committee on Awards – Part A [dated June 20, 2013]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve eleven new offers, thirteen amended offers, and the withdrawal of one offer, as set out in Appendix A of the Report of the Senate Committee on Awards – Part A [dated June 20, 2013].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

At its meeting on June 20, 2013, the Senate Committee on Awards approved eleven new offers, thirteen amended offers, and the withdrawal of one offer, as set out in Appendix A of the Report of the Senate Committee on Awards – Part A [dated June 20, 2013].

RESOURCE REQUIREMENTS:

The award will be funded from the sources identified in the Report.

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

All of these award decisions meet the published guidelines for awards as approved by Senate and are to be reported to Senate for information on September 4, 2013.

REPORT OF THE SENATE COMMITTEE ON AWARDS – PART A

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 Awards*, such offers shall be submitted to Senate for approval. (Senate, October 7, 2009)

Observations

At its meeting of June 20, 2013 the Senate Committee on Awards approved eleven new offers and thirteen amended offers, and the withdrawal of one award, as set out in Appendix A of the *Report of the Senate Committee on Awards – Part A* (dated June 20, 2013).

Recommendations

On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve eleven new offers and thirteen amended offers, and the withdrawal of one award, as set out in Appendix A of the *Report of the Senate Committee on Awards – Part A* (dated June 20, 2013). These award decisions comply with the published guidelines of November 3, 1999, and are reported to Senate for information.

Respectfully submitted,

Dr. Phil Hultin
Chair, Senate Committee on Awards

SENATE COMMITTEE ON AWARDS

Appendix A June 20, 2013

1. NEW OFFERS

ACI Manitoba Chapter University of Manitoba Scholarship

The Manitoba Chapter of the American Concrete Institute (ACI) will contribute an annual gift of \$500 to the University of Manitoba to support a student studying Civil Engineering with an interest in concrete. Beginning in the 2013-2014 academic year, one scholarship valued at \$500 will be awarded to an undergraduate student who:

- (1) is enrolled full time in their third academic year in the Civil Engineering program in the Faculty of Engineering;
- (2) has achieved a minimum degree grade point average of 3.5;
- (3) has submitted an essay describing the applicant's past experience, intended career plans and how these plans relate to concrete (500 words maximum).

The selection committee shall be named by the Dean of the Faculty of Engineering (or designate) and shall include one representative from the Manitoba Chapter of the American Concrete Institute (ACI) and two members of the Department of Civil Engineering.

Bob Irving Athletic Scholarship

Corus Entertainment has made a five year commitment to the University of Manitoba to support an annual Bison Sports award. The donors will provide a gift of \$1,500 annually beginning in the 2013 academic year, and ending in the 2017 academic year. Matching funds may be provided through the Manitoba Scholarship and Bursary Initiative (MSBI) program. In any year that matching funds are made available through the MSBI, the scholarship will be valued at \$3,000. Each year, one scholarship at a minimum value of \$1,500 and a maximum value of \$3,000, will be offered to a student who:

- (1) is eligible to compete in Canadian Interuniversity Sport;
- (2) has completed at least one year of full-time study at the University of Manitoba, and in the previous academic session has completed at least 18 credit hours;
- (3) is enrolled full-time in the next ensuing academic session in any faculty or school at the University of Manitoba;
- (4) has achieved a minimum degree grade point average of 2.0.

The award will be offered to a student on a Bison Team that has been identified by the Athletic Director, following August 1 of each year, as the team that would benefit most from having this award presented to a student athlete on that team. Bison coaches are invited to submit a letter of application on why their team is in need of this award, as well as a letter of nomination for a student/athlete from their team who meets the criteria for this award and would receive the award if their team is chosen.

The selection committee shall be named by the Dean of the Faculty of Kinesiology and Recreation Management (or designate) and shall include the Athletic Director.

The terms of this award will be reviewed annually against the criteria of Canadian Interuniversity Sport governing "Athletic award – alumni, private, booster club and corporate funded", currently numbered C.6, Section IX in the C.I.S. Operations Manual.

Kanee Mauro Scholars Fellowship

With a commitment of a \$750,000 gift from Mr. and Mrs. Stephen Kanee, and matching contributions from the Manitoba Scholarship and Bursary Initiative, an endowment fund of \$1,200,000 will be established. The fund will be used to offer fellowships to Masters and PhD students enrolled in either the Joint M.A. Program in Peace and Conflict Studies or in the Ph.D. Program in Peace and Conflict Studies at the University of Manitoba, housed in the Arthur V. Mauro Centre for Peace and Justice at St. Paul's College. When the gift and matching funds have been fully realized, the fund will provide one fellowship, valued at \$25,000, to a PhD student, and two fellowships, valued at \$18,000 each, to Masters students. Starting with the 2013-2014 academic year, one award valued at the available annual interest of the fund, up to \$25,000, will be offered to a student who:

- (1) is enrolled full-time in the Faculty of Graduate Studies, in the Ph.D. Program in Peace and Conflict Studies;
- (2) has achieved a minimum cumulative grade point average of 3.0 (or equivalent) based on the last 60 credit hours of study;
- (3) demonstrates promise in the field of Peace and Conflict Studies based on their application for entrance into the Ph.D. Program in Peace and Conflict Studies, in the Faculty of Graduate Studies at the University of Manitoba as determined by the selection committee.

Commencing in 2015-2016, two fellowships valued at \$18,000 will be offered to students who:

- (1) are enrolled full-time in the Faculty of Graduate Studies, in the Joint M.A. Program in Peace & Conflict Studies;
- (2) have achieved a minimum cumulative grade point average of 3.0 (or equivalent) based on the last 60 credit hours;
- (3) demonstrate promise in the field of Peace & Conflict Studies based on their application package for entrance into the Joint M.A. program in Peace & Conflict Studies as determined by the selection committee.

The Dean of the Faculty of Graduate Studies (or designate) will ask the Director of the Peace and Conflict Studies Ph.D. program (or designate), typically the Director of the Arthur V. Mauro Centre for Peace and Justice, to name the selection committee for this award.

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.

Master of Physician Assistant Studies: Capstone Project Graduation Prize

The Faculty of Graduate Studies at the University of Manitoba has established the Master of Physician Assistant Studies program. This program provides education to develop and train highly skilled healthcare professionals who will work as Physician Assistants. Revenue collected from various student payments, contract services, and fees, will contribute to annually funded awards for students enrolled in the Master of Physician Assistant Studies (MPAS) degree program. Beginning in the 2014-2015 academic year, a portion of this revenue will be used each year to award one prize valued at \$1,500, to a graduating student who:

- (1) is enrolled in the final year of the Masters of Physician Assistant Studies Program (MPAS) in the Faculty of Graduate Studies at the University of Manitoba;
- (2) will be graduating from the MPAS program in the year in which the prize is tenable;
- (3) has achieved outstanding academic performance with a minimum degree grade point average of 3.5, and is in good academic standing with the Faculty of Graduate Studies;
- (4) based upon the student's performance in the course entitled "PAEP 7350 Capstone", is chosen by

the selection committee as having the best overall performance.

The Dean of Graduate Studies (or designate) will ask the Director of the Office of Physician Assistant Studies to name the selection committee for this award.

Master of Physician Assistant Studies: Future of the Profession Graduation Prize

The Faculty of Graduate Studies at the University of Manitoba has established the Master of Physician Assistant Studies program. This program provides education to develop and train highly skilled healthcare professionals who will work as Physician Assistants. Revenue collected from various student payments, contract services, and fees, will contribute to annually funded awards for students enrolled in the Master of Physician Assistant Studies (MPAS) degree program. Beginning in the 2014-2015 academic year, a portion of this revenue will be used each year to award one prize valued at \$1,500, to a graduating student who:

- (1) is enrolled full-time in the Masters of Physician Assistant Studies Program (MPAS) in the Faculty of Graduate Studies at the University of Manitoba;
- (2) will be graduating from the MPAS program in the year in which the prize is tenable;
- (3) has achieved outstanding academic performance with a minimum degree grade point average of 3.5, and is in good academic standing with the Faculty of Graduate Studies;
- (4) is chosen by the selection committee as being the strongest advocate for the profession with respect to a combination of academic merit, and being the one who best promotes the profession.

The Dean of Graduate Studies (or designate) will ask the Director of the Physician Assistant Education Program to name the selection committee for this award.

Master of Physician Assistant Studies: Leadership Graduation Prize

The Faculty of Graduate Studies at the University of Manitoba has established the Master of Physician Assistant Studies program. This program provides education to develop and train highly skilled healthcare professionals who will work as Physician Assistants. Revenue collected from various student payments, contract services, and fees, will contribute to annually funded awards for students enrolled in the Master of Physician Assistant Studies (MPAS) degree program. Beginning in the 2014-2015 academic year, a portion of this revenue will be used each year to award one prize valued at \$1,500, to a graduating student who:

- (1) is enrolled full-time in the Masters of Physician Assistant Studies Program (MPAS) in the Faculty of Graduate Studies at the University of Manitoba;
- (2) will be graduating from the MPAS program in the year in which the prize is tenable;
- (3) has achieved outstanding academic performance with a minimum degree grade point average of 3.5, and is in good academic standing with the Faculty of Graduate Studies;
- (4) will be the student who most consistently demonstrates a high level of compassion, humanism and having the best patient-centered approach to care, as voted upon by their fellow students.

The Dean of Graduate Studies (or designate) will ask the Director of the Office of Physician Assistant Studies to name the selection committee for this award.

Master of Physician Assistant Studies: Travel Support Prize

The Faculty of Graduate Studies at the University of Manitoba has established the Master of Physician Assistant Studies program. This program provides education to develop and train highly skilled healthcare professionals who will work as Physician Assistants. Revenue collected from various student payments, contract services, and fees, will contribute to annually funded awards for students enrolled in the Master of Physician Assistant Studies (MPAS) degree program. The purpose of this fund is to offset

the travel costs of students taking part in a clinical rotation in rural and northern environments. Beginning in the 2014-2015 academic year, a portion of this revenue will be used each year to award twelve prizes valued at \$1,500 each, to graduate students who:

- (1) are enrolled full-time in the Master of Physician Assistant Studies Program (MPAS) in the Faculty of Graduate Studies at the University of Manitoba;
- (2) are enrolled in the clinical rotation elective within the Master of Physician Assistant Studies Program (MPAS) in the Faculty of Graduate Studies at the University of Manitoba;
- (3) will be taking part in a clinical rotation situated within a rural environment;
- (4) have achieved outstanding academic performance with a minimum degree grade point average of 3.5, and are in good academic standing with the Faculty of Graduate Studies.

The selection committee will have the discretion to determine the value of awards offered each year based on the available annual revenue.

The Dean of Graduate Studies (or designate) will ask the Director of the Office of Physician Assistant Studies to name the selection committee for this award.

Mike and Lesia Muzylowski Scholarships of Excellence

Mike and Lesia Muzylowski have established an endowment fund at the University of Manitoba with an initial gift of \$242,000 in 2011. Mike Muzylowski graduated with a degree in the Faculty of Science, majoring in Geological Sciences. The purpose of these scholarships is to recognize students with high academic achievement in either the Department of Geological Sciences in the Clayton H. Riddell Faculty of Environment, Earth, and Resources, or in the Faculty of Science. Beginning in the 2013-2014 academic year, the available annual interest from the fund will be used to offer one or more scholarships, with a minimum value of \$1,500 each, to undergraduate students who:

- (1) are registered full-time (minimum 80% course load) in their second, third, or fourth year in any honours or major degree program, offered by either the Department of Geological Sciences in the Clayton H. Riddell Faculty of Environment, Earth, and Resources, or offered by the Faculty of Science;
- (2) has achieved outstanding academic performance with a minimum degree grade point average of 3.75.

The selection committee will determine the number and value of the awards to be offered every year.

Whenever possible, the number of scholarships will be evenly divided between the Department of Geological Sciences and the Faculty of Science. In years when the scholarships cannot be evenly divided, the selection committee will have the discretion to distribute the scholarships in the manner they see fit.

The selection committee will be named by the Dean (or designate) of the Faculty of Science and will include equal representation from the Department of Geological Sciences.

Nellie McClung Foundation Bursary

The Nellie McClung Foundation has established a fund at The Winnipeg Foundation. The purpose of the bursary is to provide financial support to undergraduate students pursuing their studies in Women and Gender Studies with an interest in politics. Each year, The Winnipeg Foundation will report the available earnings from the fund to Financial Aid and Awards at the University of Manitoba. The available annual earnings from the fund will be used to offer a bursary to an undergraduate student who:

- (1) is enrolled full-time as an undergraduate student in the Faculty of Arts;
- (2) has declared a Major or Honours in Women and Gender Studies;

- (3) has taken one or more of the following courses from the Department of Political Studies: Gender and Politics in Canada (POLS 3100), Human Rights and Civil Liberties (POLS 3160), Feminist Political Theory (POLS 3240);
- (4) has achieved a minimum degree grade point average of 2.5;
- (5) has demonstrated financial need on the standard University of Manitoba bursary application form.

The Dean of the Faculty of Arts (or designate) will name the selection committee for this award.

University of Manitoba Retirees Association (UMRA) Bursary

The University of Manitoba Retirees Association (UMRA) has established an endowment fund at the University of Manitoba to offer the University of Manitoba Retirees Association (UMRA) Bursary. The purpose of the bursary is to offer support to students in achieving their educational objectives so they may make meaningful contributions to society following their graduation. The Manitoba Scholarship and Bursary Initiative has made a contribution to the fund. Each year, the available annual interest from the fund will be used to offer one or more bursaries to undergraduate and graduate students.

In order to be eligible for this bursary, undergraduate students must:

- (1) be Canadian citizens with a permanent mailing address in Manitoba;
- (2) have completed at least one year of full-time study (minimum 30 credit hours) in any faculty or school at the University of Manitoba;
- (3) be registered full-time (minimum 60% course load) in any school or faculty at the University of Manitoba;
- (4) have achieved a minimum degree grade point average of 2.5;
- (5) have demonstrated financial need on the standard University of Manitoba bursary application form.

In order to be eligible for this bursary, graduate students must:

- (1) be Canadian citizens with a permanent mailing address in Manitoba;
- (2) have completed at least one year of full-time study in the Faculty of Graduate Studies in any Master's or Doctoral program offered by any faculty or school at the University of Manitoba;
- (3) be registered full-time in the Faculty of Graduate Studies in any Master's or Doctoral program offered by any faculty or school at the University of Manitoba;
- (4) have achieved a minimum degree grade point average of 3.0;
- (5) have demonstrated financial need on the standard University of Manitoba bursary application form.

The bursaries will be offered each year to one or more students ensuring that all faculties and schools are equally represented over time. In order to ensure that students are selected evenly amongst the schools and faculties, there will be at least one and no more than two recipients selected from each in a fifteen year period.

The selection committee will have the discretion to determine the number and value of bursaries available each year based on the available revenue with the *provisos* that (a) the minimum value will be \$450 and (b) the maximum value will be equal to eighty percent (80%) of a recipient's tuition fees (not including ancillary and incidental fees).

The selection committee will be named by the Director, Financial Aid and Awards (or designate).

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.

Wayne Fleming Legacy Athletic Scholarship

In honour of Wayne Fleming, a former player (1971-1976) and Head Coach (1980-1989) of the University of Manitoba Bison men's hockey team, the Fleming family has established an endowment fund with an initial gift of \$10,000 received in 2013. Friends and colleagues have also made contributions to this award. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund. The purpose of the award is to offer a scholarship to a student athlete on the Bison Men's Hockey team who best exemplifies Wayne's characteristics. The Fleming family made an additional contribution of \$1000 in 2013 which has been matched by the Manitoba Scholarship and Bursary Initiative Fund, to offer the first award in the 2013-2014 academic year. Beginning in 2014-2015 academic year, the available annual interest from the fund will be used to offer one or more scholarships to undergraduate students who:

- (1) are Canadian citizens or permanent residents;
- (2) are enrolled full-time (registered in a minimum of 9 credit hours per term) in any faculty of school at the University of Manitoba;
- (3) have demonstrated high academic achievement with a minimum sessional grade point average of 2.0 in the previous academic session, and is in good academic standing as determined by the University;
- (4) have demonstrated exceptional athletic ability, team leadership, strong work ethic, passion and dedication to the sport of hockey.

The selection committee will have the discretion to determine the number and the value of the awards offered each year based on the available revenue.

The Chair of the selection committee will be the Athletic Director (or designate) from the Faculty of Kinesiology and Recreation Management and will include the Head Coach of the Bison men's hockey team.

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.

(The terms of this award will be reviewed annually against the Canadian Interuniversity Sport (CIS) criteria governing "University Academic Scholarships with an Athletic Component", currently numbered C.5 in the CIS Operations Manual).

2. AMENDMENTS

Manitoba Dental Association Entrance Bursary in Dental Hygiene

The following amendments have been made to the terms of reference for the Manitoba Dental Association Entrance Bursary in Dental Hygiene:

- The name of this award has been changed to *Manitoba Dental Association Bursary in Second Year Dental Hygiene*.
- The terms of reference have been re-formatted to conform to current wording and formatting.
- The value of the bursary has been increased from \$200 to \$500 each year.
- The bursary is now for students in the second year of the Dental Hygiene program rather than for students entering the program.
- The last sentence of the preamble now reads: "Each year, one bursary will be offered to an undergraduate student who:"
- The revised eligibility criteria now read:

- (1) is enrolled full-time (minimum 60% course load) in the second year of the Dental Hygiene program at the School of Dental Hygiene at the University of Manitoba;
- (2) has achieved a minimum degree grade point average of 2.5;
- (3) demonstrates financial need on the standard University of Manitoba bursary application form.
- The second, penultimate, and last paragraphs have all been removed.
- The description of the selection committee has been revised to read: “The selection committee will be named by the Director of the School of Dental Hygiene (or designate).”
- Several editorial changes have been made.

Manitoba Dental Association Gold Medal

The following amendments have been made to the terms of reference for the Manitoba Dental Association Gold Medal:

- The terms of reference have been re-formatted to conform to current wording and formatting.
- The revised eligibility criteria now read:
 - (1) attains the highest standing in course work completed in the final two years of the Dental Hygiene program in the School of Dental Hygiene at the University of Manitoba;
 - (2) has achieved a minimum degree grade point average of 3.5;
 - (3) was enrolled full-time (minimum 80% course load) in the final two years of the Dental Hygiene program.
- The description of the selection committee has been revised to read: “The selection committee will be named by the Director of the School of Dental Hygiene (or designate).”
- Several editorial changes have been made.

Manitoba Dental Association Prize

The following amendments have been made to the terms of reference for the Manitoba Dental Association Prize:

- The terms of reference have been re-formatted to conform to current wording and formatting.
- The value of the prize has been increased from \$225 to \$450 each year.
- The terms now specify that this prize is for students with the highest standing in the third year of the Diploma in Dental Hygiene at the School of Dentistry at the University of Manitoba.
- The following sentence has been added to the first paragraph: “Only students who completed a full-time course load (minimum 80% course load) in their third year will be considered for this prize.
- The description of the selection committee has been revised to read: “The selection committee will be named by the Director of the School of Dental Hygiene (or designate).”
- Several editorial changes have been made.

Manitoba Dental Association Scholarship

The following amendments have been made to the terms of reference for the Manitoba Dental Association Scholarship:

- The terms of reference have been re-formatted to conform to current wording and formatting.
- The value of the scholarship has been increased from \$300 to \$400 each year.
- Wording which states that this scholarship is for students in their third year of the Faculty of Dentistry has been deleted.

- The courses listed in the preamble have been deleted and have been listed eligibility criterion (3).
- The last sentence of the preamble now reads: “Each year, one scholarship will be offered to an undergraduate student who:”
- The revised eligibility criteria now read:
 - (1) enrolls full-time (minimum 80% course load) in the Doctor of Dental Medicine (D.M.D.) program at the University of Manitoba in the year in which this award is tenable;
 - (2) has achieved a minimum degree grade point average of 3.5;
 - (3) has achieved the highest standing in the following two courses: Pathology and Microbiology, Parts I and II (currently ORLB 2300 and ORLB 3300).
- A new paragraph outlining the tie-breaking mechanism has been added. It reads: “In the event that two or more students have achieved the same highest standing, the scholarship will be awarded to the student with the highest overall degree grade point average.
- A new paragraph describing the selection committee has been added. It reads: “The selection committee shall be the Awards Committee of the Faculty of Dentistry.”
- Several editorial changes have been made.

Manitoba Dental Association Scholarship in Dental Hygiene

The following amendments have been made to the terms of reference for the Manitoba Dental Association Scholarship in Dental Hygiene:

- The terms of reference have been re-formatted to conform to current wording and formatting.
- The value of the scholarship has been increased from \$225 to \$450 each year.
- The last sentence of the preamble now reads: “Each year, one scholarship will be offered to an undergraduate student who:”
- The revised eligibility criteria now read:
 - (1) is enrolled full-time (minimum 80% course load) in the third year of the Dental Hygiene program at the School of Dental Hygiene at the University of Manitoba;
 - (2) has achieved a minimum degree grade point average of 3.5;
 - (3) had the highest degree grade point average in the second year of the Dental Hygiene program.
- A new paragraph describing the selection committee has been added. It reads: “The selection committee will be named by the Director of the School of Dental Hygiene (or designate).”
- Several editorial changes have been made.

Manitoba Dental Association Undergraduate Bursary

The following amendments have been made to the terms of reference for the Manitoba Dental Association Undergraduate Bursary:

- The name of this award has been changed to *Manitoba Dental Association Undergraduate Bursary in Dental Hygiene*.
- The terms of reference have been re-formatted to conform to current wording and formatting.
- The value of the scholarship has been increased from \$200 to \$500 each year.
- In the first sentence of the preamble the word “first” has been replaced with “third” and the words ‘Dental Hygiene’ have been added.
- The last sentence of the preamble now reads: “Each year, one bursary will be offered to an undergraduate student who:”
- The revised eligibility criteria now read:

- (1) is enrolled full-time (60% course load) in the third year of the Dental Hygiene program at the School of Dental Hygiene at the University of Manitoba;
- (2) has achieved a minimum degree grade point average of 2.5;
- (3) demonstrates financial need on the standard University of Manitoba bursary application form.
- (4) The second, penultimate, and last paragraphs have all been removed.
- The second, penultimate, and last paragraphs have all been removed.
- The description of the selection committee has been revised to read: “The selection committee will be named by the Director of the School of Dental Hygiene (or designate).”
- Several editorial changes have been made.

Marc Hutlet Seeds Bursary – Diploma in Agriculture

The following amendments have been made to the terms of reference for the Marc Hutlet Seeds Bursary – Diploma in Agriculture:

- The reference to 2012-2013 has been revised to 2013-2014 in the first sentence of the preamble.
- An editorial change has been made in the first sentence of the preamble.

Mary Hamilton Johnston Memorial Bursary

The following amendments have been made to the terms of reference for the Mary Hamilton Johnston Memorial Bursary:

- Criterion (2) has been revised and now reads: “is enrolled as a full-time (minimum 60 percent course load) student in the Faculty of Social Work”
- A new criterion (3) has been added which reads: “has achieved a minimum degree grade point average of 2.5”
- Criteria (3) and (4) are now criteria (4) and (5).
- The sentence immediately following the eligibility criteria regarding income in excess of the value of the annual award has been deleted.
- Several editorial changes have been made.

Northern Sky Architecture Award for Environmental Stewardship

The following amendments have been made to the terms of reference for the Northern Sky Architecture Award for Environmental Stewardship:

- The name of this award has been changed to *Northern Sky Architecture Scholarship for Environmental Stewardship*.
- The value of the scholarship has been increased from \$500 to \$1,000 each year.
- The second sentence of the preamble has been revised and states that the donors have agreed to renew the scholarship for a second five-year term beginning in the 2013-2014 academic year.
- The description of the selection committee has been revised to read: “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.”

Rabbi Dr. Moshe Stern Memorial Award

The following amendments have been made to the terms of reference for the Rabbi Dr. Moshe Stern Memorial Award:

- The name of this award has been changed to *Rabbi Dr. Moshe Stern Memorial Scholarship*.

- Criterion (4) has been revised and now reads: “has completed at least one course in Judaic Studies at the University of Manitoba.”
- The words “an in course or graduating student who enrolls” have been replaced with “enrolled part-time or full-time in any school or faculty”
- The words “Dean, Faculty of Arts (or designate)” have been replaced with “Director of Financial Aid and Awards (or designate)” in the first and second sentences of the selection committee paragraph.
- Several editorial changes have been made.

University of Manitoba Business School Foundation International Study Awards

The following amendments have been made to the terms of reference for the University of Manitoba Business School Foundation International Study Awards:

- The last two sentences of the preamble have been replaced with the following: “The purpose of this fund is to support students taking part in the I.H. Asper School of Business International Exchange program. Each year, the available income from the fund will be used to offer scholarships with a maximum value of \$1,500 each to undergraduate students who”
- In criterion (1) the reference to students being in the third year of the program has been deleted and the words “(minimum 80% course load)” have been added.
- The sentence immediately following the eligibility criteria has been revised and now reads: “Students will be ranked based on the following criteria:”
- Criterion (1) of the ranking criteria has been revised and now reads: “a minimum degree grade point average of 3.0 at the time of application”
- Criterion (2) of the ranking criteria has been revised and now reads: “a written statement of intent to pursue this program provided by the student (maximum 500 words)”
- Criterion (3) of the ranking criteria has been revised and now reads: “references letters from two University of Manitoba academic staff members and one professional/personal referee”
- Criterion (5) of the ranking criteria has been revised and now reads: “completion of a minimum 24 credit hours in the Bachelor of Commerce degree program”
- A new sentence has been added immediately following the numbered ranking criteria which reads: “The number and value of scholarships awarded each year will be at the discretion of the selection committee but shall not exceed \$1,500 each.”
- The description of the selection committee has been revised to read: “The selection committee will be named by the Director of the I.H. Asper School of Business International Student Exchange Program (or designate), who will also serve as Chair, and will include the Coordinator of the International Student Exchange Program (or a delegate).”
- Several editorial changes have been made.

Wawanesa Mutual Insurance Company Bursary

The following amendments have been made to the terms of reference for the Wawanesa Mutual Insurance Company Bursary:

- The second sentence of the preamble has been revised and states that the donors have agreed to renew the bursaries for a second five-year term beginning in the 2014-2015 academic year.

- The following sentence has been deleted from the preamble: “The donor will have the right to renew the commitment for successive five year terms exercisable during the fourth year of any five year term.”
- Several formatting changes have been made.

W.E. Muir Scholarship for Graduate Students in Biosystems Engineering

The following amendments have been made to the terms of reference for the W.E. Muir Scholarship for Graduate Students in Biosystems Engineering:

- The scholarship will now be offered to both a Master’s and a Ph.D student rather than to only one Master’s student. The Master’s student will receive forty percent of the available annual income whereas the Ph.D. student will receive sixty percent of the available annual income from the fund.
- Preference will be given to students working in the area of grain storage.
- Each year, one scholarship, valued at forty percent of the available income from the fund will be offered to a Master’s student who:
 - (1) is enrolled full-time in their first or second year in the Faculty of Graduate Studies, in the Master’s program, delivered by the Department of Biosystems Engineering;
 - (2) has achieved the highest degree grade point average in a minimum of four courses completed at the University of Manitoba, in the Master’s program.
- A new section outlining the eligibility criteria for Ph.D. students has been added which reads: Ph.D. Scholarship (60% of the total amount available to offer). One scholarship will be offered to a Ph.D student who:
 - (1) is enrolled full-time in their third or fourth year in the Faculty of Graduate Studies, in the Ph.D. program, delivered by the Department of Biosystems Engineering;
 - (2) has achieved the highest degree grade point average in a minimum of four courses completed at the University of Manitoba in the Ph.D. program;
 - (3) has completed a minimum of one written refereed scientific publication (published or accepted for publication) arising from research completed during the Ph.D. program at the University of Manitoba.
- The description of the selection committee has been revised to read: “The Dean of the Faculty of Graduate Studies (or designate) will ask the Chair of the Scholarships, Bursaries and Awards Committee of the Faculty of Engineering to convene the selection committee for this award.
- The standard Board of Governors paragraph has been added.
- Several formatting changes have been made.

3. WITHDRAWALS

Department of Psychiatry Award

The Head of the Department of Psychiatry has formally requested that this award be withdrawn and the remaining funds be transferred to another fund. The request to transfer the funds was been approved by Lance McKinley in Trust and Endowments and the fund balances for this award are now all \$0.



AGENDA ITEM: Report of the Senate Committee on Awards – Part B [dated June 20, 2013]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve one new offer as set out in Appendix A of the Report of the Senate Committee on Awards – Part B [dated June 20, 2013].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

At its meeting on June 20, 2013, the Senate Committee on Awards approved one new offer that appears to be discriminatory according to the policy on the Non-Acceptance of Discriminatory Awards, as set out in Appendix A of the Report of the Senate Committee on Awards – Part B [dated June 20, 2013].

The James A. Aitken Graduate Scholarships in Mechanical Engineering will provide scholarship support for Masters and Doctoral students in Mechanical Engineering. Preference will be given to female students in the awarding of one of the two scholarships available annually.

A letters of support from Dean Beddoes, Faculty of Engineering, is included with the Report.

RESOURCE REQUIREMENTS:

The award will be funded from the source identified in the Report.

IMPLICATIONS:

The award will aid in the recruitment of top students to the graduate programs in Mechanical Engineering and in increasing female participation in the discipline.

ALTERNATIVES:

N/A

CONSULTATION:

This award offer was approved by Senate on September 4, 2013.

REPORT OF THE SENATE COMMITTEE ON AWARDS – PART B

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 Awards*, such offers shall be submitted to Senate for approval. (Senate, October 7, 2009)

Observation

At its meeting of June 20, 2013, the Senate Committee on Awards reviewed one new offer that appears to be discriminatory according to the policy on the *Non-Acceptance of Discriminatory Awards*, as set out in Appendix A of the *Report of the Senate Committee on Awards - Part B* (dated June 20, 2013).

Recommendation

The Senate Committee on Awards recommends that Senate and the Board of Governors approve one new offer, as set out in Appendix A of the *Report of the Senate Committee on Awards- Part B* (dated June 20, 2013). This award decision complies with the published guidelines of November 3, 1999, and is reported to Senate for information.

Respectfully submitted,

Dr. Phil Hultin
Chair, Senate Committee on Awards

MEETING OF THE SENATE COMMITTEE ON AWARDS

**Appendix A
June 20, 2013**

1. NEW OFFERS

James A. Aitken Graduate Scholarships in Mechanical Engineering

James A. Aitken will provide an annual contribution to a trust fund established in 2012 to offer the James A. Aitken Graduate Scholarships in Mechanical Engineering at the University of Manitoba. The purpose of the scholarships is to provide support to graduate students in the Department of Mechanical Engineering. The scholarships will be offered for a four-year term beginning in 2013-2014 and ending in the 2016-2017 academic year. Each year, the available annual interest and the capital of the fund will be used to offer two scholarships, valued at \$3,000 each, to graduate students who:

- (1) are enrolled full-time in the Faculty of Graduate Studies in a Master's or Doctoral program in the Faculty of Engineering in the Mechanical Engineering program at the University of Manitoba;
- (2) have achieved a minimum degree grade point average of 3.5.

Preference for one of the graduate scholarships will be given to a female student every year.

In the event that there are still monies available in the trust fund (including the capital, unspent revenue, and revenue funds) after the expiration of the four-year term, they will be used to offer scholarships of equal value, with a minimum value of \$3,000 each, in the 2017-2018 academic year. The number of scholarships awarded will be at the discretion of the selection committee.

The Dean of the Faculty of Graduate Studies (or designate) will ask the Chair of the Engineering Graduate Awards Committee of the Faculty of Engineering to convene the selection committee for this award.

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.

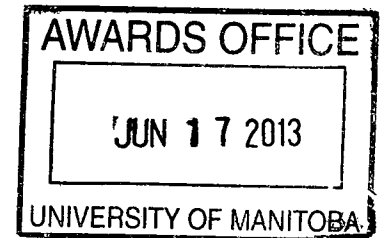
(Attachment I)



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Dr. Phil Hultin
Chair of the Senate Committee on Awards

Dear Dr. Phil Hultin:

RE: James A. Aitken Graduate Scholarships in Mechanical Engineering

The Faculty of Engineering is committed to the growth of the number of women enrolled in engineering education. The James A Aitken Graduate Scholarships in Mechanical Engineering will assist in attracting top calibre students to the Mechanical Engineering program and in particular by directing one scholarship to a female student it will help to increase the female participation in Mechanical Engineering.

Data from the Office of Institutional Analysis indicate that during the last five winter terms the percentage of female Master's and Ph.D. students in Mechanical Engineering is as follows:

Winter term 2013	13.3%
Winter term 2012	16.4%
Winter term 2011	13.7%
Winter term 2010	15.8%
Winter term 2009	15.6%

The average over these last five years is 15.0% which compares to the Canadian National average of 14.4% female students in Masters and PhD programs in Mechanical Engineering (National Data from the Engineers Canada Enrolment Report for 2007-2011).

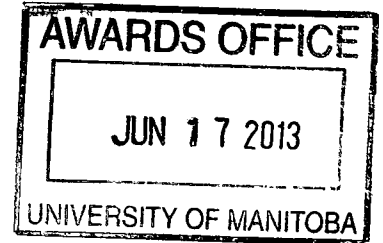
The Faculty of Engineering continues to work to remove any perceived or existing barriers that prevent females from entering Faculty of Engineering programs.

I strongly support the establishment of the James A. Aitken Graduate Scholarships in Mechanical Engineering.

Sincerely,

J. Beddoes

Jonathan Beddoes, Ph.D., P.Eng.
Professor and Dean





AGENDA ITEM: Report of the Senate Committee on Awards – Part A [dated August 7, 2013]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve one new offer, four amended offers, and the withdrawal of one offer, as set out in Appendix A of the Report of the Senate Committee on Awards – Part A [dated August 7, 2013].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

In an electronic poll conducted between July 31 and August 7, 2013, the Senate Committee on Awards approved one new offer, four amended offers, and the withdrawal of one offer, as set out in Appendix A of the Report of the Senate Committee on Awards – Part A [dated August 7, 2013].

RESOURCE REQUIREMENTS:

The award will be funded from the sources identified in the Report.

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

All of these award decisions meet the published guidelines for awards as approved by Senate and are to be reported to Senate for information on September 4, 2013.

REPORT OF THE SENATE COMMITTEE ON AWARDS – PART A

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)

Observation

In an electronic poll conducted between July 31 - August 7, 2013, the Senate Committee on Awards approved one new offer and four amended offers, and the withdrawal of one award, as set out in Appendix A of the *Report of the Senate Committee on Awards – Part A* (dated August 7, 2013).

Recommendation

The Senate Committee on Awards recommends that the Board of Governors approve one new offer and four amended offers, and the withdrawal of one award, as set out in Appendix A of the *Report of the Senate Committee on Awards – Part A* (dated August 7, 2013). This award decision complies with the published guidelines of November 3, 1999, and is reported to Senate for information.

Respectfully submitted,

Dr. Phil Hultin
Chair, Senate Committee on Awards

MEETING OF THE SENATE COMMITTEE ON AWARDS

Appendix A August 7, 2013

1. NEW OFFERS

Shearer Bursary

Elizabeth Shearer and Mary Widdows Shearer (B.Sc.H.Ec/43) have established an endowment fund at the University of Manitoba with an initial gift of \$20,000 in 2013. The Manitoba Scholarship and Bursary Initiative has made a contribution to the fund. The bursary is in honour of Mary Widdows Shearer and David Shearer (B.Sc (M.E.)/56). David Shearer performed as a professional musician for many years playing jazz and classical woodwinds. The purpose of the fund is to provide financial support to students studying woodwinds in the Marcel A. Desautels Faculty of Music. The donors have set aside a portion of their initial gift to offer one bursary valued at \$2,000 in the 2013-2014 academic year. Beginning in the 2014-2015 academic year, the available annual interest from the fund will be used to offer one bursary to an undergraduate student who:

- (1) is enrolled full-time in the Marcel A. Desautels Faculty of Music;
- (2) has achieved a minimum degree grade point average of 2.5;
- (3) is studying jazz or classical woodwinds with preference given to students studying clarinet, bassoon, or saxophone;
- (4) has demonstrated financial need on the standard University of Manitoba bursary application form.

Preference will be given to a student who intends to pursue a focus in performance.

In any year there is no eligible candidate, the revenue from the fund will be re-capitalized.

The selection committee will be the Scholarship and Awards Committee of the Marcel A. Desautels Faculty of Music.

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.

2. AMENDMENTS

Arthritis Society Bursary in Physical Therapy

The following amendments have been made to the terms of reference for the Arthritis Society Bursary in Physical Therapy:

- This award was amended because the undergraduate Physical Therapy program at the School of Medical Rehabilitation is no longer offered. In its place is a new two year Master of Physical Therapy program. As of September 2013, the first cohort of the Master of Physical Therapy program will be starting the first ever second year offered by the Master of Physical Therapy program.
- The first sentence of the preamble has been revised and now reads: "The Arthritis Society, Manitoba Division, offers to provide an annual bursary of \$1,500 to be awarded to a Physical Therapy student at the University of Manitoba who:"
- Criterion (1) has been revised and now reads: "is enrolled full-time in the Faculty of Graduate Studies, in the second year of study in the Master of Physical Therapy program."
- Criterion (2) has been revised and now reads: "has achieved a minimum degree grade point average of 3.0 in the first year of the Master of Physical Therapy program"

- The section describing the award offering for 2004-2005 has been deleted.
- The description of the selection committee has been revised to read: “The Chair of the School of Medical Rehabilitation Awards Committee will name the selection committee for this award.”

Edward R. Toporeck Graduate Fellowship in Engineering

The following amendments have been made to the terms of reference for the Edward R. Toporeck Graduate Fellowship in Engineering:

- The terms of reference have been re-formatted to conform to current wording and formatting.
- All biographical information from the preamble has been removed from the terms of reference and will appear in a separate section following the terms of reference under the heading “Biographical Information.”
- The MSBI statement is now the second sentence in the preamble.
- The last sentence of the preamble now reads: “Each year, the available interest from the fund will be used to offer one or more scholarships to graduate students who:”
- The revised eligibility criteria now read:
 - (1) are enrolled full-time in the Faculty of Graduate Studies in any doctoral program offered by the Faculty of Engineering at the University of Manitoba;
 - (2) have achieved a minimum degree grade point average of 3.5.
- The following one sentence paragraphs have been added immediately following the eligibility criteria: “Preference will be given to students who have not previously held this award” and “The selection committee will have the discretion to determine the number and value of awards each year.”
- The second last paragraph has been significantly revised and is now one sentence which reads: “Applicants will be required to submit their curriculum vitae and an outline of their research plans and goals.”
- The description of the selection committee has been revised to read: “The Dean of the Faculty of Graduate Studies (or designate) will ask the Chair of the Scholarships, Bursaries, and Awards Committee of the Faculty of Engineering to convene the selection committee for the graduate student scholarships.”
- Several editorial changes have been made.

John (Jack) MacDonald Lederman & John MacDonell Bursary

The following amendments have been made to the terms of reference for the John (Jack) MacDonald Lederman & John MacDonell Bursary:

- Criterion (4) has been added which reads: “has demonstrated financial need on the standard University of Manitoba bursary application form.

Walker Wood Foundation Bursary for Science

The following amendments have been made to the terms of reference for the Walker Wood Foundation Bursary for Science:

- The name of this award has been changed to *Walker Wood Foundation Bursaries for Science*.
- The value of the bursary has been increased from \$4,000 to \$8,000 each year. The number of bursaries offered each year has also been increased from one to two.
- The second sentence of the preamble has been revised and states that the donors have agreed to renew the scholarship for a three-year term ending in the 2015-2016 academic year.

- The last sentence of the preamble has been revised and now reads: “Beginning in the 2013-2014 academic session, two bursaries, each valued at \$4,000, will be offered to undergraduate students who”
- Several editorial changes have been made.

WITHDRAWALS

Olga Anderson Bursaries

This award was a one-time gift in support of two bursaries to be offered in 2012-2013 only. The bursaries have now been disbursed and the conditions of the terms of reference have been met.



AGENDA ITEM: Report of the Senate Committee on Awards – Part B [dated August 7, 2013]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve four new offers and two amended offers, as set out in Appendix A of the Report of the Senate Committee on Awards – Part B [dated August 7, 2013].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

In an electronic poll conducted between July 31 and August 7, 2013, the Senate Committee on Awards approved four new offers and two amended offers, which appear to be discriminatory according to the policy on the Non-Acceptance of Discriminatory Awards, as set out in Appendix A of the Report of the Senate Committee on Awards – Part B [dated August 7, 2013].

All of the various offers will provide award support for students in the Bachelor of Commerce (Honours) degree who are members of the Aboriginal Business Education Partners (ABEP).

Letters of support from Dean Benarroch, I.H. Asper School of Business, and Mr. Nickels, Advisor, Aboriginal Student Centre, are included with the Report.

RESOURCE REQUIREMENTS:

The awards will be funded from the sources identified in the Report.

IMPLICATIONS:

The awards will aid in the recruitment and retention of Indigenous students to the I.H. Asper School of Business.

ALTERNATIVES:

N/A

CONSULTATION:

The award offers were approved by Senate on September 4, 2013.

REPORT OF THE SENATE COMMITTEE ON AWARDS – PART B

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 Awards*, such offers shall be submitted to Senate for approval. (Senate, October 7, 2009)

Observation

In an electronic poll conducted on between July 31 – August 7, 2013, the Senate Committee on Awards reviewed four new offers and two amended offers that appear to be discriminatory according to the policy on the *Non-Acceptance of Discriminatory Awards*, as set out in Appendix A of the *Report of the Senate Committee on Awards – Part B* (dated August 7, 2013).

Recommendation

The Senate Committee on Awards recommends that Senate and the Board of Governors approve four new offers and two amended offers, as set out in Appendix A of the *Report of the Senate Committee on Awards – Part B* (dated August 7, 2013). This award decision complies with the published guidelines of November 3, 1999, and is reported to Senate for information.

Respectfully submitted,

Dr. Phil Hultin
Chair, Senate Committee on Awards

MEETING OF THE SENATE COMMITTEE ON AWARDS

Appendix A August 7, 2013

1. NEW OFFERS

ABEP Foundation 24 Entrance Scholarships

Each year, Aboriginal Business Education Partners (ABEP) offers ABEP Foundation 24 Entrance Scholarships. The purpose of this scholarship is to acknowledge the achievement of members joining ABEP after having completed the required courses to enter the I. H. Asper School of Business through any category including Direct Entry, Track 1 or Track 2. ABEP is part of the I.H. Asper School of Business strategy to support a growing community requirement for the acquisition of business skills among Aboriginal people. Such skills help lead to the success of self-government and participation of Aboriginal people in the Canadian economy. In order to encourage and recognize the student members of ABEP, numerous corporate and private sponsors contribute to support annual awards for these deserving students.

Each year, up to four scholarships will be offered to undergraduate students who:

- (1) have completed the required courses to enter the I.H. Asper School of Business;
- (2) are enrolled full-time (minimum 24 credit hours) in the Bachelor of Commerce (Honours) degree program at the I. H. Asper School of Business;
- (3) have a minimum degree grade point average of 2.0;
- (4) are members of ABEP in good standing;

The selection committee will have the discretion to determine the value of the scholarships each year.

The selection committee shall be named by the Director of ABEP (or designate) and may include the Director of Financial Aid and Awards (or designate).

(Attachments I and II)

ABEP This is My Path Prize

Each year, Aboriginal Business Education Partners (ABEP) offers the ABEP This is My Path Prize. The purpose of this prize is to recognize ABEP students' critical role in attracting new students to ABEP through sharing their stories in the media. ABEP is part of the I.H. Asper School of Business strategy to support a growing community requirement for the acquisition of business skills among Aboriginal people. Such skills help lead to the success of self-government and participation of Aboriginal people in the Canadian economy. In order to encourage and recognize the student members of ABEP, numerous corporate and private sponsors contribute to support annual awards for these deserving students.

Each year, up to four prizes, valued at \$250 each, will be offered to undergraduate students who:

- (1) have completed a minimum of 15 credit hours in the previous fall/winter session;
- (2) have achieved a minimum degree grade point average of 2.0 in the previous fall/winter session;
- (3) are members of ABEP in good standing.

Each candidate will have to submit a short essay (minimum 1,000 words) suitable for publication in various media. The essay needs to outline the student's personal story in choosing a degree in business at the I. H. Asper School of Business and ABEP's role in that journey.

Please note that the essay may be edited prior to publication. If a student is unsure of what to include in the essay, they should view last year's selected essays as a reference point or consult with ABEP staff.

The selection committee shall be named by the Director of ABEP (or designate) and may include the Director of Financial Aid and Awards (or designate).

(Attachments I and II)

Aboriginal Business Education Partners International Study Scholarship

Each year, Aboriginal Business Education Partners (ABEP) offers the ABEP International Study Scholarship. The purpose of this scholarship is to reduce the debt that each recipient incurs in his or her studies abroad. ABEP is part of the I.H. Asper School of Business strategy to support a growing community requirement for the acquisition of business skills among Aboriginal people. Such skills help lead to the success of self-government and participation of Aboriginal people in the Canadian economy. In order to encourage and recognize the student members of ABEP, numerous corporate and private sponsors contribute to support annual awards for these deserving students.

Each year, one or more scholarships, valued at a minimum of \$1,000 each, will be offered to undergraduate students who:

- (1) have been accepted to the I.H. Asper School of Business International Student Exchange Program;
- (2) are enrolled full-time (minimum 80% course load) in the I.H. Asper School of Business in the Bachelor of Commerce (Honours) degree program;
- (3) have a minimum degree grade point average of 3.0 at the time of application;
- (4) have completed a minimum of 24 credit hours in the Bachelor of Commerce degree program;
- (5) are members of ABEP in good standing.

Each student will be required to submit an application that includes a copy of the acceptance letter from the International Student Exchange Program and a proposed budget with sources of funds and expenses.

The selection committee will have the discretion to determine the number and value of scholarships awarded every year with no scholarship valued at less than \$1,000.

The selection committee shall be named by the Director of ABEP (or designate) and may include the Director of Financial Aid and Awards (or designate).

(Attachments I and II)

Aboriginal Business Education Partners Mentorship Prize

Each year, Aboriginal Business Education Partners (ABEP) offers the Aboriginal Business Education Partners Mentorship Prize. The purpose of this prize is to support the important mentorship role provided by ABEP students to their peers. ABEP is part of the I.H. Asper School of Business strategy to support a growing community requirement for the acquisition of business skills among Aboriginal people. Such skills help lead to the success of self-government and participation of Aboriginal people in the Canadian economy. In order to encourage and recognize the student members of ABEP, numerous corporate and private sponsors contribute to support annual awards for these deserving students.

Each year, one or more prizes, valued at \$250 each, will be offered to undergraduate students who:

- (1) are currently enrolled full-time (minimum 80% course load) in the I.H. Asper School of Business in the Bachelor of Commerce (Honours) degree program;
- (2) have achieved a minimum degree grade point average of 2.0 in the previous fall/winter session;
- (3) are members of ABEP in good standing.

Application Process:

When a new student (mentee) applies to ABEP based on the referral of a mentor, as confirmed by the Director of ABEP, the mentor will receive a mentorship prize for up to four consecutive years if the following conditions are met:

- (1) successful completion of 18 credit hours each year with a sessional grade point average of 2.0 or more for that year by both the mentee and the mentor towards earning their Bachelor of Commerce (Honours) degrees;
- (2) both the mentee and the mentor must be members in good standing of ABEP on April 1 of each year this prize is claimed;
- (3) the mentor and mentee work together satisfactorily in supporting the mentee through the completion of the degree program.

A mentor may hold up to three mentorship prizes at one time in any given year.

The mentorship prize is valued at \$250 per year, up to a maximum of 4 years (\$1,000) per mentoring relationship over 4 years. The Director of ABEP may place a maximum cap on the number of prizes awarded each year.

The selection committee shall be named by the Director of ABEP (or designate) and may include the Director of Financial Aid and Awards (or designate).

(Attachments I and II)

2. AMENDMENTS

ABEP Awards

The following amendments have been made to the terms of reference for the ABEP Awards:

- The former terms of reference approved by Senate with the name 'ABEP Awards' included terms of reference for both bursaries and scholarships. Each award type now has its own separate terms of reference. The terms of reference for the bursaries will now be known by its new name, *ABEP Bursaries*.
- The terms of reference for this award underwent significant revisions. This includes the deletion of all references to the scholarships.
- The preamble has been revised and now reads:
Each year, Aboriginal Business Education Partners (ABEP) offers ABEP Bursaries. The purpose of the bursaries is to provide support to student members of ABEP as they pursue their Bachelor of Commerce (Honours) degree at the I.H. Asper School of Business. The Manitoba Scholarship and Bursary Initiative has made contributions to this fund. ABEP is part of the I.H. Asper School of Business strategy to support a growing community requirement for the acquisition of business skills among Aboriginal people. Such skills help lead to the success of self-government and participation of Aboriginal people in the Canadian economy. In order to encourage and recognize the student members of ABEP, numerous corporate and private sponsors contribute to support annual awards for these deserving students. Each year, one or more bursaries will be offered to undergraduate students who:
 - (1) are enrolled full-time (minimum 60% full course load) in the I.H. Asper School of Business in the Bachelor of Commerce (Honours) degree program;
 - (2) have achieved a minimum degree grade point average of 2.0;
 - (3) are members of ABEP in good standing;
- The revised eligibility criteria now read:
 - (1) are enrolled full-time (minimum 60% full course load) in the I.H. Asper School of Business in the Bachelor of Commerce (Honours) degree program;
 - (2) have achieved a minimum degree grade point average of 2.0;
 - (3) are members of ABEP in good standing;

- (4) have demonstrated financial need on the Aboriginal Business Education Partners bursary application form as approved by the Financial Aid and Awards office at the University of Manitoba.
- Two new sentences have been added immediately following the eligibility criteria. These two sentences are: “Students will be required to provide a copy of their notice of assessment at the time of application for the bursary” and “The selection committee will have the discretion to determine the number and value of bursaries awarded every year.”
- The description of the selection committee has been revised to read: “The selection committee shall be named by the Director of ABEP (or designate) and may include the Director of Financial Aid and Awards (or designate).”
- Several editorial changes have been made.

(Attachments I and II)

ABEP Awards

The following amendments have been made to the terms of reference for the ABEP Awards:

- The former terms of reference approved by Senate with the name ‘ABEP Awards’ included terms of reference for both bursaries and scholarships. Each award type now has its own separate terms of reference. The terms of reference for the scholarships will now be known by its new name, *ABEP Outstanding Performance Scholarships*.
- The terms of reference for this award underwent significant revisions. This includes the deletion of all references to the bursaries.
- The preamble has been revised and now reads:
Each year, Aboriginal Business Education Partners (ABEP) offers ABEP Outstanding Performance Scholarships. The purpose of these scholarships is to recognize outstanding academic achievement by student members of ABEP in the I.H. Asper School of Business. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund. ABEP is part of the I.H. Asper School of Business strategy to support a growing community requirement for the acquisition of business skills among Aboriginal people. Such skills help lead to the success of self-government and participation of Aboriginal people in the Canadian economy. In order to encourage and recognize the student members of ABEP, numerous corporate and private sponsors contribute to support annual awards for these deserving students.
- The revised eligibility criteria now read:
 - (1) are enrolled full-time (minimum 24 credit hours) in the I.H. Asper School of Business in the Bachelor of Commerce (Honours) degree program;
 - (2) have achieved a minimum degree grade point average of 3.0 based on the previous 12 months of study as indicated on the application form;
 - (3) are members of ABEP in good standing.
- The sentence immediately following the eligibility criteria now reads: “The selection committee will have the discretion to determine the number and value of bursaries awarded every year.”
- The description of the selection committee has been revised to read: “The selection committee shall be named by the Director of ABEP (or designate) and may include the Director of Financial Aid and Awards (or designate).”
- Several editorial changes have been made.

(Attachments I and II)



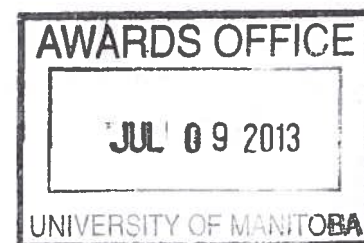
UNIVERSITY
OF MANITOBA

Asper School of Business

July 08, 2013

Dr. Philip Hultin
Chair, Senate Committee on Awards
c/o Candace Préjet
Awards Establishment Officer
417 University Centre

Michael Benarroch, PhD
Dean and CA Manitoba Chair in Business Leadership
314 Drake Centre
181 Freedman Crescent
Winnipeg, Manitoba
Canada R3T 5V4
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RE: Aboriginal Business Education Partners Scholarships, Bursaries, and Awards

Dear Dr. Hultin:

The I.H. Asper School of Business strongly supports the establishment of the following:

- ABEP Awards (Bursaries)
- ABEP Awards (Scholarships)
- ABEP Foundation 24 Entrance Scholarship
- ABEP International Study Scholarship
- ABEP Mentorship Prize
- ABEP This is My Path Prize

In the Fall Term 2012, our School's self-declared Aboriginal student population was 3.4% of total enrollment, compared to the University of Manitoba average of 7.7%. Thus, we are clearly under-represented compared to the University average and the general Manitoba population.

To provide further context, please see enrollment data for the 2007-2012 period:

Asper School of Business
Registered in B.Comm.(Honours) Program:

Year	Number of Aboriginal Students	Total Student Population	% Aboriginal
2012	59	1742	3.4%
2011	62	1698	3.7%
2010	62	1604	3.9%
2009	59	1637	3.6%
2008	51	1601	3.2%
2007	39	1530	2.5%



The Asper School is committed to increasing the number of Aboriginal students in our school. To this end, we have put in place a number of measures to raise the proportion of Aboriginal students in our faculty. Increasing the number of bursaries, scholarships, and awards directed at Aboriginal students is a critical part of this strategy. These bursaries will provide our school with the opportunity to recruit and retain Aboriginal students at the University of Manitoba. As such, it will continue to help us meet our goal of raising the proportion of Aboriginal students in our faculty.

We are confident that these bursaries will provide an incentive to attract and retain Aboriginal students at the Asper School of Business. We therefore believe that the nature of this award is justifiable.

Sincerely,



Michael Benarroch

Aboriginal Student Centre

114 Sidney Smith
Winnipeg, MB
R3T 2N2

Phone: 204-474-8850
Fax: 204-275-3142
E-mail: asc@umanitoba.ca



July 10, 2013

Dr Philip Hultin
Chair of the Senate Committee on Awards
c/o Ms. Candace Prejet
Awards Establishment Officer
417 University Centre

Dear Dr. Hultin & Senate Committee,

Please accept this letter as formal support for the establishment of the following bursaries:

- ABEP Awards (Bursaries)
- ABEP Awards (Scholarships)
- ABEP Foundation 24 Entrance Scholarship
- ABEP Mentorship Prize
- ABEP This is My Path Prize
- ABEP International Study Scholarship

All these proposed bursaries and scholarships are valuable and have the support of the Aboriginal Student Centre.

The number of Aboriginal students attending the University of Manitoba continues to increase and I believe it is partially due to the financial assistance made available through initiatives such as this. All the above awards are examples of how the University of Manitoba can support the Aboriginal community by contributing to areas they feel are important and/or show significant underrepresentation. The number of Aboriginal students pursuing a degree in the area of Business at the University of Manitoba is substantially smaller at 3.4% than the overall Aboriginal student population of 7.2%. Given the overall percentage of Aboriginal students is much smaller than our representation in the community (locally, provincially and nationally) I strongly support the need to offer the above proposed scholarship and bursary to assist with the noted underrepresentation.

I trust the Senate committee will approve this award and others like it, in the hopes of increasing the recruitment and retention of Aboriginal students pursuing a degree through the Asper School of Business

In education, miigwetch!

Dr. Bret Nickels
Aboriginal Student Centre



UNIVERSITY
OF MANITOBA

**STUDENT
AFFAIRS**

creating opportunities for student success



AGENDA ITEM: Report of the Senate Committee on Awards [dated August 27, 2013]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve three new offers, 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 August 27, 2013].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

At its meeting on August 27, 2013, the Senate Committee on Awards approved three new offers, 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 August 27, 2013].

RESOURCE REQUIREMENTS:

The awards will be funded from the sources identified in the Report.

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

All of these award decisions meet the published guidelines for awards as approved by Senate and are to be reported to Senate for information on October 2, 2013.

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 Awards*, such offers shall be submitted to Senate for approval. (Senate, October 7, 2009)

Observations

At its meeting of August 27, 2013 the Senate Committee on Awards approved three new offers and two amended offers, and the withdrawal of one award, as set out in Appendix A of the *Report of the Senate Committee on Awards* (dated August 27, 2013).

Recommendations

On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve three new offers and two amended offers, and the withdrawal of one award, as set out in Appendix A of the *Report of the Senate Committee on Awards* (dated August 27, 2013). These award decisions comply with the published guidelines of November 3, 1999, and are reported to Senate for information.

Respectfully submitted,

Dr. Phil Hultin
Chair, Senate Committee on Awards

SENATE COMMITTEE ON AWARDS

Appendix A August 27, 2013

1. NEW OFFERS

Dentistry Class of 1968 Memorial Bursary

Members of the Dentistry Class of 1968 have established an endowment fund in memory of graduates and staff. The purpose of the gift is to provide bursary support to second year students in the Faculty of Dentistry. Beginning in the 2013-2014 academic year, the available annual interest from the fund will be used to offer one bursary to an undergraduate student who:

- (1) is enrolled full-time (minimum 60% course load) in the second year of the D.M.D. program in the Faculty of Dentistry at the University of Manitoba;
- (2) has achieved a minimum degree grade point average of 2.5;
- (3) is a resident of Manitoba;
- (4) has demonstrated financial need on the standard University of Manitoba bursary application form.

The Dean of the Faculty of Dentistry (or designate) will name the selection committee for this award.

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.

Henry Neufeld Builder's Bursary

In 2011, Henry Neufeld (B.Sc. (C.E.) '72) established an endowment fund at the University of Manitoba with an initial gift of \$25,000 to offer a bursary in the Faculty of Engineering. The Manitoba Scholarship and Bursary Initiative has made a matching contribution to the fund. The purpose of the fund is to encourage second and third year Engineering students to pursue a career in civil or construction engineering, and/or, project management. Each year, the available annual interest from the fund will be used to offer one or more bursaries to undergraduate students who:

- (1) are Canadian citizens having graduated from a rural high school in Manitoba, Saskatchewan or Alberta;
- (2) are enrolled full-time in the Faculty of Engineering in either second or third year of the Bachelor of Science, Civil Engineering degree program at the University of Manitoba;
- (3) have achieved a minimum degree point average of 2.5;
- (4) have demonstrated financial need on the standard University of Manitoba bursary application form.

Preference will be given to high school graduates from rural Manitoba. If there are no eligible applicants from rural Manitoba, then preference will be given to applicants from rural Saskatchewan, followed by those rural Alberta.

The number and value of each bursary will be at the discretion of the selection committee.

The selection committee will be the Scholarships, Bursaries and Awards Committee of the Faculty of Engineering.

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.

University of Manitoba English Language Centre (ELC) Refugee Entrance to IAEP Bursary

The English Language Centre (ELC) is dedicated to teaching EAL (English as an Additional Language) students and assisting them to enter the University of Manitoba. The Centre has established a trust fund to provide bursary support for students with refugee backgrounds who have English as an additional language (EAL) and wish to study at the English Language Centre (ELC). Each term (three times a year total), one or more bursaries, up to but not exceeding the value of full tuition costs per student for one full term, will be offered to students who:

- (1) are refugees to Canada who have English as an additional language (EAL) as assessed by the English Language Centre (ELC);
- (2) are registered in the Intensive Academic English Program (IAEP) for the upcoming term at the English Language Centre at the University of Manitoba;
- (3) have demonstrated financial need on the English Language Centre bursary application form as approved by the Financial Aid and Awards office at the University of Manitoba.

Applicants will be asked to show proof of their status when submitting the bursary application to the English Language Centre (ELC).

Applicants should note that the deadline for the ELC program deposit is postponed to the start of the program if the bursary application is presented at the time of registration.

The number and value of bursaries offered every term will be at the discretion of the selection committee.

The selection committee shall be named by the Director of the English Language Centre (or designate) and shall include at least two members of the English Language Centre.

2. AMENDMENTS

School of Medical Rehabilitation Medal in Physical Therapy School of Medical Rehabilitation Medal in Respiratory Therapy

The following amendments have been made to the terms of reference for the School of Medical Rehabilitation Medal in Physical Therapy and the School of Medical Rehabilitation Medal in Respiratory Therapy:

- In criterion (1), the word ‘cumulative’ has been replaced with ‘degree’ and the grade point average ‘4.0’ has been replaced with ‘3.75’.
- The ‘NOTE’ immediately following the numbered criteria has been eliminated.
- There is now explicit wording regarding the tie-breaking mechanism that reads:

Only one winner is to be named each year in each eligible program. Ties are to be broken using criteria determined by individual faculties and schools. The following mechanism has been approved by Senate for the Governor General’s silver medal for undergraduate excellence, and may serve as an example for the University Gold Medal:

- (1) the cumulative grade point average (G.P.A.) is to be calculated to the fourth decimal place;
- (2) preference is to be given to students who have a higher proportion of “A+”s and “A”s in a total program;
- (3) preference is to be given to students who have taken more than the required number of courses;
- (4) preference is to be given to students with a greater proportion of senior or advanced level courses in their program.

- One editorial change has been made.

University Gold Medal in Medical Rehabilitation

The following amendments have been made to the terms of reference for the University Gold Medal in Medical Rehabilitation:

- In criterion (1), the word ‘cumulative’ has been replaced with ‘degree’ and the grade point average ‘4.0’ has been replaced with ‘3.75’.
- The ‘NOTE’ immediately following the numbered criteria has been eliminated.
- There is now explicit wording regarding the tie-breaking mechanism that reads:

Only one winner is to be named each year in each eligible program. Ties are to be broken using criteria determined by individual faculties and schools. The following mechanism has been approved by Senate for the Governor General’s silver medal for undergraduate excellence, and may serve as an example for the University Gold Medal:

- (1) the cumulative grade point average (G.P.A.) is to be calculated to the fourth decimal place;
 - (2) preference is to be given to students who have a higher proportion of “A+”s and “A”s in a total program;
 - (3) preference is to be given to students who have taken more than the required number of courses;
 - (4) preference is to be given to students with a greater proportion of senior or advanced level courses in their program.
- One editorial change has been made.

3. WITHDRAWALS

Nurses Alumni of the WGH/HSC – Jane A. Malcolm Scholarship

The donor has requested that this award be formally withdrawn from the University of Manitoba’s awards program.



AGENDA ITEM: Statement of Intent: Entry-to-Practice Doctor of Pharmacy Program

RECOMMENDED RESOLUTION:

For information only.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The proposed Entry-to-practice Doctor of Pharmacy (Pharm. D.) program would be delivered by the Faculty of Pharmacy. The four-year program, which would replace the existing Bachelor of Science in Pharmacy (B.Sc. Pharm.), would provide, in addition to fundamental pharmaceutical care skills, areas of expanded practice, including advanced pharmacokinetics, in-depth critical appraisal of scientific literature, expansion of clinical specialty areas, teaching/mentorship, physical assessment, health systems/health policy development. It would also allow more time in clinical placements, to train students to work as part of a multi-disciplinary patient-care team.

The projected enrollment is 55 - 60 students.

The Statement of Intent has been forwarded to the Council on Post-Secondary Education (COPSE).

RESOURCE REQUIREMENTS:

Financial information will not be available until the Full Program Proposal has been completed and reviewed.

IMPLICATIONS:

The proposed Entry-to-practice Doctor of Pharmacy would respond to new accreditation standards and guidelines for the first professional degree in pharmacy program, which have been published by the Canadian Council for Accreditation of Pharmacy Programs (CCAPP) and which took effect January 2013.

ALTERNATIVES:

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 type="checkbox"/>	Senate Executive	September 18, 2013
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Senate	October 2, 2013
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: Senate

Submission approved by: University Secretary

Attachments

- Statement of Intent: Entry-to-practice Doctor of Pharmacy
- Correspondence from Vice-Provost (Academic Planning and Programs) to COPSE [dated August 12, 2013]

August 12, 2013

Mr. R. Karasevich
Secretary
Council on Post-Secondary Education
608-330 Portage Avenue
Winnipeg, MB R3C 0C4

Dear Mr. Karasevich,

**Statement of Intent:
Entry-to-practice Doctor of Pharmacy program**

On behalf of the University of Manitoba, I am pleased to submit for your review the attached Statement of Intent (SOI) to introduce a new entry-to-practice Doctor of Pharmacy (Pharm.D.) program in the Faculty of Pharmacy.

Please note that at the University of Manitoba, a SOI is not subject to Senate review and as such cannot be accorded an institutional priority. The 'High' priority rating in the attached document has been provided by the initiating Department, and does not necessarily reflect an institutional priority. For your information, the undergraduate program approval process guide that documents our procedures in this regard may be viewed at http://umanitoba.ca/admin/vp_academic/academic_programs/3722.html.

You may be aware that the Canadian Council for Accreditation of Pharmacy Programs (CCAPP) has published new Pharmacy accreditation standards for implementation nationally by January 2020. The new standards have made restructuring recommendations for an entry-to-practice Pharm.D. degree, and guidelines for educational outcomes/curricula design, administrative requirements, inter-professional education, admission standards, and expanded practice experience requirements to facilitate the greater academic and experiential rigor of this program.

The role of pharmacist has changed over time, from dispensing medications, to patient-centered care with specific emphasis on optimal therapeutic outcomes and improvement of quality of life. Pharmacists are experts in advising on optimal drug use and providing patient-centered care services alongside other health care providers; however, with the explosion of pharmaceuticals available for treatment of disease, it is apparent that pharmacy programs require more time to deliver an educational background in both the development and use of drugs, beyond what was originally conceived for the B.Sc. (Pharm) program. The new Canadian standard is required to provide students with a greater clinical knowledge base and a more practice-oriented experience. The goal is to prepare pharmacy graduates to take on an expanded scope of practice and/or novel pharmacist roles within the patient-centered health care system upon graduation.

The Université de Montréal and Université Laval have already implemented entry level Pharm.D. programs. The University of Toronto has a combined B.Sc. (Pharm)/Pharm. D. program (introduced in 2011-2012), as well as an entry-to-practice Pharm. D. commencing in 2013. The University of Alberta is offering a Post-Professional Pharm.D., and is planning to implement an Entry-to-practice Pharm. D. degree by 2015.

The University of Waterloo has received approval to implement an entry-to-practice Pharm. D. program (in January of 2013), and the University of British Columbia currently has a 2-year Post-Professional Pharm.D. program, but is planning an entry-to-practice Pharm. D. degree in the upcoming years. The Université de Moncton (in partnership with University of Ottawa) is hoping to offer the first French Pharm. D. program outside of Quebec starting in 2015, in an effort to retain French-speaking pharmacists in New Brunswick. Finally, the University of Saskatchewan, Dalhousie University, and Memorial University are in the planning stages for this new program.

It is apparent that other Canadian universities have implemented, or are implementing the new entry-to-practice program, and this application foreshadows plans by the University of Manitoba to comply with the new entry-to-practice standard for the profession of Pharmacy.

Please note that financial information will not be available until the Full Program Proposal has been completed and reviewed by the University of Manitoba Senate Planning and Priorities Committee, and the Senate Committee on Curriculum and Course Changes.

I would be pleased to provide any additional information that Council may require in consideration of this Statement of Intent.

Sincerely,

David M. Collins, Ph.D.
Vice-Provost (Academic Planning & Programs)

cc: Dr. David Barnard, President and Vice-Chancellor
Dr. Joanne Keselman, Vice-President (Academic) and Provost
Dr. Neal Davies, Dean, Faculty of Pharmacy
Mr. Jeff Leclerc, University Secretary
Mr. Neil Marnoch, Registrar
Ms. Thelma Lussier, Director, Office of Institutional Analysis

Council on Post-Secondary Education

STATEMENT OF INTENT

Institution

- | | |
|--|--|
| <input type="checkbox"/> Brandon University | <input type="checkbox"/> Assiniboine Community College |
| <input checked="" type="checkbox"/> University of Manitoba | <input type="checkbox"/> University College of the North |
| <input type="checkbox"/> University of Winnipeg | <input type="checkbox"/> Red River College |
| <input type="checkbox"/> Collège universitaire de Saint-Boniface | |

Program Overview

- **Program Name:** Entry-to-Practice Pharm. D. Program
- **Credential to be offered:** Doctor of Pharmacy (Pharm. D.)
- **Does the program require accreditation from a licensing group?** YES NO

The Canadian Council for Accreditation of Pharmacy Programs (CCAPP).

CCAPP has published accreditation standards and guidelines for the first professional degree in pharmacy programs, effective January 2013. These updated accreditation standards have made restructuring recommendations for the entry-to-practice Doctor of Pharmacy degree, providing recommendations in terms of educational outcomes/curricula design, administrative requirements, inter-professional education, admission standards, and expanded practice experience requirements to facilitate the greater academic and experiential rigor of this program.

- **Length of the program:** 4 Years Months Semesters
- **Proposed program start date:** 01 / 09 / 2016
Day/Month/Year
- **Which department(s) within the institution will have responsibility for the program?**

Faculty of Pharmacy

- **As compared to other programs your institution will be proposing, is the priority of this program:**
 - High
 - Medium
 - Low
- **Is this a new program?** YES NO

The Bachelor of Science in Pharmacy (BSc. (Pharm) program will be transitioning to an Entry-to-Practice Doctor of Pharmacy (Pharm. D.) program. The Pharm. D. program will expand upon fundamental pharmaceutical care skills established by the BSc. Pharm. program. Such areas of expanded practice include advanced pharmacokinetics, in-depth critical appraisal of scientific literature, expansion of clinical specialty areas (examples: pediatrics, intensive care, emergency medicine, travel health), teaching/mentorship, physical assessment, health systems/health policy development. Finally, the entry-to-practice Pharm. D. will allow for more time in clinical placements to prepare students to be part of a multi-disciplinary patient-care team.

- **Is this a revision of an existing program:** YES NO

What are the impacts of changing this program?

The new Canadian standard for pharmacy practice has established that an Entry-to-Practice Pharm. D program is required to provide students with a greater clinical knowledge base and a more practice-oriented experience. The goal is to prepare pharmacy graduates to take on an expanded scope of practice and/or novel pharmacist roles within the patient-centred health care system upon graduation.

The Association of Faculties of Pharmacy of Canada (AFPC) has acknowledged that pharmacists require more interprofessional experiences, more leadership and management training, increased knowledge in the area of biopharmaceuticals, documentation/prescribing experience, narrow therapeutic index drug monitoring skills, experience managing complex patients, new drug administration techniques (immunization) and physical assessment skills. Finally, with the explosion of pharmaceuticals available for treatment of disease, it is apparent that the pharmacy program requires more time to deliver an educational background in both the development and use of drugs, well beyond what was originally conceived in the development of the BSc. Pharm program.

The impact of this program change will be to provide the public with a health care practitioner who has increased knowledge and experience in the identification of drug-related problems, be comfortable with more complex patient health issues and an increased ability to manage them appropriately and optimally.

- **Will the program be available to part-time students?** YES NO

Initially, the program will not be available to part-time students. However, once the program has been established, a bridging program for practicing pharmacists who would like to upgrade their credentials to a Pharm. D. shall be developed. This program *may* be offered part-time to accommodate those who are currently employed with families.

- **Will this program have a cooperative education component? If YES, how long with the field placement be?** YES NO

Although the Entry-to-Practice Pharm. D. is not defined as an official co-operative program, experiential placements throughout the program, both in community and hospital pharmacy practice settings are significant. The CCAPP accreditation standards recommend a *minimum* of forty weeks (1600 hours) of total practice experience for a Doctorate of Pharmacy program. A sustained period of practice experiences near the end of the program must involve at least 24 weeks (960 hours) of consecutive, full-time practice placement.

The expansion of the structured practical experiential program (SPEP) will require a substantial increase in associated costs given the increased requirement in terms of length of time, variety of practice sites required and increase in number of practice sites required to accommodate students.

- **Will the program contain an option to assess the prior learning of students, to grant credit for the skills/knowledge already present? Provide Details** YES NO

The University's Admissions Department reviews courses previously taken by students accepted into the program. Students are granted credit for any approved courses.

- **Will there be distance delivery options? Provide Details** YES NO

For pharmacists with a current B.Sc. (Pharm) degree, a bridging component that could offer distance learning delivery may be developed in the future.

- **Will this program be delivered jointly with another institution?** YES NO

- **Are similar programs offered in Manitoba or other jurisdictions?** **YES** **NO**
If YES, indicate why this program is needed (e.g., area of specialization)

CCAPP has a mandate to implement the entry-to-practice Pharm. D program nationally by the year 2020. Université de Montréal was the first pharmacy program to offer an entry-to-practice Pharm. D. degree in 2007, replacing the BSc.(Pharm.) degree. Université Laval followed suit in 2011. Currently, the University of Toronto has a combined BSc. Pharm./Pharm. D. program introduced in 2011-2012 (3rd and 4th year pharmacy students currently enrolled) as well as an entry-to-practice Pharm. D. (1st and 2nd year pharmacy students currently enrolled). Starting in 2013, University of Alberta is offering a Post-Professional Pharm.D., a 12-14 month program to further develop essential patient-care skills and then will likely be moving to an Entry-to-practice Pharm. D. degree (projected, 2015). University of Waterloo has also received approval in January of 2013 for an entry-to-practice Pharm. D. program. University of British Columbia currently has a traditional 2-year Post-Professional Pharm.D. program, but will likely be moving to the entry-to-practice Pharm. D. degree in the upcoming years. Université de Moncton (in partnership with University of Ottawa) is hoping to offer the first French Pharm. D. program outside of Quebec starting in 2015 in an effort to retain French-speaking pharmacists in New Brunswick. University of Saskatchewan, Dalhousie University and Memorial University are in the planning stages of curriculum changes for the Pharm. D. program. It is apparent that other Canadian universities have implemented the entry-to-practice Pharm. D. program, and to maintain the pharmacy practice standard, University of Manitoba should comply.

- **What articulation, block transfer or credit transfer arrangements will you be looking at developing for this program?**

Pharmacy schools across the country are currently implementing plans to move from a BSc program to a Pharm. D program. The transition will be based on existing pharmacy curriculum, with further development in clinical pharmacy courses and experiential training in interdisciplinary and multidisciplinary health care education. Additional faculty members actively in clinical pharmacy practice are also required to develop the new program.

In the future, a part-time or distance education program may be offered to practicing pharmacists who would like to upgrade their credentials. Practicing pharmacists may be able to reduce the number of hours required to complete the program in terms of practice experience depending on their employment site and years of clinical experience.

Specific Program Information

1. Program Description

- **Describe the program and its objectives:**

The role of pharmacist has changed from dispensing medications to patient-centred care with specific emphasis on optimal therapeutic outcomes and improvement of quality of life. Pharmacists are the experts in advising optimal drug use and providing patient-centred care services alongside other health care providers. The proposed Entry-to-Practice Pharm. D program will focus on specific training of the Pharmacy students with fundamental pharmaceutical sciences and clinical-oriented pharmacy practices, supplemented with unique experiential training in community, hospital, institutional and family medicine-based practice settings. Upon graduation, the students will have an extensive background and experience in modern pharmacy practice, play a vital role in interdisciplinary and multidisciplinary health care systems, and provide patient-centred care as optimal drug use experts.

Specific student learning objectives of the Entry-to-Practice Pharm. D. program:

1. To develop an individualized pharmaceutical care process including identification and assessment of both simple and complex Drug Therapy Problems and develop an approach to management of these issues

2. To obtain adequate background knowledge in pharmacology, pathophysiology and advanced pharmacotherapy for both common and complex medical conditions
3. To gain experience with patient documentation practices and development of patient monitoring plans
4. To obtain the knowledge/skills required to provide patients with individualized drug therapy including pharmacokinetic, pharmacodynamic and patient-specific factors.
5. To incorporate a foundational knowledge of critical appraisal of scientific literature and statistical analysis to support evidence-based clinical decision-making
6. To provide a foundational knowledge regarding health systems, health policy, patient safety and ethical considerations in pharmacy practice
7. To develop/promote effective communication skills through patient simulation, seminar presentations, group activities and practice experience
8. To develop basic research and presentation skills (i.e. chart audit, small bench study, paper submission, poster presentation, case presentation)
9. To develop and practice teaching/mentorship skills to through group work, peer-assessment and experiential placements
10. To gain knowledge/skills pertaining to expanded practice roles, specifically vaccines/injection administration and physical assessment
11. To gain practical practice experience in a variety of patient-care centres including community practice sites, family health teams, hospitals and non-patient care sites such as industry, research and drug information centres.

- **Provide an overview of the content to be taught in this program:**

Fundamental basic and clinical science courses pertinent to modern pharmacy practice will be taught in years one to three. These will include topics in pathophysiology, pharmacology, mechanisms of microbial disease, pharmaceutical care practice. Pharmacy Skills labs will sequentially build upon necessary pharmacy-related skills from each year. First year will focus specifically on communication skills, lifestyle modifications, anatomy/physical assessment and an overall introduction to pharmacy practice. Second year will focus on over-the counter products, patient self-care and uncomplicated ailments requiring prescription medications. Year three will focus on common and more complex medical conditions with accompanying prescription medication pharmacotherapies. In addition, the students will build their knowledge background in drug structures (medicinal chemistry), in vitro/in vivo mechanisms (pharmacokinetics, pharmacodynamics), dosage forms and preparations (pharmaceutics), and adverse effects/toxicity (toxicology). Social aspects of pharmacy practice such as ethics, jurisprudence, health policy and health systems will also be reviewed. A foundational knowledge in evidence-based medicine including scientific literature evaluation and statistics will also be addressed. Periodic contact with patients in community and hospital settings throughout the program through service learning and structured practical experiential rotations will also help students learn how to identify and resolve various drug therapy problems.

The final year (year four) of the program will provide the students with extensive, hands-on advanced pharmacy practice training in community, hospital and institutional settings so that they are well prepared for patient-centred care upon graduation. As stated above, the CCAPP accreditation standards require at least forty weeks (1600 hours) of total practice experience for a Doctorate of Pharmacy program, with year 4 containing at least 24 weeks (960 hours) of consecutive, full-time practice placement. The goal of these final patient-care rotations is to assimilate all foundational knowledge and encourage practical application to pharmacy practice.

2. Enrollment

- **What is the program's initial projected enrollment?** 55-60 students
- **What is the projected enrollment for the 2nd and 3rd years?** 55-60 students

- **Describe the expected student profile**

Admission requirements to the Faculty of Pharmacy will include:

- The Admissions Committee of the Faculty of Pharmacy is currently proposing a 2-year pre-requisite which will be a change from the current admissions requirement of a 1-year pre-requisite.
- The new admission criteria will likely include a total of 36 credit hours (over 2 years) in undergraduate courses including: Chemistry, Organic Chemistry, Biochemistry, Biology, Microbiology, Mathematics (Calculus), Human Physiology and Statistics.
- Applicants must have a minimum GPA of 3.5
- Perform an admissions test (written and/or interview) to assess essential skills relevant to the pharmacy program
- In addition, international and domestic students who have BSc. (Pharm.) credentials may enroll in a bridging Pharm. D program to update their degree and credentials.

3. **Labour Market Information**

- **What labour market need is the program expected to meet?**

The role of pharmacists in expanding patient-centred care has been significantly increased at present, with interdisciplinary and multidisciplinary healthcare opportunities and capacities. The goal is to include pharmacists as patient care providers as an additional resource to meet the increasingly complex drug-therapy needs of our aging population. Practicing pharmacists are expected to prescribe medications, provide vaccination services and supply personalized drug use services to the general public in the near future. The proposed Pharm. D program will train the students in these specific areas and prepare them for an improved patient-centred health care system together with other health care professionals.

- **Are there currently jobs in Manitoba in this field?** **YES** **NO**
If yes, where (geographic location and industry)?

Pharmacists are continually needed in communities, hospitals, personal care homes, etc. to serve both the patients and the general public in Manitoba. Currently, the majority of Canadian pharmacists are employed in community pharmacies (~80%) with ~15% in hospital practice and the remaining ~5% in industry, research or administrative positions. However, with the changing role of the pharmacist as a drug expert and clinician, Manitoba is striving to incorporate pharmacists into family health teams, as well as other ambulatory clinics, similar to the Ontario primary-care model. The goal is to shift from a dispensing role to a patient-centred care role.

In the previous 2 years, 100% of pharmacy graduates have found pharmacist positions in either community or hospital practice.

- **What is the future job forecast for individuals with this education/training/credential?**

Health Canada has acknowledged that there is significant potential to improve the utilization of health care resources by expanding upon professional roles and encouraging collaborative models of care. Over the past 6 years, Health Canada has funded and supported the Canadian Interprofessional Health Collaborative (CIHC) whose main goal is to promote interprofessional collaboration in health and education.

Ontario has already embraced the model of a family health team (FHT) by bringing together several professions: physicians, nurses, nurse practitioners, pharmacists, dietitians, social workers and other allied healthcare with a mandate to improve access to care, provide patients with preventative care as well as chronic illness management through a collaborative practice.

It is envisaged that Manitoba pharmacists with a Pharm. D degree will be working collaboratively with other health care providers in interdisciplinary and multidisciplinary healthcare environments; providing the best possible patient-centred, personalized care services to both the patients and the general public.

- **How does this program fit with Manitoba's stated economic, social and other priorities?**

Access to high-quality patient care has always been one of the top priorities for federal and provincial governments. As mentioned above, the increasing health care demands of our aging patients require greater access to health care professionals. As one of the primary health care providers, pharmacists serve the general public as drug therapy experts. The Faculty of Pharmacy at the University of Manitoba is the only institution in the province where future pharmacists are trained. Pharmacists with Pharm. D degrees will receive extensive, transitional training in interdisciplinary and multidisciplinary health facilities, which will facilitate serving the public optimally with an expanded scope of practice. Our restructured Pharm. D. program will be directly contributing to these overall goals.

- **What agencies, groups, institutions will be consulted regarding development of the program?**

All current pharmacy stakeholders will be consulted for the development and implementation of the program, which include the following bodies: provincial government (Manitoba Health), professional organizations (Manitoba Pharmaceutical Association (MPhA), Winnipeg Regional Health Authority (WRHA), other hospital authorities, Association of Faculties of Pharmacy of Canada (AFPC), the accreditation body (the Canadian Council for Accreditation of Pharmacy Programs (CCAPP), National Association of Pharmacy Regulatory Authorities (NAPRA), University of Manitoba administration, professional colleagues and current/future pharmacy students.

- **Is there any other information relevant to this program?**

No.

4. **Financial Information**

The proposed program will not be cost neutral. Detailed financial information will be provided upon submission of a full program proposal.

Submitted by:

Dr. Neal Davies

Name (print)

Dean

Position

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Signature

June 17, 2013 _____