

BOARD OF GOVERNORS

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

Tuesday, January 30, 2018

**Alan A. Borger Sr. Executive Conference Room
E1-270 Engineering Information and Technology Complex
4:00 p.m.**

OPEN SESSION

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

OFFICE OF THE UNIVERSITY SECRETARY



UNIVERSITY
OF MANITOBA

BOARD OF GOVERNORS OPEN SESSION

Alan A. Borger Sr. Executive Conference Room
E1-270 EITC
Tuesday, January 30, 2018
4:00 p.m.

Page 1 of 2

	AGENDA	<u>Presenter</u>	<u>Page</u>	<u>Est. Time</u>
1.	ANNOUNCEMENTS	Chair		4:00 p.m.
	<u>FOR ACTION</u>			
2.	APPROVAL OF THE AGENDA	Chair	2	4:05 p.m.
3.	MINUTES (Open Session)			
3.1	Approval of the Minutes of the November 21, 2017 OPEN Session as circulated or amended	Chair	4	4:05 p.m.
3.2	Business Arising – none	Chair		
4.	UNANIMOUS CONSENT AGENDA	Chair		4:10 p.m.
	<i>If any member of the Board wants to ask a question, discuss or oppose an item that is marked for the consent agenda, the member can have an item removed from the consent agenda by contacting the Secretary of the Board prior to the meeting or by asking that it be removed before the Chair calls for a mover and seconder for the motion to approve or receive for information, by unanimous consent, the items listed.</i>			
Consent	<u>4.1 From Senate for Approval</u>			
4.1.1	Report of the Senate Committee on Awards [dated October 24, 2017]	President	14	consent
4.1.2	Report of the Senate Committee on Awards Part A [dated November 14, 2017]	President	23	consent
4.1.3	Report of the Senate Committee on Awards Part B [dated November 14, 2017]	President	33	consent
4.1.4	Revised Terms of Reference for the Leslie F. Buggiey Professorship in Pharmacy	President	38	consent
4.1.5	Revised Terms of Reference for the Mindermar Professorship in Human Simulation	President	49	consent
Consent	<u>4.2 From Senate for Information</u>			
4.2.1	Academic Schedule for 2018-19	President	58	consent
4.2.2	Approval of Suspension of Admissions to the Bachelor of Science (Honours) and Bachelor of Science (Major) in Biotechnology	President	76	consent
	FROM SENATE			
5.1	Proposed Master of Human Rights	President	79	4:15 p.m.
5.2	Proposed Chair in Interprofessional Collaborative Practice	President	171	4:20 p.m.

BOARD OF GOVERNORS OPEN SESSION

Alan A. Borger Sr. Executive Conference Room

E1-270 EITC

Tuesday, January 30, 2018

4:00 p.m.

Page 2 of 2

	AGENDA	<u>Presenter</u>	<u>Page</u>	<u>Est. Time</u>
6.	FROM FINANCE, ADMINISTRATION, & HUMAN RESOURCES			
6.1	UMGSA Gradzette Fee Submission	K. Lee	181	4:25 p.m.
6.2	UMSU Bannatyne Fee Submission	K. Lee	191	4:30 p.m.
7.	NEW BUSINESS			
7.1	Report from the President	President	193	4:35 p.m.

MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION



UNIVERSITY
OF MANITOBA

**Minutes of the
OPEN Session of the Board of Governors
November 21, 2017**

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

J. Anderson D. Barnard J. Beddoes S. Connelly A. Kilgour J. Knysh
H. Kroeker K. Lee J. Linden J. MacKenzie H. Maxted R. Mohammed
M. Mollot M. Moshiri T. Nagra C. Neumann K. Osowy H. Sector
J. Taylor

Assessors Present: M. Hudson S. Woloschuk

Officials Present: S. Foster J. Kearsy J. Ristock L. Zapshala-Kelln

Regrets: S. Demmings L. Hyde M. Silicz

Guests: N. Andrew J. Gruber G. Juliano M. Versace

1. **ANNOUNCEMENTS**

The Chair welcomed John Kearsy to the meeting, noting that this was his first meeting since returning from an extended absence.

The Chair thanked Board members for attending the Board Recognition Dinner and expressed his appreciation to the staff who organized the event.

2. **PRESENTATION**

The Chair invited Ms. Zapshala-Kelln to comment before the presentation. She said that this presentation was an answer to a learning opportunity for members of the Board of Governors. She introduced the presenters: Naomi Andrew, General Counsel; Jackie Gruber, Human Rights and Conflict Manager; Greg Juliano, Associate Vice-President (Human Resources); and Maria Versace, Legal Counsel.

Ms. Andrew stated that the purpose of the presentation is to:

1. provide an overview of the processes outlined in the Respectful Work and Learning Environment and Sexual Assault policy and procedure; and
2. To describe the role of the Office of Human Rights and Conflict Management with respect to policy implementation and training; and

3. To describe the proposed steps to take in the coming months to consult with the community and review and revise the policies.

Ms. Andrew said that over the 2015-2016 academic year, the University undertook a review of the Respectful Work and Learning Environment policy in conjunction with a review of the University's other behavioural policies, such as the Student Discipline Bylaw, the Inappropriate and Disruptive Student Behaviour Policy, and the Violent and Threatening Behaviour Policy. She explained that, through this review, a number of policies were consolidated and a new sexual assault policy was drafted to be a stand-alone policy that would focus on providing support to students affected by sexual assault. She noted that the current policy came into effect September 1, 2016.

Ms. Andrew reviewed the extensive consultation process used in revising these policies. She said there was a working group which met regularly throughout 2014 to 2016 and carried out the community consultation process through the following mechanisms:

- Website
- Anonymous feedback button
- University communications
- Multiple presentations to various groups, including the employee groups, Provost Council, Associate Deans Undergraduate, the University Discipline Committee, UMSU Council, the Board of Student Sticks, UMGSA, the Student Experience Group, the Sexual Assault Working Group, and the President's Advisory Committee on Respect
- Public consultations on both campuses
- Articles in UMToday

Ms. Gruber stated that the mission of the Office of Human Rights and Conflict Management is to promote a respectful work and learning environment in which individuals are treated equitably and diversity is valued. She said that the University is committed to building and maintaining a culture of consent, respect, trust, and inclusivity, while ensuring the safety of its community. She added that the RWLE and Sexual Assault policies are critical to fulfilling this commitment. Ms. Gruber said that the Office of Human Rights and Conflict Management administers the RWLE and Sexual Assault policy for the University and is responsible for the University's compliance with the *Accessibility for Manitobans Act*.

Ms. Gruber explained that all members of the University community are bound by the *Manitoba Human Rights Code* and Workplace Safety and Health Legislation. She noted that this is reflected in the RWLE policy which covers human rights discrimination or harassment, sexual harassment, and personal harassment.

Ms. Gruber explained that the review process resulted in a number of revisions to the RWLE policy, including:

- The policy corresponds with regulatory and legislative requirements;
- Protected characteristics were updated to reflect current legislation;

- Confidentiality and protection of identity have been modified to align with regulatory requirements under the Workplace Safety and Health Regulation;
- The policy provides clear definitions which clarify for students, staff and faculty what their individual and collective rights and responsibilities are with respect to harassment, discrimination, and sexual assault;
- It stipulates that a preliminary assessment of formal complaints will be completed by the Human Rights and Conflict Management Officer (HRCMO);
- It establishes a Human Rights Advisory Committee to hear appeals of Preliminary Assessment decisions and to make recommendations regarding policy change;
- The University will have the ability to appoint an internal investigator to conduct an investigation, if appropriate. She noted that this does not preclude the use of external investigators if circumstances warrant.

Ms. Gruber described the Sexual Assault Policy, noting the following:

- The policy applies to all members of the University community;
- Sexual Assault is defined as sexual touching of another person with any object or body part without consent or by force;
- The policy is intended to be more supportive and to provide guidance for responding to disclosure of sexual assault;
- The policy recognizes that the individual who experiences sexual assault is the final decision-maker about their own interests, subject to the limits of confidentiality;
- The policy outlines who in the University will be consulted, and stipulates that consultation is intended for the purpose of support and triage, not for investigation and discipline;
- It speaks to the issue of disclosures – the sharing of information regarding an incident or reporting formally to the authorities both within or outside the University community;
- The policy provides for academic/work accommodations and safety plans to individuals affected by sexual assault and guidance around the supports available;
- The policy identifies clear reporting protocols to provide guidance to those who receive a disclosure, thereby helping to ensure consistent response;
- The policy enshrines the responsibility of the University to maintain a website to support those affected by sexual assault, those who receive a disclosure, and also to educate the broader community.

Ms. Gruber showed the Board the website dedicated to the behavioural policies, a resource to the University community to explain changes to the RWLE and the Sexual Assault policy. She added that provides information on how to get and give support as well as describing the internal and external resources that can be accessed. She said that four workshops on responding to disclosures have been held and all have been full.

Ms. Gruber explained that the complaint and resolutions processes and procedures are informal and participant-driven. She explained that the Respectful Work and Learning Environment Policy and the Sexual Assault Policy both feed into one procedure called the RWLE and Sexual Assault Procedure. She added that there is a formal complaint procedure and an informal

resolution process. Ms. Gruber explained that a formal complaint would be submitted to her office in writing and a preliminary assessment would begin to determine, in part, whether the complaint would be considered a university matter as defined in the policy. She added that, in the absence of a formal complaint, the Vice President (Administration) may direct that an investigation take place. Ms. Gruber noted that there are other avenues both inside and outside of the University that could be used to deal with these behaviours, and stressed that individuals are advised of their right to pursue other/further actions that are external to the University.

Ms. Versace said that aside from the processes available under the Respectful Work and Learning Environment policy, matters may be dealt with by the Dean or Director of the Faculty or Department under the Student Non-Academic Misconduct Procedure for complaints against students, and through employee management with respect to complaints against faculty and staff. She said that each of these processes allows an opportunity to address the issue informally or formally, with appeal mechanisms available to a respondent if discipline ensues.

Ms. Versace stated that the University's policies encourage consultation with the Student/Staff Threat Assessment Triage Intervention and Support Team (STATIS), with Human Resources, and with the Office of Fair Practice and Legal Affairs, to get advice on which process will most comprehensively deal with the issue and get to an effective result. She noted that STATIS consists of the Vice-Provost (Students), the Associate Vice-President (Human Resources), the Executive Director of Student Support, the Director of Security Services, a Student Support Case Manager, and Legal Counsel. She added that it is formally defined under the Sexual Assault policy, under the Violent or Threatening Behaviour policy, and under the Student Non-Academic Misconduct and Concerning Behaviour Procedure. She said that, through STATIS, the University can coordinate resources and supports for deans and directors, for faculty and staff, and for students as appropriate to the issue and their relationship to that issue, whether as complainant, respondent, witness, or administrator. She said that individuals are also encouraged to consult with their student advocate or union representative for advice on the different processes and supports available to them.

Ms. Versace explained that STATIS can also assist in addressing issues through a broader, more educational approach, and in fact many of the presentations and support materials that have been created over the last few years by the Office of Fair Practice, Human Resources, and the Provost Office, were prompted by issues having been brought to the attention of STATIS and a collective determination that the issue needed to be addressed on an institutional basis.

Ms. Andrew explained that complainants are advised of other processes that they can pursue separately or concurrently, including:

- Discrimination and harassment complaints can be made to the Manitoba Human Rights Commission (MHRC) of all matters under the Code. The MHRC attempts to resolve human rights complaints before they proceed to investigation. This can be a lengthy process; if a matter proceeds to adjudication, which is a public hearing, cross-examination of involved parties.

- Crimes can be reported to the police to be investigated independently. This process includes formal and public records, and burden of proof beyond all reasonable doubt before a sentence can be imposed. The criminal process is generally very slow and can take several years to complete.
- Issues relating to privacy can be brought to the Ombudsman.
- Complaints by employees can be brought to Employment Standards and Workplace Safety and Health
- A lawsuit (civil claim) can be filed for compensation by a complainant whose rights have been violated. This process can be lengthy, includes public records and the cross-examination of involved parties.

Ms. Andrew reiterated that complainants are encouraged to consult with representatives such as student advocacy or their union in determining appropriate avenues to pursue.

Ms. Gruber said that the University's polices scored above-average in a recent review conducted by student groups, however this is an evolving societal issue and the current policies have only been in place just over a year. She added that through writing a policy and working under it she has realized that there are areas for improvement. She reminded the Board that legislation has also come out since these policies were approved by the Board of Governors in June 2016. She explained that the new legislation, *Bill 15: The Sexual Violence and Awareness and Prevention Act*, provides for regulations although none have been made as yet. She said that the Manitoba government has provided a policy guide which suggests that the Sexual Assault policy and RWLE and Sexual Assault procedure are in line with the legislation, however there will be some changes required to the University's current policy, as follows:

1. The legislation includes a definition of "sexual violence", whereas the University's policy deals with "sexual assault". There is no definition in the legislation, but the supporting materials from the government suggests that the term is intended to be quite broad and includes "sexual harassment", which is currently covered under the RWLE, as well as "stalking", "indecent exposure", "voyeurism" and "sexual exploitation", which currently could be dealt with under the Student Discipline and Violent or Threatening Behaviour policies. The legislation seems to instruct that should be covered by one policy. We will have to address this in any revision to the policy.
2. The legislation requires that the policy be "culturally sensitive". The University will need to acknowledge and articulate populations that are most vulnerable to sexual violence within the policy and offer different disclosure options to accommodate vulnerable populations. Cultural sensitivity training must be a part of the sexual violence training program.
3. It allows for the minister to make regulations that have not yet been made governing issues that must be addressed and content that must be included in the policy, processes to be followed and consultations that must be carried out in updating the policy, and the form, manner and frequency in which activities engaged in and results achieved under the policy are to be reported to the public.

4. It requires that any policy be developed in consultation with students, and that students and others in the institution's educational community are informed of the services and procedures in place under the policy to prevent and respond to sexual violence.

Regarding the consultation process, Ms. Andrew noted that the current review process for RWLE and Sexual Assault policies require a review by September 2019. She said it is extremely important to engage students in the review process, so a working group will be struck and terms of reference written with invitations going out to both the undergraduate and graduate students' associations. She added that the University values its relationship with UMSU and GSA and look forward to the continued relationship with UMSU's University policies working group.

Mr. Juliano reviewed the training that has been provided to date and will be provided going forward. He said the general approach has been to invest heavily in training faculty, staff and students on how to create or maintain a respectful work and learning environment. He noted that the Office of Human Rights and Conflict Management was created in 2010 with education as a major part of its mandate. He added that in 2014 Human Resources in conjunction with the Provost's Office began a major reform of leadership programs at the University, with emphasis on creating a positive environment. Mr. Juliano stated that new specialized training opportunities were launched in 2016 and 2017, included training opportunities related to sexual assault. He noted that Ms. Gruber delivered 94 presentations last year, the majority of which were related to the RWLE and Sexual Assault policies.

Mr. Juliano listed just some of the training opportunities made available to the University community, including:

- Responding to Sexual Assault Disclosures
- Bringing in the Bystander
- New Faculty and Academic Administrators annual presentations
- Respect in the Workplace – Tips for Supervisors
- Mental Health First Aid
- Accessibility for Manitobans Act
- Ally Training
- University of Manitoba Leaders Learning Program
- Supervisory Excellence Program
- Academic Leadership Program
- Senior Leaders Retreat
- Customized presentations available on request

Mr. Mohammed asked how long an investigation into a complaint takes. Ms. Gruber said that they are allowed 90 days with a 30 working day extension available if applied for and warranted. She noted that the University's time to completion is much quicker than for external processes. Mr. Juliano noted that there are cases where an investigation is not warranted so issues are treated as a disciplinary matter.

Ms. Kilgour asked why there is a filing deadline of one year when it is known that individuals sometimes take a long time to come forward. Ms. Andrew said that the one year deadline flows from the *Human Rights Code*. She explained that the main reason for the deadline is due process. She said that students and staff often leave the university environment so there is no authority to interview them which can prevent a proper investigation. She added that the University does have discretion to extend the deadline past one year and may do so if all parties remain associated with the University. She said that the intent of the University's policy is restorative and this could not be honoured if the necessary people are no longer here.

Dr. Barnard remarked that it is clear that this has been a fairly dynamic area and a lot of work has been done. He added that the University owes this team a great deal for their hard work on these difficult issues. He said they really care about the individuals involved and about the institution and their work is informed by a deep humanity.

The Chair thanked the presenters for their work on this presentation.

FOR ACTION

3. APPROVAL OF THE AGENDA

It was moved by Mr. Mohammed and seconded by Ms. Nagra:

THAT the agenda for the November 21, 2017 meeting be approved as circulated.

CARRIED

4. MINUTES (Open) Session

4.1 Approval of the Minutes of the September 26, 2017 Open Session as circulated or amended

Mr. Leclerc said that some changes have been made to the minutes since they were distributed. He explained that these were noted by a Board member who had attended the meeting but was not recorded as being present.

It was moved by Ms. Nagra and seconded by Mr. Knysh:

THAT the minutes of the September 26, 2017 Open session be approved as circulated.

CARRIED

4.2 Business Arising - none

5. UNANIMOUS CONSENT AGENDA

The Chair reminded members that this part of the agenda is used to approve routine matters that are not controversial and do not normally generate much discussion and said that if any member of the Board wants to ask a question, discuss, or oppose an item on the consent agenda, they can request that in advance through the Secretary's Office or ask that it be removed before the Chair calls for a mover and seconder for the motion.

It was moved by Ms. Connelly and seconded by Dr. Mollot:

THAT the Board of Governors approve nine new offers, sixteen amended offers, and the withdrawal of two offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated August 24, 2017].

THAT the Board of Governors approve seven new offers and five amended offers, as set out in Appendix A of the Report of the Senate Committee on Awards – Part B [dated June 26, 2017].

THAT the Board of Governors approve three new offers, eight amended offers, and the withdrawal of three offers, as set out in Appendix A of the Report of the Senate Committee on Awards – Part A [dated September 22, 2017].

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 September 22, 2017].

THAT the Board of Governors approve a proposal to revise the name of the Department of English, Film, and Theatre, to the “Department of English, Theatre, Film & Media” [as recommended by Senate on November 1, 2017].

THAT the Board of Governors approve a proposal to revise the name of the Department of Sociology, to the “Department of Sociology and Criminology” [as recommended by Senate on November 1, 2017].

THAT the Board of Governors approve a proposal to revise the name of the Department of Anesthesia to the “Department of Anesthesiology, Perioperative and Pain Medicine,” [as recommended by Senate on October 4, 2017].

The Board received for information the following items:

- 5.2.1 *Report of the Senate Committee on Academic Review*
- 5.2.2 *Implementation of the M.Sc. in Prosthodontics*
- 5.2.3 *Closure of Bachelor of Human Ecology (General)*
- 5.2.4 *Temporary Suspension of Admissions to Integrated Bachelor of Music/Bachelor of Education Program*
- 5.2.5 *Extension of Suspension of Admissions to Undergraduate and Graduate Programs*
- 5.2.6 *Temporary Increases to Admission Targets for the 2017/2018 Academic Year RE: I.H. Asper School of Business and Faculty of Kinesiology and Recreation Management*

CARRIED

FOR INFORMATION

5. Report from the President

The President stated that the search for members of the Board of Directors of UM Properties Ltd. is moving forward.

He informed the Board that the University had hosted a reconciliation forum the previous week. He noted that the University has attended the forum each year and this year in particular presented some difficult conversations.

Dr. Barnard stated that there would be a thank you dinner for the Fundraising Campaign Team that evening to celebrate a campaign milestone. He expressed his thanks to John Kearsy and his team for conceptualizing the campaign as it is now clear that the goal is achievable. He noted that this will have a major impact on the University.

Dr. Barnard stated that the annual University of Manitoba Students' Union (UMSU) Hamper Program is underway and, as in previous years, he will match every Board member's donation up to \$50. Mr. Leclerc said he would send an email to Board members to remind them of the need for donations. Ms. Kilgour, UMSU Vice-President Advocacy commented that the hamper drive is an important initiative and supports many students on campus.

6.2 UM Properties Board Search Update

Mr. Leclerc said that the Selection Committee for Directors of UM Properties has been meeting since September and will meet again tomorrow morning. He said that the candidate briefing document developed by the Committee was included in the meeting materials for the Board's information. He asked that Board members let him know if they are interested or they know someone who may be.

7. FROM SENATE

7.1 Report on the Review of the Academic Schedule

Mr. Leclerc explained that Todd Mondor, Dean of the Faculty of Graduate Studies and Vice-Provost (Graduate Education), and Neil Marnoch, Registrar, have been working on this review because of the addition of the fall term break. He said that start dates for winter term will change and the deadline date for adding or dropping classes in both terms will change in order to allow students who are on the waiting list for a class to register if a space becomes available as a result of students dropping that class.

FOR DISCUSSION/ADVICE

8. **FROM SENATE**

8.1 Suspension of Admissions to the Baccalaureate Program for Registered Nurses (BPRN)

The Chair noted that under policy the President is required to consult with Senate and the Board of Governors prior to approving the suspension of admissions to a program.

Dr. Barnard explained that the BPRN program was designed for registered nurses who received their certification through a college program rather than a degree program. He said that demand for this program has decreased significantly.

MOTION TO MOVE TO CLOSED AND CONFIDENTIAL

It was moved by Ms. Nagra and seconded by Dr. Mollot:
THAT the meeting move into Closed and Confidential Session.

CARRIED

Chair

University Secretary



AGENDA ITEM: Report of the Senate Committee on Awards [dated October 24, 2017]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve five new offers, five amended offers, and the withdrawal of three offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated October 24, 2017].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

At its meeting on October 24, 2017, the Senate Committee on Awards approved five new offers, five amended offers, and the withdrawal of three offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated October 24, 2017].

RESOURCE REQUIREMENTS:

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

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

These award decisions meet the published guidelines for awards, as approved by Senate. They were reported to Senate for information on December 6, 2017.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate Committee on Awards</u>	<u>October 24, 2017</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate Executive</u>	<u>November 22, 2017</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate</u>	<u>December 6, 2017</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>_____</u>	<u>_____</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>_____</u>	<u>_____</u>

Submission prepared by: Senate

Submission approved by: University Secretary

Attachments

- Report of the Senate Committee on Awards [dated October 24, 2017]

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 revised offers of awards that meet the published guidelines presented to Senate on November 3, 1999, and as thereafter revised by Senate. Where, in the opinion of the Committee, acceptance is recommended for new offers and revised 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 October 24, 2017, the Senate Committee on Awards approved 5 new offers, 5 revised offers, and the withdrawal of 3 awards, as set out in Appendix A of the *Report of the Senate Committee on Awards* (dated October 24, 2017).

Recommendations

On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve 5 new offers, 5 revised offers, and the withdrawal of 3 awards as set out in Appendix A (dated October 24, 2017). 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 October 24, 2017

1. NEW OFFERS

Dentistry Class of 2001 Legacy Prize

The Dentistry Class of 2001 has established an endowment fund at the University of Manitoba, to recognize the academic achievements of students following their first year in the College of Dentistry. When funds are available, the Manitoba Scholarship and Bursary Initiative may make a contribution to the award. Each year, the available annual income will be used to offer one prize to an undergraduate student who:

- (1) was enrolled full-time in the College of Dentistry, in the year the prize was tenable;
- (2) has achieved a minimum degree grade point average of 3.0;
- (3) has shown the most improvement throughout the course Dental Anatomy (currently numbered RSTD 1520).

Improvements in numerical grades, perseverance in learning the skills/anatomy in dental anatomy, good attitude towards learning, and dedication to improvement of one's learning all demonstrate an overall dedication towards improving skills in this course.

The Dean of the College of Dentistry (or designate) will name the selection committee for this prize, which will include the course coordinator.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of the award if, because of changed conditions, it becomes necessary to do so. Such modifications shall confirm as closely as possible to the expressed intention of the donor in establishing the award.

FASO (Faculty of Agriculture and Food Sciences Students' Organization) Bursary

Undergraduate students in the Faculty of Agricultural and Food Sciences will make an annual contribution valued at \$5,000 to the University of Manitoba. The purpose of the award is to support undergraduate students pursuing studies in the Faculty of Agriculture and Food Sciences. Beginning in 2017-2018 and ending in 2020-2021, at least five bursaries, valued at \$1,000 each will be offered annually to undergraduate students who:

- (1) are enrolled full-time (minimum 60% course load) in the Faculty of Agricultural and Food Sciences at the University of Manitoba;
- (2) have achieved a minimum degree grade point average of 2.0;
- (3) have demonstrated financial need on the standard University of Manitoba bursary application form.

The Dean of the Faculty of Agricultural and Food Sciences (or designate) will name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, 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.

Lorne H. Mensforth Bursary in Mechanical Engineering

In memory of Lorne H. Mensforth, B.Sc. (M.E.)/52, his wife Jean H. Mensforth has established an endowment fund at the University of Manitoba, with initial gifts totaling \$164,400. The Manitoba Scholarship and Bursary Initiative has made a contribution to the fund. The purpose of the fund is to support undergraduate students pursuing studies in Mechanical Engineering in the Faculty of Engineering. Beginning in the 2017-2018 academic year, the available annual income from the fund will be used to offer at least three bursaries with a minimum value of \$3,000 each, to undergraduate students who:

- (1) are enrolled full-time (minimum 60% course load) in the third year of study in the Department of Mechanical Engineering in the Faculty of Engineering;
- (2) have achieved a minimum degree grade point average of 2.0;
- (3) have demonstrated financial need on the standard University of Manitoba bursary application form.

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

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, 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.

M. David R. Brown Memorial Scholarship in Actuarial Studies

In memory of David Brown (B.Comm. [Hons]/56), the Principals at Eckler Ltd. have established an endowment fund with a generous contribution of \$60,000 at the University of Manitoba in 2017. The fund will be used to provide renewable scholarships for students pursuing Actuarial Studies. Beginning in 2019–2020, the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:

- (1) is enrolled full-time (minimum 80% course load) at the University of Manitoba in a program leading to either:
 - a) a Bachelor of Commerce (Honours) with a declared major in Actuarial Mathematics through the I.H. Asper School of Business, or
 - b) a Bachelor of Science (Honours) in Actuarial Mathematics or Statistics–Actuarial Mathematics (single or joint Honours program) through the Faculty of Science;
- (2) has achieved a minimum degree grade point average of 3.5;
- (3) demonstrates involvement in extracurricular activities.

Candidates will be required to provide information indicating how they meet criterion (3) by submitting a statement (maximum 500 words).

The scholarship is renewable at the value initially offered in each applicable year(s) of study at the University of Manitoba provided that the recipient continues to meet criteria (1) and (2) listed above.

In the event that the recipient is no longer eligible, a new student who meets the above criteria may be selected. This award may only be held by one student in any given year.

The selection committee shall be jointly named by the Dean of the I.H. Asper School of Business (or designate) and the Dean of the Faculty of Science (or designate) and will include the Director of the Warren Centre for Actuarial Studies and Research (or designate).

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, 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.

Penny Stevenson Brydon Memorial Scholarship in Nursing

In memory of Penny Stevenson Brydon, Walter Stevenson has generously established an endowment fund at the University of Manitoba in 2017. The Manitoba Scholarship and Bursary Initiative will match 50% of the interest earned beginning in 2018-2019 and ending during the 2021-2022 academic year. The purpose of the fund is to reward the academic achievements of graduate students pursuing studies in a doctoral program in the College of Nursing. Beginning in 2018-2019, the available annual interest from the fund will be used to offer one scholarship to a graduate student who:

- (1) is enrolled full-time in the Faculty of Graduate Studies, in any doctoral program delivered by the College of Nursing at the University of Manitoba;
- (2) has achieved a minimum grade point average of 3.5 based on previous 60 credit hours (or equivalent) of study.

Eligible students may apply for this scholarship on or before April 1st of each year. Applicants will be required to submit a letter of application (maximum 500 words) outlining their academic achievements and a copy of their transcript.

In any given year, any unspent revenue from the fund will be used top up this award.

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Dean of the College of Nursing (or designate) to name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, 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

A.G. Robinson Memorial Scholarship

The following amendments were made to the terms of reference for the A.G. Robinson Memorial Scholarship:

- The numbered criteria were revised to:
 - (1) *is enrolled in the Faculty of Graduate Studies, in a Master's or Doctoral program delivered by the Department of Entomology;*
 - (2) *has achieved a minimum grade point average of 3.5 based on the previous 60 credit hours (or equivalent) of study;*
 - (3) *has received the highest overall percentage grade in either:*

- (a) *Advanced Entomology I (currently numbered ENTM 7150) for M.Sc. students; or*
- (b) *Advanced Entomology (currently numbered ENTM 7220) for Ph.D. students.*
- The tie breaking paragraph was revised to:

In the event of a tie, the highest percentage grade in the research/grant proposal and oral presentation on the research/grant proposal assignments of the course will be used to break the tie. If no student is considered qualified for the scholarship, all of the interest will be returned to the principal. The award selection process for this scholarship will occur in April each year.
- The selection committee paragraph was revised to:

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Awards Committee of the Faculty of Agricultural and Food Sciences to name the selection committee for this award, which will include course instructor listed in criterion (3) and the Chair of the Entomology graduate program
- The standard Board of Governors statement was added.

Marcel A. Desautels Faculty of Music Scholarship

The following amendments were made to the terms of reference for the Marcel A. Desautels Faculty of Music Scholarship:

- The name of the award has been changed to: *Marcel A. Desautels Faculty of Music Undergraduate Scholarship*
- The minimum degree grade point average for (2)(b) was revised to 3.0.
- The standard Board of Governors statement was updated.

Sigga Christianson Houston Travel Award

The following amendments were made to the terms of reference for the Sigga Christianson Houston Travel Award:

- The following sentences in the preamble were revised to:

The fund will be used to offer travel bursaries for medical students who will participate in a summer early exposure program or a clinical elective in a remote northern community within Canada, or an underserviced location internationally. The available annual interest from the fund will be used to offer one or more travel awards for undergraduate students who:
- Criteria (2) and (3) were revised to read:

(2) will participate in a summer early exposure program or a clinical elective in a remote northern community within Canada or a clinical elective in an underserviced location internationally, ,

(3) have applied for elective travel support;
- Criterion (4) was removed:

(4) have demonstrated financial need on the standard University of Manitoba bursary application form.
- The standard Board of Governors statement was updated.

Simon and Sarah Israels Graduate Thesis Prize

The following amendments were made to the terms of reference for the Simon and Sarah Israels Graduate Thesis Prize:

- The Manitoba Institute of Cell Biology has been changed to the Research Institute in Oncology and Hematology (RIOH) throughout the terms of reference.
- The paragraph relating to the structure of the student selection committee has been removed from the terms of reference and will be advertised internally.
- The following paragraph was revised to:
The recipient of the prize will normally be expected to present a seminar in RIOH at a suitable time, in the current award year. The Cell Biology section of RIOH will be responsible for organizing the seminar.
- The selection committee paragraph was revised to:
The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Senior Scientists from RIOH to name the selection committee for this award.
- The standard Board of Governors statement was added.

William J. Hill Memorial Award

The following amendments were made to the terms of reference for the William J. Hill Memorial Award:

- The preamble was revised to:
In memory of William John (Bill) Hill (B.Sc. '67) his family, friends, and associates have established a trust fund at the University of Manitoba. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund. Each year, the available annual interest will be used to offer one scholarship to an undergraduate student who:
- The numbered criteria were revised to:
 - (1) *is enrolled full-time (minimum 80% course load) in any of the Bachelor of Science in Geological Sciences programs in the Clayton H. Riddell Faculty of Environment, Earth, and Resources at the University of Manitoba*
 - (2) *has achieved a minimum degree grade point average of 3.5;*
 - (3) *has demonstrated high potential as a practical geologist/geophysicist at Field Courses;*
 - (4) *has been active in departmental activities and student organizations.*
- The following sentences were removed:
If, in the judgment of the selection committee, there is no suitable candidate in any given year, that year's interest earnings will be returned to the capital of the fund. The fund supporting this award will be reviewed regularly and, if earnings or further contributions permit, the value of the award may be increased.

- The selection committee paragraph was revised to:
The selection committee for this award will be named by the Awards and Honours Committee of the Clayton H. Riddell Faculty of Environment, Earth, and Resources.
- The standard Board of Governors statement was updated.

3. WITHDRAWALS

Allister B. Hickson Scholarship for Supply Chain Management

This award is being withdrawn at the request of the donor.

Arthritis Society Bursary in Occupational Therapy

This award is being withdrawn at the request of the donor.

Arthritis Society Bursary in Physical Therapy

This award is being withdrawn at the request of the donor.



AGENDA ITEM: Report of the Senate Committee on Awards – Part A
[dated November 14, 2017]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve five new offers, seven 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 November 14, 2017].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

At its meeting on November 14, 2017, the Senate Committee on Awards approved five new offers, seven 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 November 14, 2017].

RESOURCE REQUIREMENTS:

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

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

These award decisions meet the published guidelines for awards, as approved by Senate. They were reported to Senate for information on January 3, 2018.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate Committee on Awards</u>	<u>November 14, 2017</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate Executive</u>	<u>December 13, 2017</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate</u>	<u>January 3, 2018</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u></u>	<u></u>
<input type="checkbox"/>	<input type="checkbox"/>	<u></u>	<u></u>

Submission prepared by: Senate

Submission approved by: University Secretary

Attachments

- Report of the Senate Committee on Awards – Part A [dated November 14, 2017]

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 revised offers of awards that meet the published guidelines presented to Senate on November 3, 1999, and as thereafter revised by Senate. Where, in the opinion of the Committee, acceptance is recommended for new offers and revised 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 November 14, 2017, the Senate Committee on Awards approved 5 new offers, 7 revised offers, and the withdrawal of 1 award, as set out in Appendix A of the *Report of the Senate Committee on Awards – Part A* (dated November 14, 2017).

Recommendations

On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve 5 new offers, 7 revised offers, and the withdrawal of 1 award as set out in Appendix A (dated November 14, 2017). 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
November 14, 2017

1. NEW OFFERS

Access to Agriculture Scholarship

A donation has been made to offer an annual award at the University of Manitoba valued at \$3,000 per year for a term of 3 years. The purpose of the award is to encourage and support incoming undergraduate students with an interest in pursuing a career in agriculture, but who have not had the opportunity to be raised within a farming family. In years when funding is available from the Manitoba Scholarship and Bursary Initiative, the scholarship will be valued at \$4,500. Beginning in the 2018 – 2019 and ending in the 2020 – 2021 academic year, one scholarship will be offered each year to an undergraduate student who:

- (1) is enrolled full-time (minimum 80% course load) in their first year of study in the Faculty of Agricultural and Food Sciences or School of Agriculture in one of the following programs:
 - a. B.S.c (Agribusiness);
 - b. B.Sc. (Agriculture);
 - c. B.Sc. (Agroecology);
 - d. Diploma in Agriculture.
- (2) (i) as degree students, have achieved the required minimum entrance average based on those courses used for admission to the University of Manitoba or are being admitted via Advanced Entry with a minimum grade point average of 2.5;
(ii) as diploma students, have achieved the required minimum entrance average of 60% based on their grade 12 high school courses;
- (3) demonstrates interest in pursuing a career in any of the following areas: agribusiness and agricultural economics, animal science, entomology, plant science, or soil science;
- (4) is from a non-farming family background*.

The candidates will be required to submit a short letter (maximum 500 words) demonstrating how they meet criteria (3) and (4) above.

Preference will be given to students in the Diploma in Agriculture program.

The scholarship is renewable at the value initially offered for the next ensuing academic year up to a maximum of 2 years, or until the end of the award term listed above, provided that the recipient:

- (a) continues to be enrolled full-time (minimum 80% course load) in the Faculty of Agricultural and Food Sciences or School of Agriculture at the University of Manitoba;
- (b) has achieved a minimum degree grade point average of 2.5.

This award will only be offered to one student per academic year. If a student is not eligible for the renewal of this award a new student will be selected who meets criteria (1) through (4). If the scholarship is in a renewal state, the terms of the scholarship may be reviewed, and pending funding may continue until the current student's maximum renewal term of 2 years has been completed.

* For the purpose of this scholarship a “non-farming family” will be defined as a person whose immediate family is not actively engaged in either the management or day to day activities of earning income from the business to be considered in the business of farming, as defined by the Canada Revenue Agency (*Income Tax Folio - S4-F11-C1, Meaning of Farming and Farming Business*).

The selection committee will be the Faculty of Agricultural and Food Sciences Awards Committee.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, 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.

Community Health Sciences Prize – Population Health Engagement

The Department of Community Health Sciences, in the Max Rady College of Medicine, has established an award to recognize excellence in medical students' engagement and promotion of public and population health. The prize will be awarded to the graduating student who:

- (1) is enrolled full-time in the Max Rady College of Medicine at the University of Manitoba in their fourth year and who will be graduating within the academic year;
- (2) is in good academic standing;
- (3) has demonstrated a commitment to engagement and promotion of public and population health through their course work, student engagement, volunteer activities and/or career plans;

To support criterion (3) applicants may be nominated or may self-nominate by submitting a short letter (500 word maximum) to the Max Rady College of Medicine.

The Dean of the Max Rady College of Medicine (or designate will ask the Head of the Department of Community Health Science (or designate) to name the selection committee.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, 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.

Phoenix Biological Sciences Graduate Fellowship

Following completion of the Duff Roblin Building restoration from fire damage (March 28, 2009), the Department of Biological Sciences established an endowment fund from the remainder of the insurance settlement. The purpose of the fund is to support meritorious graduate students who are conducting hypothesis-driven research under a supervisor who is a full-time faculty member in the Department of Biological Sciences. Each year, beginning in 2019-2020, 85% of the available annual income from the fund will be used to offer two fellowships to graduate students who:

- (1) are enrolled full-time in the Faculty of Graduate Studies, in either the M.Sc. (thesis-based) program, or Ph.D. program, delivered by the Department of Biological Sciences;
- (2) have achieved:
 - (a) for an M.Sc. student: a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; or
 - (b) for a Ph.D. student: a minimum degree grade point average of 3.5 in their Master's degree program;
 - (c) for students who transfer to, or enter, a Ph.D. program, without completion of a Master's degree: a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study;

- (3) are conducting research in any area of biology as supervised by a faculty member who has a primary appointment in the Department of Biological Sciences;
- (4) have completed fewer than three years (M.Sc.), or five years (Ph.D.) in their graduate program.

Students will be required to submit the following:

- (i) an application form (advertised by the Department of Biological Sciences),
- (ii) a current curriculum vitae, including publications, presentations, education, previous employment, research experience, and awards,
- (iii) a current transcript (web transcript, if the student is from the University of Manitoba, otherwise a certified copy of an official transcript), and
- (iv) a letter of recommendation from their graduate supervisor.

Preference in selection is to offer an award to one Master's and one doctoral student each year.

Students may hold other scholarships, prizes, and fellowships, up to the value of a University of Manitoba Graduate Fellowship, in addition to this award.

The fellowship is not automatically renewable, but previous recipients may apply. The award may be held a maximum of two times during graduate studies.

The remaining 15% of the available annual income will be re-capitalized.

The fund will be reviewed from time to time, and should funds increase, the number and/or value of the fellowships can be increased.

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Head of the Department of Biological Sciences (or designate) to name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, 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.

Tom Roberts Memorial Scholarship

In memory of Thomas James Roberts (B.F.A. [Hons]/75, M.F.A. [Alfred, SUNY]/82), B.Ed/85), colleagues, friends, and family have established an endowment fund with the initial gift of \$10,000 at the University of Manitoba in 2016. The purpose of the fund is to provide recognition to a student entering the Bachelor of Education Program from a Fine Arts background. Beginning in the 2018 – 2019 academic year, the available annual income from the fund will be used to offer one scholarship to a student who:

- (1) has received a Bachelor of Fine Arts Degree;
- (2) is enrolled full-time (minimum 80% course load) in any program leading to the Bachelor of Education degree with a major or minor in Art in the Faculty of Education at the University of Manitoba;
- (3) has achieved a minimum degree grade point average of 3.5.

Preference will be given to students with a major in Art.

If in any given year there are no eligible candidates, the scholarship will not be awarded and the annual income will be re-capitalized into the fund.

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

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, 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

Agronomy Award - Diploma Agriculture

The following amendments were made to the terms of reference for the Agronomy Award – Diploma Agriculture:

- The preamble was revised to:
Canadian Association of Agri-Retailers (CAAR) wishes to award a prize of \$1000 annually to a student who:
- The numbered criteria were revised to:
 - (1) *has completed the graduation requirements in the Diploma Program in the School of Agriculture in the Faculty of Agricultural and Food Sciences in the year in which the award is tenable;*
 - (2) *has achieved a minimum degree grade point average of 3.00;*
 - (3) *has been enrolled for a minimum of 80% of a normal course load as defined by the School of Agriculture.*
 - (4) *has achieved the highest grade point average in the Crop Management option.*
- The standard Board of Governors statement was added.

Andrew Howden Business Scholarship

The following amendments were made to the terms of reference for the Andrew Howden Business Scholarship:

- The following sentence was added in the paragraph after the numbered criteria:
If a student does not meet the renewal criteria they can requalify once they meet the eligibility requirements, in the year in which they are currently enrolled (i.e. they do not have to hold the award in consecutive years).
- The standard Board of Governors statement was updated.

Community Health Sciences Prizes

The following amendments were made to the terms of reference for the Community Health Sciences Prizes:

- The name was changed to: ***Community Health Sciences Prizes - Advocacy***
- The preamble was revised to:
The Department of Community Health Sciences, in the Max Rady College of Medicine established an award to recognize excellence in medical students' advocacy activity in the field of population

and public health sciences. The prizes will be awarded to the small group of students (maximum 6 students) in the Community Health Sciences Clerkship who produce the best advocacy project as part of their Advocacy Physician Development Curriculum sessions.

- The paragraph before the numbered criteria was revised to:
Each year, one prize, valued at \$1,000 will be offered equally amongst the undergraduate student group who:
- The numbered criteria was revised to:
 - (4) *is enrolled full-time in the Max Rady College of Medicine at the University of Manitoba;*
 - (5) *is in good academic standing;*
 - (6) *has completed an Advocacy Project in the Advocacy Series of the Physician Development Curriculum;*
- The selection committee paragraph was revised to:
The Dean of the Max Rady College of Medicine (or designate) will ask the Head of the Department of Community Health Sciences (or designate) to name the selection committee.
- The standard Board of Governors statement was added.

Dorothy M. Bolton Scholarship

The following amendments were made to the terms of reference for the Dorothy M. Bolton Scholarship:

- The preamble was revised to:
To mark the retirement of Professor Dorothy M. Bolton, the former Faculty of Human Ecology, her colleagues, and friends have established a scholarship fund in her honour at the University of Manitoba in 1983. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund. A scholarship valued at the available annual income will be available to an undergraduate student who:
- The numbered criteria were revised to:
 - (1) *is enrolled full-time (minimum 80% course load) in their third year of the Bachelor of Science (Human Nutritional Sciences) degree program, offered by the Faculty of Agricultural and Food Sciences at the University of Manitoba;*
 - (2) *has achieved a minimum degree grade point average of 3.0;*
 - (3) *has demonstrated sustained involvement in student government during the time of registration in the Faculty of Agricultural and Food Sciences.*
- The following sentence was added:
Candidates will be required to submit a statement (minimum 250 words) outlining their involvement in student government.
- The selection committee paragraph was revised to:
The selection committee will be the Faculty of Agricultural and Food Sciences Awards Committee.
- The Board of Governors statement was added.

George Thomas Chapman Q.C. Family Prize for Municipal and Planning Law

The following amendments were made to the terms of reference for the George Thomas Chapman Q.C. Family Prize for Municipal and Planning Law:

- The name of the award was revised to: ***George Thomas Chapman Q.C. Family Prize for Legal Profession and Professional Responsibility***
- The preamble was revised to:
Robert Chapman, George Chapman, and Cecil Chapman, the sons of George Thomas Chapman, Q.C., have established an endowment fund in honour of their father. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund. Each year, the available annual income from the fund will be used to offer prizes of equal value to undergraduate students who:
- The numbered criteria were revised to:
 - (1) *have achieved the highest standing in Legal Profession and Professional Responsibility (LAW 3024) in the Faculty of Law at the University of Manitoba;*
 - (2) *have achieved a minimum degree grade point average of 3.0;*
- The following tiebreaking paragraph was added:
In the event of a tie, the prize shall be awarded to the student with the highest standing calculated on the compulsory and elective subjects the tied students have in common. The selection committee has the discretion to determine the number and equal value of the prizes each year.
- The standard Board of Governors statement was added.

J. Ray Ingalls Bursary in Dairy

The following amendments were made to the terms of reference for the J. Ray Ingalls Bursary In Dairy:

- The preamble was revised to:
Dr. J. Ray Ingalls, a former Professor of Animal Science and instructor of the Ruminant Production Systems - Milk course, has established a fund to support bursaries for students in the Faculty of Agricultural and Food Sciences who have an interest in or experience in the field of dairy science. A contribution has been made by the Manitoba Scholarship and Bursary Initiative. The available annual income from the fund will support an annual bursary which will be offered to a student who:
- The numbered criteria was revised to:
 - (1) *is registered fulltime (minimum 60% course load) in the Faculty of Agricultural and Food Sciences and is in their third or fourth year of the Animal Systems program;*
 - (2) *has achieved a minimum degree grade point average of 2.5;*
 - (3) *has demonstrated an interest in the field of dairy science, by enrolling in ANSC 4530 Ruminant Production Systems – Milk or by submitting a written statement describing their interest in dairy science; and*
 - (4) *has demonstrated financial need on the standard University of Manitoba bursary application form.*
- The following sentence was removed:
Preference in selection shall be given to students who have an interest in or experience in the dairy field.

- The selection committee was revised to:
The selection committee will be the Faculty of Agricultural and Food Sciences Awards Committee.
- The standard Board of Governors Statement was added.

R.A. (Bob) Bristow Memorial Scholarship

The following amendments were made to the terms of reference for the R.A. (Bob) Bristow Memorial Scholarship:

- The award was changed from a scholarship to a bursary.
- The name of the award was changed to: **R.A. (Bob) Bristow Memorial Bursary**
- The numbered criteria were revised to:
 - (1) *is enrolled full-time (minimum 60% course load) in their third or fourth year of study in the B.Sc. (Agriculture) program (Plant Biotechnology major) in the Faculty of Agricultural and Food Sciences;*
 - (2) *has achieved a minimum degree grade point average of 2.5.*
 - (3) *has demonstrated financial need on the standard University of Manitoba bursary application form.*
- The following sentence was added:
If there are no qualified applicants in their third or fourth year of study, the award may be offered to a student in their second year of study who meets the above criteria.
- The selection committee paragraph was revised to:
The selection committee for this award will be the Faculty of Agricultural and Food Sciences Award Committee.
- The standard Board of Governors statement was amended.

3. WITHDRAWALS

ICS Student Exchange Scholarship

This award is being withdrawn at the request of the donor.



AGENDA ITEM: Report of the Senate Committee on Awards – Part B
[dated November 14, 2017]

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 November 14, 2017].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

- At its meeting on November 14, 2017, 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 November 14, 2017].
- The Cibinel Bursary for Canadian Indigenous Students would be offered to Canadian Indigenous undergraduate students enrolled in any faculty, college, or school at the University.

RESOURCE REQUIREMENTS:

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

IMPLICATIONS:

The Cibinel Bursary for Canadian Indigenous Students would support the recruitment and retention of Canadian Indigenous undergraduate students at the University.

CONSULTATION:

This award offer was approved by Senate at its meeting on January 3, 2018.

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 November 14, 2017, the Senate Committee on Awards reviewed one new offer 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 November 14, 2017).

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 November 14, 2017). 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

SENATE COMMITTEE ON AWARDS
Appendix A
November 14, 2017

BUSINESS ARISING

1. NEW

Cibinel Architecture Bursary for Canadian Indigenous Students

Cibinel Architecture Ltd. has established an endowment fund at the University of Manitoba in 2017 with an initial gift of \$25,000. The purpose of the fund is to support undergraduate Canadian Indigenous students pursuing studies in any program in any faculty at the University of Manitoba. The Manitoba Scholarship and Bursary Initiative has made a contribution to this award. Beginning in the 2018-2019 academic year, the available annual interest from the fund will be used to offer one bursary to an undergraduate student who:

- (1) is Canadian Indigenous (First Nations, Métis, Inuit)
- (2) is enrolled full-time (minimum 60% course load) in any faculty, college or school at the University of Manitoba;
- (3) has achieved a minimum degree grade point average of 2.0;
- (4) has demonstrated financial need on the standard University of Manitoba bursary application form.

The Director of Financial Aid and Awards (or designate) will name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, 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)



UNIVERSITY
OF MANITOBA
November 8, 2017

Enrolment Services

Financial Aid & Awards
422 University Centre
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 474-9531
Fax (204) 474-7543
awards@umanitoba.ca

Dr. Philip Hultin
Chair, Senate Committee on Awards
c/o Pamela Gareau,
Awards Establishment Coordinator
420 University Centre
University of Manitoba

RE: Cibinel Architecture Bursary for Canadian Indigenous Students

Dear Dr. Hultin,

Enrollment Services supports the establishment of the Cibinel Architecture Bursary for Canadian Indigenous Students.

In the Fall Term of 2016, the University of Manitoba's self-declared Canadian Indigenous student population was 8.5% of total enrolment, compared to Manitoba's Indigenous population of 16.7%¹. The Indigenous student enrolment data for the past five years at the University of Manitoba is provided for context in the table below.

Year (Fall Term)	Number of Indigenous Students	Total Number of Students	% Indigenous Students
2016	2,170	25,611	8.5
2015	1,974	25,460	7.8
2014	1,997	25,298	7.9
2013	1,973	25,363	7.8
2012	1,933	24,996	7.7

As an institution, our commitment is to increase the number of Indigenous students on our campuses. Increasing the number of scholarships, bursaries, and awards for Indigenous students contributes to this commitment. This scholarship will provide the opportunity to recruit, recognize and retain Indigenous students at the University of Manitoba, and, in doing so, will also contribute to the success of individual Indigenous students.

Sincerely,

Ms. Jane Lastra
Director, Financial Aid and Awards

¹ Statistics Canada. *Number and distribution of the population reporting an Aboriginal identity and percentage of Aboriginal people in the population, Canada, provinces and territories, 2011*, Catalogue no. 99-011-X2011001 [cited November 18, 2016 on Statistics Canada website: <https://www12.statcan.gc.ca/nhs-enm/2011/as-sa/99-011-x/2011001/tbl/tbl02-eng.cfm>].



AGENDA ITEM: Revised Terms of Reference for the Leslie F. Buggie Professorship in Pharmacy

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve revised terms of reference for the Leslie F. Buggie Professorship in Pharmacy [as recommended by Senate, December 6, 2017].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

- The Leslie F. Buggie Professorship in Pharmacy was established by the Board of Governors on June 25, 2013. The Professorship is supported by the revenue from an endowment fund established with a gift of \$1,007,330.58 from a private donor, in 2013.
- The College of Pharmacy is requesting that the terms of reference for the Professorship be revised to allow for a three-year appointment, with a review after two years. The current terms of reference stipulate that individuals be appointed for a five-year term, with a review after three years.
- References to the “Faculty of Pharmacy” would be updated to “College of Pharmacy” throughout the document.
- Dr. JoAnne Buggie, the donor for the Professorship, supports the proposed change.

RESOURCE REQUIREMENTS:

The Professorship will continue to be funded with the income from the endowment fund established in 2013, as described above.

IMPLICATIONS:

The proposed change would make it possible for more faculty members to have an opportunity to hold the Professorship, which would benefit their research programs and productivity.

ALTERNATIVES:

N/A

CONSULTATION:

In accordance with the University’s policy on *Chairs and Professorships*, this proposal has been endorsed by the Provost and Vice-President (Academic) and the Senate Committee on University Research. This proposal was approved by Senate on December 6, 2017.



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"/>	Provost and Vice-President (Academic)	September 29, 2017
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate Committee on University Research	October 12, 2017
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate Executive	November 22, 2017
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate	December 6, 2017
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____

Submission prepared by: Senate _____

Submission approved by: University Secretary _____

Attachments

- Revised Terms of Reference for the Leslie F. Buggiey Professorship in Pharmacy



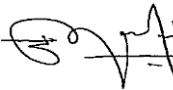
UNIVERSITY
OF MANITOBA

OFFICE OF THE
VICE-PRESIDENT (RESEARCH
AND INTERNATIONAL)

207 Administration Building
Winnipeg, MB R3T 2N2
Telephone: (204) 474-6915
Fax: (204) 474-7568
www.umanitoba.ca/research

MEMORANDUM

TO: Mr. Jeff Leclerc, University Secretary

FROM: Digvir Jayas, Vice-President (Research and International)
and Chair, Senate Committee on University Research 

DATE: October 30, 2017

SUBJECT: Revision to the Terms of Reference for the Leslie F. Buggey Professorship

The Vice-President (Academic) and Provost, and the Senate Committee on University Research (SCUR), recommends the revision to the terms of reference for the Leslie F. Buggey Professorship. SCUR met on October 12, 2017

Please include this report and recommendation on the next Senate agenda. Please feel free to contact me should you require any further information.

Thank you.

DSJ/nis
Encl.

Cc: Dr. Brian Postl, Vice-Provost and Dean, Rady Faculty of Health Sciences



UNIVERSITY
OF MANITOBA

| Office of Provost & Vice-President (Academic)

208 Administration Building
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 480-1408
Fax (204) 275-1160

Date: September 29, 2017

To: Digvir Jayas, Vice-President (Research and International)

From: Janice Ristock, Provost and Vice-President (Academic)

Re: Revised Terms of Reference for the Leslie F. Buggiey Professorship in Pharmacy

On behalf of the College of Pharmacy, Dr. Lalitha Raman-Wilms has submitted a proposal to revise the terms of reference for the Leslie F. Buggiey Professorship in Pharmacy. This Professorship was approved by the University of Manitoba Senate in 2013. The College of Pharmacy is proposing a revision to the terms of reference that would set the term of the appointment at three years with a performance review after year two (currently the appointment is for five years with a review after year three). This change is proposed in order to support as many faculty members as possible in advancing their research programs. The terms of reference have also been revised so that all references to the Faculty of Pharmacy are changed to the College of Pharmacy.

The donor to the fund, Dr. JoAnne Buggiey, has been contacted and is supportive of the changes. The College of Pharmacy's Executive Council approved the proposed modification to the terms of reference on September 20, 2017. Dr. Brian Postl, Dean of the Rady Faculty of Health Sciences, is also in support of the changes.

I support this proposed revision to the terms of reference for the Leslie F. Buggiey Professorship in Pharmacy and request that you present it to the Senate Committee on University Research for consideration and recommendation to Senate and, in turn, the Board of Governors.

If you have any questions or concerns, I would be pleased to meet with you.

Encl.



UNIVERSITY
OF MANITOBA

Rady Faculty of
Health Sciences

Max Rady College of Medicine
Office of the Dean
230 Basic Medical Sciences
Building
745 Bannatyne Avenue
Winnipeg, Manitoba
Canada R3E 0J9
Phone: 204-789-3485
Fax: 204-789-3661

September 22, 2017

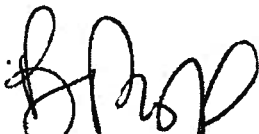
Dr. Diane Hiebert-Murphy
Vice-Provost (Academic Affairs)
208 Administration Building
University of Manitoba
Winnipeg, MB R3T 2N2

Dear Dr. Hiebert-Murphy,

RE: Revision to the Leslie F. Bugey Professorship in Pharmacy

The College of Pharmacy has requested to revise the terms of reference for the Leslie F. Bugey Professorship in Pharmacy. The College of Pharmacy's College Executive Council completed an electronic vote on these changes and they were approved as of September 20th, 2017. Donor Relations has ensured that the donor of the fund, Dr. JoAnne Bugey, is aware of and supportive of these changes. The original vision of the award, to support research excellence in Pharmacy, remains intact.

I endorse these amendments on behalf of the Rady Faculty of Health Sciences. Please let me know if you require any additional information.



Yours sincerely,

Brian Postl, MD, FRCPC
Dean, Rady Faculty of Health Sciences & Vice-Provost (Health Sciences)



UNIVERSITY
OF MANITOBA

Faculty of
Health Sciences

College of Pharmacy
Apotex Centre
750 McDermot Avenue
Winnipeg, Manitoba
Canada R3E 0T5
Telephone: 204-474-9306
Fax: 204-789-3744

September 28, 2017

Dr. Diane Hiebert-Murphy
Vice-Provost (Academic Affairs)
208 Administration Building
University of Manitoba
Winnipeg, MB R3T 2N2

Dear Dr. Hiebert-Murphy,

RE: Revision to the Leslie F. Bugey Professorship in Pharmacy

The College of Pharmacy would like to revise the terms of reference for the Leslie F. Bugey Professorship in Pharmacy. We would like to change the term of the Professorship from five to three years, with a review after two years. As well, we are changing reference from the Faculty of Pharmacy to the College of Pharmacy. As Dean of the College of Pharmacy, I am proposing these changes based on consultation with faculty members.

As a small College, we want to give as many faculty members as possible the opportunity to benefit from the Professorship. A term of three to six years (if renewed) will provide the Professorship holders with enough time to initiate and get research project underway, and launch their programs to the point where they will be able to leverage further funding. In consultations with faculty members, it was felt that the Professorship represents an important opportunity for faculty's research growth. It is anticipated that the endowment will grow in the future to support a Research Chair. At that time, we would propose the term be revised to five years.

The donor of the fund, Dr. JoAnne Bugey, was contacted and is supportive of these changes.

The College of Pharmacy's College Executive Council completed an electronic vote on these changes and they were approved as of September 20th, 2017.

Enclosed are the updated Terms of Reference for your approval. I have also included the Professorship's existing Terms for your reference.

I support this proposal enthusiastically and without reservation. I look forward to your response in due course. Please let me know if you require any additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lalitha', with a long horizontal flourish extending to the right.

Lalitha Raman-Wilms, BScPhm, PharmD, FCSHP
Professor and Dean
College of Pharmacy
Rady Faculty of Health Sciences

**PROPOSAL TO REVISE AN ENDOWED PROFESSORSHIP
AT THE UNIVERSITY OF MANITOBA**

EXECUTIVE SUMMARY:

In accordance with the procedures and mechanisms for revising Chairs and Professorships at the University of Manitoba the following is presented:

TYPE OF APPOINTMENT: Endowed Professorship

TYPE/AREA/NAME OF PROFESSORSHIP: Leslie F. Buggie Professorship in Pharmacy Research

PURPOSE AND OBJECTIVES OF THE PROFESSORSHIP:

Objectives:

The purpose and objective of the Professorship shall be to provide research leadership, scholarship and mentorship in pharmacy. Specific objectives include:

To contribute significantly to the body of scholarship in, but not limited to, pharmacy outreach, training and public service in the area of dissemination of drug knowledge;

To promote a program in pharmacy research;

To create the opportunity to recruit/retain an experienced leader with demonstrated expertise in pharmacy research and a proven track record in related research. The support of an endowed professorship would afford such an individual with the time and necessary support to fully devote his/her efforts to achieve the proscribed objectives;

To enhance the competitiveness of the University of Manitoba College of Pharmacy at national and international peer reviewed funding agencies;

The establishment and sustenance of critical intramural and extramural links and collaborations that serve to promote research at the University of Manitoba;

The provision of mentorship and opportunities for young investigators embarking on careers focused on pharmacy outreach or pharmacy research;

The pursuit of research topics that will lead to improved health and services that ensure high quality, timely care is available for Manitobans.

RELATIONSHIP TO THE PROPOSING UNIT

The College of Pharmacy will foster an environment of exceptional research and scholarship, and facilitate the application, communication, and dissemination of the results of university research for the benefit of the profession: locally, nationally and internationally.

The College of Pharmacy will achieve the highest possible standards in research, clinical and professional service, by applying quality improvement strategies to practice and employing evidence-based practice, providing high quality, patient-centered drug treatment, thereby promoting understanding, interaction and involvement among academic disciplines, other health-care professions, and the public.

The Professorship will support an individual faculty member by providing operating funds to pursue independent research in outreach, training and public service in the area of dissemination of drug knowledge. This support will allow the recipient to maximize his/her research activity and effectiveness, as well as lead research activity in the Faculty in this strategically important area. Excellence of the candidate will be the first priority.

THE METHOD BY WHICH THE PROFESSORSHIP WILL BE FUNDED

- 1) Interest accrued from the existing endowment fund of \$1,007,330.58.
- 2) There is a commitment from the donor of a bequest, which when realized, may allow the Professorship to become a fully funded Chair.
- 3) The Dean of the College has committed to fund the salary of the Professorship fully from the university operating budget until such time as the fund reaches the level required for a fully funded endowed Chair. The disbursement from the endowment will supplement the Professorship's research and other operating costs.

GENERAL AND SPECIFIC REQUIREMENTS FOR THE PROFESSORSHIP

In accordance with the University's policy on academic hiring (Article 18 of the UMFA Collective will be followed), individuals appointed to the Professorship shall have the following qualifications:

- Holding a current academic appointment at the rank of tenured Associate or Full Professor;
- Possess a history of excellence in research as evidenced by a strong publication record in high impact journals and acquisition of national or international peer reviewed grants or contracts;
- History of mentoring junior colleagues and investigators;
- History of effective and productive collaboration with intramural and extramural investigators and institutions.

TERM OF APPOINTMENT:

The intent of the Professorship is to be flexible for use in both recruitment of new faculty or retention of existing faculty according to the needs of the **College** of Pharmacy and will follow the UMFA Collective Agreement provisions under Article 18. Hiring of Members.

- 1) Professorship Appointments shall be for **three** years with possibility of renewal. Applications shall be solicited through a search process in accordance with the University's policy on academic hiring (Article 18 of the UMFA Collective will be followed).
- 2) The incumbent will provide a brief annual progress report. At year **two**, there will be a performance review by the **College** Executive Committee

A successful performance review will provide evidence of the following:

Personal research productivity in form of grants, contracts, presentations, and peer-reviewed publications.

Evidence of mentoring including having one or more full-time research trainees or supervision of clinical experiential students.

Evidence of peer-reviewed publications

Evidence of linkages, collaboration and multi-disciplinary research within the University and between the University and other research institutions.

Demonstrated efforts and corresponding results in the area of the dissemination of drug knowledge.

- 3) The renewal of another **three** year term appointment will not be automatic and will be subject to a successful review of the incumbent's performance with the context of the **College** of Pharmacy's research strategy; such a review to be carried out during the fourth year of the term. The review will be performed by the Dean and **College** Executive leadership, who will also evaluate the best use for the Professorship based on strategic needs and priorities of the **College**, within the guidelines of the gift agreement.

PREAMBLE

The **College** of Pharmacy is characterized by its teaching expertise, research programs, and practice partnerships in the health sciences field. The provision of optimal pharmaceutical care requires that the pharmacist must have a thorough knowledge of the science of medicines to apply to their clinical use.

During the past ten years (including 2012), the average pass rate for our graduates on the two-part national PEBC Qualifying Examination has been greater than 98%. In addition

to academic excellence, many students appreciate the academic and personal experiences resulting from membership in a small faculty.

The **College** has been recognized at the provincial, national and international levels through receipt of research grants and participation in academic, professional and scientific programs, boards, and committees. As described in various sections of our web site, this professional expertise is reflected in the teaching and research which is undertaken in the College.

This Professorship will be the first of its kind within the **College** of Pharmacy. The Professorship is a means to facilitate faculty excellence and is a commitment to the position and to the discipline of Pharmacy. This Professorship allows the **College** to honour and recognize the distinction of a superior individual while providing financial support, for use in research, teaching or service activities. The Professorship may also be a recruitment tool to attract potential new faculty members.

OTHER PROVISIONS:

- 1) The duties and responsibilities of the individual appointed to the proposed Professorship will be in accordance with the University Policy and Procedures on Chairs and Professorships.
- 2) The Professorship holder will have a full-time appointment in the **College** of Pharmacy.
- 3) The role of the Professorship will be to continue to pursue leading edge pharmacy research. Accordingly, the appointment of the Professorship will be made on the recommendation of the Dean of Pharmacy and shall be conducted in accordance with the University policy in Academic Appointments and the guidelines for the establishment of Chairs/Professorships.
- 4) The individual holding the Professorship will make an annual written report to the Dean of the **College** of Pharmacy. The Dean will make this report available to the donor, as per the terms of the endowment agreement.



AGENDA ITEM: Revised Terms of Reference for the MINDERMAR Professorship in Human Simulation

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve revised terms of reference for the MINDERMAR Professorship in Human Simulation [as recommended by Senate, December 6, 2017].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

- The MINDERMAR Professorship in Human Simulation was established by the Board of Governors on November 20, 2007. The Professorship is supported by the revenue from an endowment fund established with an initial gift of \$1 million from a number of private donors, in 2007.
- The Professorship was established in what was then the Faculty of Medicine and now is the Max Rady College of Medicine. The purpose of the Professorship was to establish a Professorship in Human Simulation to support the development and evaluation of educational programs that utilize standardized patients, task trainers, and high fidelity human simulators to portray real-life scenarios.
- The College of Medicine is proposing that the terms of reference for the Professorship be revised to allow faculty who hold an appointment in any one of the Colleges within the Rady Faculty of Health Sciences to hold the Professorship.
- The donors for the Professorship support the proposed changes to the terms of reference.

RESOURCE REQUIREMENTS:

The Professorship will continue to be funded with the income from the endowment fund established in 2007, as described above.

IMPLICATIONS:

The proposed change would support the continued development of the Rady Faculty of Health Sciences.

ALTERNATIVES:

N/A

CONSULTATION:

In accordance with the University's policy on *Chairs and Professorships*, this proposal has been endorsed by the Provost and Vice-President (Academic) and the Senate Committee on University Research. This proposal was approved by Senate on December 6, 2017.



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"/>	Provost and <u>Vice-President (Academic)</u>	<u>September 28, 2017</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate Committee on <u>University Research</u>	<u>October 12, 2017</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate Executive</u>	<u>November 22, 2017</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate</u>	<u>December 6, 2017</u>
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____

Submission prepared by: Senate

Submission approved by: University Secretary

Attachments

- Revised Terms of Reference for the MINDERMAR Professorship in Human Simulation



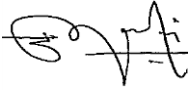
UNIVERSITY
OF MANITOBA

OFFICE OF THE
VICE-PRESIDENT (RESEARCH
AND INTERNATIONAL)

207 Administration Building
Winnipeg, MB R3T 2N2
Telephone: (204) 474-6915
Fax: (204) 474-7568
www.umanitoba.ca/research

MEMORANDUM

TO: Mr. Jeff Leclerc, University Secretary

FROM: Digvir Jayas, Vice-President (Research and International)
and Chair, Senate Committee on University Research 

DATE: October 30, 2017

SUBJECT: Revision to the Terms of Reference for the MINDERMAR Professorship in
Human Simulation

The Vice-President (Academic) and Provost, and the Senate Committee on University Research (SCUR), recommends the revision to the terms of reference for the MINDERMAR Professorship in Human Simulation. SCUR met on October 12, 2017

Please include this report and recommendation on the next Senate agenda. Please feel free to contact me should you require any further information.

Thank you.

DSJ/nis
Encl.

Cc: Dr. Brian Postl, Vice-Provost and Dean, Rady Faculty of Health Sciences



UNIVERSITY
OF MANITOBA

Office of Provost & Vice-President (Academic)

208 Administration Building
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 480-1408
Fax (204) 275-1160

Date: September 28, 2017

To: Digvir Jayas, Vice-President (Research and International)

From: Janice Ristock, Provost and Vice-President (Academic)

Re: Revised Terms of Reference for the MINDERMAR Professorship in Human Simulation

On behalf of the Rady Faculty of Health Sciences, Dr. Brian Postl has submitted a proposal to revise the terms of reference for the MINDERMAR Professorship in Human Simulation. This Professorship was approved by the University of Manitoba Senate in 2007 and specified that the individual holding the Professorship would normally hold an appointment in the (former) Faculty of Medicine. The Max Rady College of Medicine is proposing a revision to the terms of reference that would extend the scope of the Professorship to include an academic from any of the disciplines in the Rady Faculty of Health Sciences: Medicine, Nursing, Dentistry, Pharmacy, or Rehabilitation Sciences.

The donor to the fund, the Rady Family Foundation, has been contacted and is supportive of the change. The Max Rady College of Medicine Executive and the Rady Faculty of Health Sciences' Council Executive approved the proposed modification to the terms of reference in June 2017.

I support this proposed revision to the terms of reference for the MINDERMAR Professorship in Human Simulation from the Rady Faculty of Health Sciences and request that you present it to the Senate Committee on University Research for consideration and recommendation to Senate and, in turn, the Board of Governors.

If you have any questions or concerns, I would be pleased to meet with you.



UNIVERSITY
OF MANITOBA

Rady Faculty of
Health Sciences

Max Rady College of Medicine
Office of the Dean
230 Basic Medical Sciences Building
745 Bannatyne Avenue
Winnipeg, Manitoba
Canada R3E 0J9
Phone: 204-789-3485
Fax: 204-789-3661

August 30, 2017

Dr. Diane Hiebert-Murphy
Vice-Provost (Academic Affairs)
208 Administration Building
University of Manitoba
Winnipeg, MB R3T 2N2

Dear Dr. Hiebert-Murphy,

RE: Revision to the MINDERMAR Professorship in Human Simulation

The Max Rady College of Medicine would like to revise the terms of reference for the MINDERMAR Professorship in Human Simulation to extend the scope of the Professorship to include future candidates from any of the disciplines in the Rady Faculty of Health Sciences: Medicine, Nursing, Dentistry, Pharmacy and Rehabilitation Sciences.

The donor to the fund, the Rady Family Foundation, was contacted and is supportive of this change.

The Max Rady College of Medicine Executive met and approved this change to the professorship on June 13, 2017.

The Rady Faculty of Health Sciences' Council Executive approved this modification at its meeting on June 20, 2017.

Enclosed are updated Terms of Reference and a position description for your approval. I have also included the Professorship's existing Terms for your reference.

I support this proposal enthusiastically and without reservation. I look forward to your response in due course. Please let me know if you require any additional information.

Sincerely,

Dr. Brian Postl
Dean and Vice Provost, Rady Faculty of Health Sciences

Encl.

**PROPOSAL TO MODIFY THE
MINDERMAR PROFESSORSHIP IN HUMAN SIMULATION
IN THE RADY FACULTY OF HEALTH SCIENCES
AT THE UNIVERSITY OF MANITOBA**

HISTORY: The MINDERMAR Professorship was approved by the University of Manitoba Senate in 2007. The purpose of the MINDERMAR Professorship was to establish a Professor of Human Simulation that would be actively involved in the development and evaluation of educational programs that utilize standardized patients, task trainers and high fidelity human simulators to portray real-life scenarios.

The donor, the Rady Family Foundation, established this professorship in the Clinical Learning and Simulation Facility (now Program) in the then Faculty of Medicine by providing a gift of one million Canadian dollars (\$1,000,000 CAD) to the University of Manitoba by way of an agreement dated September 19, 2007. In recognition of the Gift, the University established a professorship in the Faculty of Medicine entitled, "MINDERMAR Professorship in Human Simulation".

In 2017, the Max Rady College of Medicine wishes to extend the scope of the Professorship to include future candidates from any of the disciplines in the Rady Faculty of Health Sciences: Medicine, Nursing, Dentistry, Pharmacy and Rehabilitation Sciences.

TYPE OF APPOINTMENT: Professorship

TYPE/AREA/NAME OF PROFESSORSHIP: MINDERMAR Professorship

PURPOSE AND OBJECTIVES OF PROFESSORSHIP: The intent is to create and enhance communication skills, procedural skills, and life-sustaining measures for individual health professionals and health care teams. Simulation education initiatives will be delivered not only in the simulation facility, but also in the work place environment. The professor will be actively involved in education research to enhance outcomes of curriculum strategies to address patient safety and quality health care delivery.

RELATIONSHIP TO THE PROPOSING UNIT: The Mindermar Professorship in Human Simulation will be situated within the Clinical Learning and Simulation Program (CLSP), Rady Faculty of Health Sciences and therefore will support simulation programming for all Rady Faculty colleges.

THE METHOD BY WHICH THE PROFESSORSHIP WILL BE FUNDED: The Professorship is funded through a gift of \$1,000,000 made by the Rady Family Foundation, Mindel Olenick, and Marjorie and Morley Blankstein held in the University Investment Trust at the University of Manitoba. The income of the endowment fund shall be allocated in accordance with the policies of the University of Manitoba and will contribute to the scholarly activities and salary and benefits of the Professorship.

GENERAL AND SPECIFIC REQUIREMENTS FOR THE PROFESSORSHIP

In accordance with the policy and procedures for establishing chairs and professorships at the University of Manitoba, the incumbent will normally hold an appointment in a College within the Rady Faculty of Health Sciences most appropriate given his/her discipline/background at the Associate Professor or Professor level. The individual will preferably have a Master's or Ph.D. in a related discipline and will have an accomplished research and teaching record in the field of human simulation. Academic faculty members working in the general area of simulation education will be eligible to apply for the award. The successful applicant will be actively involved in educational research to enhance outcomes of curriculum strategies to address patient safety and quality health care delivery.

TERM OF APPOINTMENT:

Term of Appointment: The Professorship will be awarded on a competitive basis for a five year period.

OTHER PROVISIONS:

- 1) The selection and appointment of an individual to the Professorship shall be conducted in accordance with the University Policy and Procedures on Chairs and Professorships.
- 2) The appointment will be made on the recommendation of the Selection Committee of Rady Faculty of Health Sciences and shall be conducted in accordance with the University policy in Academic Appointments and the guidelines for the establishment of Chairs/Professorships.
- 3) The Selection Committee will consist of the Dean of the Rady Faculty of Health Sciences (or designate) and an academic representative from each of the Colleges of the Rady Faculty of Health Sciences as named by the respective College Deans.
- 4) The Professorship holder will have an appointment in a College within the Rady Faculty of Health Sciences most appropriate given his/her discipline/background.
- 5) The duties and responsibilities of the individual appointed to the proposed Professorship will be in accordance with the University Policy and Procedures on Chairs and Professorships.

- 6) Annual reporting requirements shall also be in accordance with the University Policy on Chairs and Professorships.
- 7) In accordance with University Policy, the annual performance of the professor will be reviewed in the same manner as other faculty members. The Dean of the Rady Faculty of Health Sciences or designate shall be responsible for initiating and coordinating any reappointment review process and for recommending on reappointment.
- 8) It is understood that the Professorship would be structured with a five year maximum term with an option of renewal subject to satisfactory performance of the incumbent.

Dean, Rady Faculty of Health Sciences

Date



AGENDA ITEM: Academic Schedule for 2018-2019

RECOMMENDED RESOLUTION:

For information only.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

- The 2018-2019 Academic Schedule was prepared by the Registrar and reviewed by all faculties, colleges, and schools. It was approved by Senate at its meeting on January 3, 2018.
- The 2018-2019 Academic Schedule addresses recommendations made following a recent review of the Academic Schedule, as approved by Senate on November 1, 2017 and provided to the Board of Governors, for information, on November 21, 2017.
- The proposed 2018-2019 Academic Schedule encompasses the 2018 Fall Term and the 2019 Winter Term. Dates for the 2019 Summer Term have yet to be determined. As per recommendation 8 of the Academic Schedule Review Committee (Senate, November 1, 2017), dates for the Summer Term will be determined following a review of practices related to offering courses in the summer months.

RESOURCE REQUIREMENTS:

N/A

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

The 2018-2019 Academic Schedule was reviewed by all faculties, colleges, and schools and was approved by Senate at its meeting on January 3, 2018.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate Executive</u>	<u>December 13, 2017</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Senate</u>	<u>January 3, 2018</u>
<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

- 2018-2019 Academic Schedule

MEMO

REGISTRAR'S OFFICE

Room 400 University Centre

PH: 474-9425



UNIVERSITY
OF MANITOBA

Date: November 29, 2017

Memo To: Senate

From: Neil Marnoch, Registrar

A handwritten signature in black ink, appearing to read 'Neil Marnoch'.

Re: **Proposed Academic Schedule for 2018-2019**

The attached proposed 2018-2019 Academic Schedule has been updated based on recommendations approved by Senate at its meeting on November 1, 2017, changes in days and/or dates to conform to the 2018 and 2019 calendars and University Closure dates, along with revised information received from academic units. The proposed schedule has been reviewed by all Faculties, Colleges and Schools. Please note the following:

1. Labour Day in 2018 is September 3; therefore, New Student Orientation will take place on Tuesday, September 4 (see Section 1.2.1). Fall Term classes in most faculties, colleges and schools will begin on Wednesday, September 5 and end on Friday, December 7 (see Section 1.2.2).
2. There are two statutory holidays in the 2018 Fall Term: Thanksgiving Day, Monday, October 8 and Remembrance Day (Holiday Observed), Monday, November 12 (see Section 1.1.1).
3. The Fall Term Break, for most students, is Tuesday, November 13 to Friday, November 16.
4. There are 62 days available for instruction in Fall Term.
5. The 2018 December Examination Period will be from Monday, December 10 through Friday, December 21 (see Section 1.2.6).
6. The university will re-open after the Winter Holiday on Thursday, January 3, 2019. Winter Term classes for most faculties, colleges and schools will commence on Monday, January 7, 2019, and end on Tuesday, April 9. (see Section 1.2.2).
7. There are two statutory holidays in the 2019 Winter Term: Louis Riel Day on Monday, February 18 and Good Friday on April 19 (during the Examination Period).
8. Winter Term Break in 2019 is Tuesday, February 19 to Friday, February 22 (see Section 1.2.5).
9. There are 62 days available for instruction in Winter Term.
10. The 2019 April Examination period will be from Thursday, April 11 through Friday, April 26 (see Section 1.2.6).
11. The deadline for Voluntary Withdrawal is the 48th teaching day of the term for single term courses. In 2018-2019 these dates are Monday, November 19 for Fall Term courses and

Wednesday, March 20 for Winter Term courses (see Section 1.2.3).

Note: Faculties, colleges and schools offering courses with irregular schedules and withdrawal dates must ensure these are well publicized to students.

12. The Voluntary Withdrawal deadline for term spanning courses was determined as per the *Voluntary Withdrawal Policy* approved by Senate in June 2016. The Voluntary Withdrawal deadline for Fall/Winter spanned classes is Friday, January 18, and Wednesday, May 8 for Winter/Summer spanned distance and online courses (see Section 1.2.3).

13. Convocation ceremonies (see Section 1.2.9) will be held as follows:

- | | |
|--|-----------------------|
| ▪ Fall Convocation (Fort Garry Campus) | October 16 - 18, 2018 |
| ▪ Fall Convocation (Bannatyne Campus) | October 26, 2018 |
| ▪ Agriculture Diploma Convocation | May 3, 2019 |
| ▪ Spring Convocation (Bannatyne Campus) | May 23, 2019 |
| ▪ Spring Convocation (Fort Garry Campus) | June 3 - 7, 2019 |
| ▪ Université de Saint-Boniface Convocation | June 10, 2019 |

Note, additional days have been included for Spring Convocation (Fort Garry Campus) to allow for additional ceremonies if necessary.

In addition to Convocation ceremonies, the Annual Traditional Graduation Pow Wow in honour of Aboriginal students will be held on Saturday, May 4, 2019.

14. Dates on the attached schedule presented as information include: Fee Payment deadlines determined by Financial Services (see Section 1.2.4) and deadlines to apply for graduation (Section 1.2.9).

15. Dates for the 2019 Summer Term have not been determined. As per Recommendation 8 of the Academic Schedule Review Committee November 1, 2017 Senate), a committee will be convened to review practices related to the offering of courses in the summer months. Dates will be determined as a result of this review.

Encl.



2018-2019 Academic Schedule

Admission application deadlines are found online at umanitoba.ca/student/admissions. Additional important date information for Faculty of Graduate Studies students is available at umanitoba.ca/faculties/graduate_studies/deadlines.

Faculties, schools, colleges and/or programs may have other important dates and deadlines that are not included in the Academic Schedule.

Section 1: Dates for Fall/Winter Session.....	2
1.1 Dates applicable to all U of M students.....	2
1.2 Dates applicable to most U of M students.....	2
1.2.1 Orientation.....	2
1.2.2 Start and End Dates.....	3
1.2.3 Registration and Withdrawal Dates	3
1.2.4 Fee Deadlines	4
1.2.5 Term Breaks	4
1.2.6 Examination and Test Dates.....	4
1.2.7 Challenge for Credit	4
1.2.8 Final Grade Appeal Deadlines	5
1.2.9 Graduation and University Convocation	5
1.3 Dates applicable to Agriculture Diploma.....	6
1.4 Dates applicable to Art (School of).....	7
1.5 Dates applicable to Business Administration (M.B.A.)	7
1.6 Dates applicable to Dental Hygiene	7
1.7 Dates applicable to Dentistry (including International Dentist Degree Program).....	8
1.8 Dates applicable to Education (B.Ed. only)	9
1.9 Dates applicable to Medicine (excludes Family Social Sciences).....	10
1.10 Dates applicable to Nursing.....	11
1.11 Dates applicable to Occupational Therapy	11
1.12 Dates applicable to Pharmacy	12
1.13 Dates applicable to Physical Therapy	13
1.14 Dates applicable to Respiratory Therapy.....	13
1.15 Dates applicable to Social Work.....	14
Section 2: Dates for Summer Term.....	14

Section 1: Dates for Fall/Winter Session

This section contains information for Fall and Winter Terms, including distance and online courses. See section 3 for Summer Term information, including information for distance and online courses offered over Summer Term.

1.1 Dates applicable to all U of M students:

1.1.1 University Closure

When the University is closed no classes/examinations will be held.

Canada Day (Holiday Observed)	July 2, 2018
Terry Fox Day (Civic Holiday)	August 6, 2018
Labour Day	September 3, 2018
Thanksgiving Day	October 8, 2018
Remembrance Day	November 12, 2018
Winter Holiday	December 22, 2018 to January 2, 2019
Louis Riel Day	February 18, 2019
Good Friday	April 19, 2019
Victoria Day	May 20, 2019
Canada Day	July 1, 2019
Terry Fox Day (Civic Holiday)	August 5, 2019

1.2 Dates applicable to most U of M students:

Some additional or differing date information is included in separate sections for: **Agriculture Diploma, Art (School of), Business Administration (MBA), Dental Hygiene, Dentistry (includes IDDP), Education (B.Ed. only), Medicine (excludes Family Social Sciences), Nursing, Occupational Therapy, Pharmacy, Physical Therapy, Respiratory Therapy, and Social Work.** Students in these programs should also see their respective section of the Academic Schedule.

1.2.1 Orientation

Additional or differing dates exist for: Agriculture Diploma, Art, MBA, IDDP (Dentistry), Education (B.Ed. only), Medicine, Nursing, Occupational Therapy, Physical Therapy, and Respiratory Therapy, and Social Work. Students in these programs should also see their respective section of the Academic Schedule.

New Student Orientation

Fall Term, Fort Garry Campus	September 4, 2018
Winter Term, Fort Garry Campus	January 4, 2019
Faculty of Arts, Faculty of Engineering, Faculty of Environment, Earth & Resources, Faculty of Law, Faculty of Science	September 4, 2018
Faculty of Architecture, Environmental Design Program	August 27, 2018
School of Business	varies, see School schedule
Faculty of Kinesiology & Recreation Management	July 6 & 9, 2018
Faculty of Music	TBA
Family Social Sciences, Health Sciences and Health Studies	
New student information session	September 4, 2018

1.2.2 Start and End Dates

Additional or differing dates exist for: **Agriculture Diploma, MBA, Dental Hygiene, Dentistry, Education, Medicine, Nursing, Occupational Therapy, Pharmacy, Physical Therapy, Respiratory Therapy, and Social Work.** Students in these programs should also see their respective section of the Academic Schedule.

Fall Term

No classes, examinations or tests will be held Dec. 8 to 9, 2018.

September 5 to December 7, 2018

Winter Term

No classes, examinations or tests will be held Apr. 19, 2019.

January 7 to April 9, 2019

Winter/Summer Term spanned distance and online courses

January 7 to July 4, 2019

1.2.3 Registration and Withdrawal Dates

Additional or differing dates exist for: **Agriculture Diploma and other faculties, colleges and/or schools offering irregularly scheduled courses.** Agriculture Diploma students should also see their respective section of the Academic Schedule; all others should also refer to either the 'Irregular Refund and Voluntary Withdrawal Deadline' information posted on the Registrar's Office website (http://umanitoba.ca/registrar/fees/irregular_refund_vw_deadlines.html), or the Class Schedule.

Regular Registration Period

Fall Term and Fall/WinterTerm classes

Ends September 4, 2018

Winter Term classes and

Winter/Summer term spanned distance and online courses

Ends January 6, 2019

Limited Access Term Expiry Dates

Fall Term and Fall/WinterTerm classes

August 9, 2018

Winter Term classes and

Winter/Summer term spanned distance and online courses

December 3, 2018

Late Registration/Registration Revision Period

A financial penalty may be assessed for late registrations. Students may use this period of time to make changes to their selected courses or class schedule. *NEW – Last day to drop is 1 day prior to the end of the Registration Revision Period.

Fall Term and Fall/WinterTerm classes

September 5 to 19, 2018

Winter Term classes and

Winter/Summer term spanned distance and online courses

January 7 to 21, 2019

Last Date to Drop without Penalty

Last date to drop and have course excluded from transcripts; VWs will be recorded on transcripts for courses dropped after this date. **There will be no refunds for courses dropped after this date.** Additional or differing dates exist for **Agriculture Diploma**; students in this program should also see their respective section of the Academic Schedule.

Fall Term and Fall/WinterTerm classes

September 18, 2018

Winter Term classes and

Winter/Summer term spanned distance and online courses

January 18, 2019

Last Date to Register/Registration Revision Deadline

Fall Term and Fall/WinterTerm classes

September 19, 2018

Winter Term classes and

Winter/Summer term spanned distance and online courses

January 21, 2019

Voluntary Withdrawal (VW) deadline

Last date to withdraw and not receive a final grade; students cannot withdraw from courses after this date.

Fall Term classes	November 19, 2018
Fall/Winter Term spanned classes	January 18, 2019
Winter Term classes	March 20, 2019
Winter/Summer Term spanned distance and online courses	May 8, 2019

1.2.4 Fee Deadlines

Fee Payment Deadline

A financial penalty will be assessed on accounts with an outstanding balance after this date. Additional or differing dates exist for **Agriculture Diploma** students; students in these programs should also see their respective section of the Academic Schedule.

Fall Term	October 3, 2018 (subject to change)
Winter Term	February 5, 2019 (subject to change)

See Section 1.2.3 for the Last Day to Drop without Penalty

1.2.5 Term Breaks

Academic and administrative offices will be open during this period; no classes/examinations will be held for students. Additional or differing dates exist for: **Agriculture Diploma, MBA, Dental Hygiene, Dentistry, Education (B.Ed. only), Medicine, Occupational Therapy, Pharmacy (Year 4), Physical Therapy, and Respiratory Therapy**. Students in these programs should also see their respective section of the Academic Schedule.

Fall Term Break The UofM will be closed Monday Nov. 12 for Remembrance Day (see 1.1.1).	November 13 to 16, 2018
Winter Term Break The UofM will be closed Monday Feb. 18 for Louis Riel day (see 1.1.1).	February 19 to 22, 2019

1.2.6 Examination and Test Dates

*Students are reminded that they must remain available until all examination and test obligations have been fulfilled. Additional or differing dates exist for: **Agriculture Diploma, Dental Hygiene, Dentistry, Education, Medicine, and Pharmacy**. Students in these programs should also see their respective section of the Academic Schedule. **Students in faculties, colleges, schools or programs offering irregularly scheduled courses** should also see the exam timetable available through their program office.*

Fall Term (includes tests and midterm exams for Fall/Winter Term classes)

No classes, examinations or tests will be held Dec. 8 or 9, 2018.

December 10 to 21, 2018

Winter Term (includes final exams for Fall/Winter Term classes)

No classes, examinations or tests will be held Apr. 19, 2019.

April 11 to 26, 2019

1.2.7 Challenge for Credit

This information is only for those academic units that extend supplemental examination privileges.

Challenge for Credit application deadline:

For classes offered Fall Term 2018	September 19, 2018
For classes offered Winter Term 2019	January 15, 2019

1.2.8 Final Grade Appeal Deadlines

For final grades received for Fall Term 2018 classes	January 23, 2019
For final grades received for Winter Term 2019 and Fall 2018/Winter 2019 classes	June 10, 2019

1.2.9 Graduation and University Convocation

Degrees, Diplomas and Certificates will be awarded at Convocation. *Graduation date may differ from Convocation Ceremony date. Additional or differing dates exist for Agriculture Diploma, Dental Hygiene, Dentistry, Medicine, Occupational Therapy, Pharmacy, Physical Therapy, and Respiratory Therapy; students in these programs should also see their respective section of the Academic Schedule.*

For students graduating Fall 2018:

Deadline to apply online to graduate <i>for most Undergraduate students</i>	August 1, 2018
Faculty of Graduate Studies Submission Deadline*	August 30, 2018
Convocation Ceremony (Fort Garry Campus)	October 16 to 18, 2018
Convocation Ceremony (Bannatyne Campus)	October 26, 2018

For students graduating February 2019:

Deadline to apply online to graduate <i>for most Undergraduate students</i>	September 19, 2018
Faculty of Graduate Studies Submission Deadline*	January 3, 2019
Graduation date for students graduating in February	February 6, 2019
Convocation Ceremony (Fort Garry Campus)	June 3 to June 7, 2019

For students graduating Spring 2019:

Deadline to apply online to graduate <i>for most Undergraduate students</i>	January 21, 2019
Faculty of Graduate Studies Submission Deadline*	April 2, 2019
Convocation Ceremony – Agriculture Diploma	May 3, 2019
Convocation Ceremony – Bannatyne Campus	May 23, 2019
Convocation Ceremony – Fort Garry Campus	June 3 to June 7, 2019
Convocation Ceremony – Université de Saint-Boniface	June 10, 2019

Graduate Studies Submission Deadline* for students graduating Fall 2019 August 29, 2019

Annual Traditional Graduation Pow Wow in honour of Indigenous graduates May 4, 2019

** Last date for receipt by Graduate Studies of Theses/Practica and reports on Theses/Practica, comprehensive examinations, and project reports from students, and lists of potential graduands from departments.*

1.3 Dates applicable to Agriculture Diploma:

1.3.1 Orientation

September 19, 2018

1.3.2 Start and End Dates

Fall Term

September 20 to December 7, 2018

Winter Term

January 7 to March 29, 2019

1.3.3 Registration and Withdrawal Dates

Regular Registration Period

Fall Term and Fall/Winter Term classes

Ends September 19, 2018

Winter Term classes

Ends January 6, 2019

Late Registration/Registration Revision Period

A financial penalty may be assessed on late registrations. Students may use this period of time to make changes to their selected courses or class schedule.

Fall Term and Fall/Winter Term classes

September 20 to October 4, 2018

Winter Term classes

January 7 to January 21, 2019

Last Day to Drop without Penalty

Last date to drop and have class excluded from transcripts; VWs will be recorded on transcripts for classes dropped after this date.

Fall Term and Fall/Winter Term classes

October 3, 2018

Winter Term classes

January 18, 2019

Last Date to Register/Registration Revision Deadline

Fall Term and Fall/Winter Term classes

October 4, 2018

Winter Term classes

January 21, 2019

Voluntary (VW) Withdrawal deadline

Last date to withdraw and not receive a final grade; students cannot withdraw from classes after this date.

Fall Term classes

November 16, 2018

Winter Term and Fall/Winter Term classes

March 8, 2019

1.3.4 Fee Deadlines

Fee Payment Deadline

Administrative date, TBD

See section 1.3.3 for the Last Day to Drop without Penalty and Last Date to Register

1.3.5 Term Breaks

The academic and administrative offices will be open during this period, but there will be no classes/examinations held for students.

Fall Term Break

November 13, 2018

Winter Term Break

See section 1.2.5

1.3.6 Examination and Test Dates

Fall Term (includes tests and midterm exams for Fall/Winter Term classes)

December 10 to 19, 2018

Winter Term (includes final exams for Fall/Winter Term classes)

April 1 to 10, 2019

1.3.7 School of Agriculture Convocation

May 3, 2019

1.4 Dates applicable to Art (School of):

1.4.1 Orientation	September 4, 2018
--------------------------	-------------------

1.4.2 Field Trip

First Year Field Trip	TBA
-----------------------	-----

1.5 Dates applicable to Business Administration (M.B.A.):

1.5.1 Orientation

Fall Term	TBA
Winter Term	TBA

1.5.2 Start and End Dates

Fall Term	August 20 to December 7, 2018
Winter Term	January 3 to April 30, 2019
Summer Term	May 1 to August 30, 2019

1.5.3 Term Breaks

The academic and administrative offices will be open during this period, but there will be no classes/examinations held for students.

Fall Term Break	n/a
Winter Term Break	See section 1.2.5

1.6 Dates applicable to Dental Hygiene:

1.6.1 Start and End Dates

Year 2

Fall Term Classes	August 20 to November 30, 2018
Winter Term Classes	January 7 to April 5, 2019

Year 3

Fall Term Classes	August 13 to November 30, 2018
Fall Term Clinics	TBA to December 7, 2018
Winter Term Classes	January 7 to April 5, 2019
Winter Term Clinics	January 7 to April 12, 2019

1.6.2 Term Breaks

The academic and administrative offices will be open during this period, but there will be no classes/examinations held for students.

Fall Term Break	n/a
Winter Term Break	February 25 to March 1, 2019

1.6.3 Examination and Test Dates

Year 2

Fall Term (includes tests and midterm exams for Fall/Winter Term classes)	December 3 to 14, 2018
Winter Term	April 8 to 12, 2019

Year 3

Fall Term (includes tests and midterm exams for Fall/Winter Term classes)	December 10 to 14, 2018
Winter Term	April 15 to 18, 2019

1.6.4 Convocation Ceremony – Bannatyne Campus	May 23, 2019
--	--------------

1.7 Dates applicable to Dentistry (including International Dentist Degree Program):

1.7.1 Start and End Dates

DENT 2440 IDDP Orientation	TBA
Years 1 and 2 Classes and Clinics	
Fall Term	August 13 to November 30, 2018
Winter Term	January 7 to May 3, 2019
Year 3/IDDP 1 Classes and Clinics	
Fall Term	August 7 to November 30 (classes) & December 7 (clinics), 2018
Winter Term	January 7 to May 3, 2019
Year 4/IDDP 2 Classes and Clinics	
Fall Term	August 7 to December 7, 2018 (classes & clinics)
Winter Term	January 7 to April 26, 2019

1.7.2 Term Breaks

The academic and administrative offices will be open during this period, but there will be no classes/examinations held for students.

Fall Term Break	n/a
Winter Term Break	February 25 to March 1, 2019

1.7.3 Examination and Test Dates

Years 1, 2 and 3/IDDP 1

Fall Term (includes tests and midterm exams for Fall/Winter Term classes)	December 3 to 14, 2018
Winter Term	May 6 to 17, 2019

Year 4/IDDP 2

Fall Term (includes tests and midterm exams for Fall/Winter Term classes)	December 10 to 14, 2018
Winter Term	January 14-18, 2019

1.7.4 Convocation Ceremony – Bannatyne Campus

May 23, 2019

1.8 Dates applicable to Education (B.Ed. only):

Note: Unless registered in a B.Ed. course, PBDE students follow the dates listed in Section 1.2: Dates applicable to most U of M students.

1.8.1 Orientation

September 7, 2018

1.8.2 Start and End Dates

Note: Practicum dates may vary by practicum placement.

Fall Term

Practicum Block	September 4 to 6, 2018
Practicum Monday	September 10, 17, & 24; October 1, 15, & 29; November 5, 2018
Classes	September 11 to November 9, 2018
Practicum Block	November 19 to December 14, 2018

Winter Term

Program Days	January 7, 2019
Classes	January 8 to March 15, 2019
Practicum Mondays	January 14, 21, & 28; February 4, 11, & 25; March 4 & 11, 2019
Practicum Block	March 18 to 22; April 1 to 25, 2019

1.8.3 Term Breaks

The academic and administrative offices will be open during this period, but there will be no classes/examinations held for students.

Fall Term Break *Note: Dates may vary by practicum placement.* see section 1.2.5

Winter Term Break see section 1.2.5

Winter Practicum Break *Note: Dates may vary by school division and/or practicum placement.* March 25 to 29, 2019

1.8.4 Examination and Test Dates

Fall Term (as required) November 10, 2018

Winter Term (as required) March 16, 2019

1.9 Dates applicable to Medicine (excludes Family Social Sciences):

Note: Family Social Sciences students follow the dates listed in Section 1.2: Dates applicable to most U of M students.

1.9.1 Orientation

Medicine Inaugural Exercises August 22, 2018

1.9.2 Start and End Dates

Year 1

Fall Term August 21 to December 21, 2018

Winter Term January 7 to May 31, 2019

Year 2

Fall Term August 27 to December 21, 2018

Winter Term January 7 to May 31, 2019

Year 3

Fall Term August 27 to December 21, 2018

Winter Term January 7 to May 3, 2019

Summer Term June 1 to August 2, 2019

Year 4

Fall Term August 20 to December 21, 2018

Winter Term January 7 to May 3, 2019

B.Sc. (Med)

June 3 to August 23, 2019
(subject to change)

1.9.3 Term Breaks

The academic and administrative offices will be open during this period, but there will be no classes/examinations held for students.

Year 1 and 2

Fall Term Break n/a

Winter Term Break March 18 to 22, 2019

Year 3

Fall Term Break n/a

Winter Term Break n/a

Summer Term Break August 5 to 16, 2019

Year 4

Fall Term Break n/a

Winter Term Break n/a

1.9.4 Convocation – Bannatyne Campus

May 23, 2019

1.10 Dates applicable to Nursing:

1.10.1 Orientation

Year 2 Students admitted for Fall Term	September 4 to 5, 2018
Year 2 Students admitted for Winter Term	January 3 to 4, 2019

1.10.2 Start and End Dates

Year 2 Fall Term Classes	September 6 to December 7, 2018
Year 3 & 4 Fall Term Classes	see section 1.2.2
Winter Term Classes	see section 1.2.2
Nursing Practice	
Fall Term Nursing Practice 1 to 6	Dates vary, see class schedule
Winter Term Nursing Practice 1 to 6	Dates vary, see class schedule
Year 4 NURS 4580 Senior Practicum	
Winter Term	January 7 to March 29, 2019
Summer Term	May 6 to July 27, 2019

1.11 Dates applicable to Occupational Therapy:

1.11.1 Year 1 Orientation	August 23 & 24, 2018
----------------------------------	----------------------

1.11.2 Start and End Dates

Year 1

Fall Term Classes	August 27 to November 16, 2018
Basic Fieldwork	November 19 to December 14, 2018
Winter Term Classes	January 7 to May 3, 2019
Intermediate Fieldwork 1	May 6 to June 28, 2019

Year 2

Fall Term Classes	August 27 to December 14, 2018
Intermediate Fieldwork 2	January 7 to March 1, 2019
Winter Term Classes	March 11 to June 21, 2019
Advanced Fieldwork	<i>flexible start and end dates between</i> June 24 to September 13, 2019

1.11.3 Term Breaks

The academic and administrative offices will be open during this period, but there will be no classes/examinations held for students.

Fall Term Break	n/a
Winter Term Break	March 4 to 8, 2019

**Note: Some students may need to complete fieldwork during the mid-term break depending on availability of fieldwork sites.*

1.11.4 Convocation – Bannatyne Campus	October 26, 2018
--	------------------

1.12 Dates applicable to Pharmacy:

1.12.1 Orientation

Year 1 Orientation	September 4, 2018
--------------------	-------------------

1.12.2 Start and End Dates

Year 1

Fall Term Classes	see section 1.2.2
Winter Term Classes	see section 1.2.2

Year 2

Fall Term Classes	September 4 to December 7, 2018
Winter Term Classes	see section 1.2.2
SPEP 2	May 6 to 17, 2019

Year 3

Fall Term Classes	see section 1.2.2
Winter Term Classes	January 3 to March 27, 2019
SPEP 3	April 8 to May 3, 2019

Year 4

Fall Term Classes	September 4 to October 29, 2018
SPEP 4 – Block 1	November 5 to December 14, 2018
Electives – Block 1	November 5 to December 21, 2018
Winter Term Classes	n/a
SPEP 4 – Block 2	January 7 to February 15, 2019
Electives – Block 2	January 7 to February 22, 2019
SPEP 4 – Block 3	February 25 to April 5, 2019
Electives – Block 3	February 25 to April 12, 2019

1.12.3 Term Breaks

The academic and administrative offices will be open during this period, but there will be no classes/examinations held for students.

Year 1, 2 and 3	see section 1.2.5
-----------------	-------------------

Year 4	n/a
--------	-----

1.12.4 Examination and Test Dates

Year 1	see section 1.2.6
--------	-------------------

Year 2

Fall Term Exams	see section 1.2.6
Winter Term Exams	April 12 to 26, 2019

Year 3

Fall Term Exams	see section 1.2.6
Winter Term Exams	March 29 to April 5, 2019

Year 4

Fall Term Exams	October 31 to November 2, 2018
Winter Term Exams	n/a

1.12.4 Convocation – Bannatyne Campus

May 23, 2018

1.13 Dates applicable to Physical Therapy:

1.13.1 Orientation

n/a

1.13.2 Start and End Dates

Fall Term

MPT1 Classes

August 7 to December 21, 2018

MPT2 Classes

August 7 to October 12, 2018

MPT2 Fall Term Placement

1x5 week placement between
October 15 to December 21, 2018

Winter Term

MPT1 & MPT2 Classes

January 3 to March 22, 2019

MPT1 & MPT2 Winter Term Placements

2x6 week placements between
April 1 to August 2, 2019

1.13.3 Term Breaks

The academic and administrative offices will be open during this period, but there will be no classes/examinations held for students.

Fall Term Break

n/a

Winter Term Break

March 25 to 29, 2019

1.13.4 Convocation – Bannatyne Campus

October 26, 2018

1.14 Dates applicable to Respiratory Therapy:

1.14.1 Orientation

Year 1

August 30 & 31, 2018

Year 3

August 16 & 17, 2018

1.14.2 Start and End Dates

Year 1

Fall Term

September 4 to December 21, 2018

Winter Term

January 3 to May 24, 2019

Year 2

Fall Term

September 4 to December 21, 2018

Winter Term

January 3 to June 21, 2019

Year 3

Fall Term

August 20 to December 14, 2018

Winter Term

January 2 to April 26, 2019

1.14.3 Term Breaks

The academic and administrative offices will be open during this period, but there will be no classes/examinations held for students.

Fall Term Break	n/a
Winter Term Break	February 19 to 22, 2019

1.14.4 Convocation – Bannatyne Campus

October 26, 2018

1.15 Dates applicable to Social Work:

1.15.1 Orientation

Fort Garry, Inner City Field Instruction Orientation	September 4, 2018
---	-------------------

1.15.2 Start and End Dates

Field Instruction*	
Fall Term	September 5 to December 14, 2018
Winter Term	January 7 to April 19, 2019

**Note: Some students may need to complete fieldwork during the fall and/or winter term breaks.*

Section 2: Dates for Summer Term

***Pending Review**



AGENDA ITEM: Approval of Suspension of Admissions to the Bachelor of Science (Honours) and Bachelor of Science (Major) in Biotechnology

RECOMMENDED RESOLUTION:

For information

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The Board policy on *Admission Targets* (section 2.6) specifies that the President may suspend admissions to a program for defined time periods at intervals of no more than 24 months following consultation and discussion with the applicable Unit's dean or director, with Senate and with the Board of Governors, subject to the provisions of the provincial Programs of Study Regulation.

At its meeting on December 6, 2017, Senate was informed that the President had approved a request from the Faculty of Science to temporarily suspend admissions to the Bachelor of Science (Honours) and the Bachelor of Science (Major) degrees in Biotechnology, for a period of two years. Pending approval by the Province, suspension of admissions would take effect for the Fall 2018.

The President had previously consulted with Senate (June 21, 2017) and with the Board of Governors (September 26, 2017) regarding a request to suspend admissions to the programs.

RESOURCE REQUIREMENTS:

N/A

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

The temporary suspension of admissions to the B.Sc.(Hons.) and B.Sc.(Maj.) degrees in Biotechnology will not adversely affect students currently enrolled the programs.

ALTERNATIVES:

N/A

CONSULTATION:

The President's decision to suspend admissions to the programs was communicated to Senate Executive (November 22, 2017) and to Senate (December 6, 2017), for information.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	President	October 10, 2017
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Senate Executive	November 22, 2017
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Senate	December 6, 2017
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: Senate

Submission approved by: University Secretary

Attachments

- Correspondence from the President and Vice-Chancellor RE: Suspension of Admissions to the Biotechnology Major – B.Sc.(Hons.), B.Sc.(Maj.) [dated October 10, 2017]




UNIVERSITY
OF MANITOBA

Office of the President

202 Administration Building
Winnipeg, MB
Canada R3T 2N2
Telephone: 204-474-9345
Fax: 204-261-1318

DATE: October 10, 2017

TO: Jeff Leclerc
University Secretary

FROM: David T. Barnard, Ph.D.
President and Vice-Chancellor 

RE: Suspension of Admissions to the Biotechnology Major – B.Sc. (Hons.), B.Sc. (Maj.)

The recommendation to suspend admissions to the Biotechnology major (B.Sc. Honours, B.Sc. Major) was brought forward for consultation with Senate on June 21, 2017 and the Board of Governors on September 26, 2017, with no significant concerns being raised. Under the Admissions Targets Policy, it is the President who approves changes to, or the introduction of, enrolment limits following consultation and discussion with the dean or director, Senate and the Board of Governors.

As a result, admissions to the Biotechnology major should be suspended for the Fall 2018 intake pending approval by the province under the provincial Program of Study regulations. I would request that you proceed accordingly.

Cc: Dr. Janice Ristock, Provost and Vice-President (Academic)
Dr. David Collins, Vice-Provost (Integrated Planning and Academic Programs)
Dr. Stefi Baum, Dean, Faculty of Science
Mr. Jeff Adams, Executive Director, Enrolment Services
Mr. Neil Marnoch, Registrar
Mr. Randy Roller, Executive Director, Office of Institutional Analysis
Ms. Cassandra Davidson, Academic Programs Specialist



AGENDA ITEM: Proposal for a Master of Human Rights

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve a proposal to establish a Master of Human Rights.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The purpose of the proposed Master of Human Rights would be, "... to integrate human rights perspectives into... careers in the private and/or public sectors by developing research, advocacy, and negotiation skills, as well as professional competencies. The program will emphasize critical engagement with the conception, practice and institutionalization of human rights while preparing students to make ethical, informed, innovative and effective contributions to human rights work locally, nationally and globally."

Students would be required to complete 18 credit hours of course work and either (i) a practicum and a major research project or (ii) a thesis. Course work requirements would include three core courses (HMRT 7100 – Theory and Practice in Human Rights, HMRT 7200 – Selected Topics in Human Rights, HMRT 7300 – Human Rights Law) and a minimum of three additional courses from a list of approved electives, including graduate (7000- level) and post-baccalaureate (5000-level) courses, and undergraduate Law courses. Students whose first language is English would also be required to demonstrate working knowledge of a second language in order to graduate, as described in section B-1 of the proposal.

The proposed program would be a 16-month program, for those in the practicum/major research project stream. The thesis stream would be a 16- to 24- month program.

A maximum of twenty (20) students would be admitted to the program annually.

RESOURCE REQUIREMENTS:

Establishment of the program would require the introduction of four courses (12 credit hours). The program would also make use of existing courses from programs across the University, as outlined in Appendix A in the proposal.

The total cost of delivering the program would be \$447,331, in Year 4. Resources would be derived from the following sources:

- tuition and practicum fees, which would generate \$195,381 and \$10,150, respectively, assuming an annual intake of 20 students and taking into account inflation;
- annual income (\$121,800) from a \$3 million endowment fund for a research chair, to be established with a gift from a private donor(s);
- annual income (\$80,000) from a \$2 million endowment fund for graduate fellowships and bursaries, to be established with a gift from private donors and, potentially, matching funds

(\$40,000) from the Manitoba Scholarship and Bursary Initiative. To date, \$500,000 has been raised toward this fund.

The Faculty of Law would provide \$35,287 in 2019-20 to cover start-up costs that would be incurred before there was sufficient income from tuition and the endowment fund to fully support the program.

The Faculty of Law has sufficient space in Robson Hall to accommodate two additional faculty members, including the program Director, and additional administrative staff who would be hired to support the program. Space in the building is being furnished to accommodate twenty graduate student study carrels.

The University Library could support the program with the purchase of fourteen monographs to address deficiencies in the current collection. The cost (\$400) could be covered using existing resources.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

The proposed program is consistent with the Human Rights and Social Justice research theme, one of several core thematic research areas identified for enhancement in *The University of Manitoba – Strategic Research Plan 2015 – 2020*.

The program would also respond to institutional priorities for Inspiring Minds through innovative and quality teaching, including by increasing opportunities for experiential learning (*Taking Our Place: University of Manitoba Strategic Plan, 2015 – 2020*) and increasing graduate enrolment (*Strategic Enrolment Management: Planning Framework 2013 -2018*).

IMPLICATIONS:

The proposed program would address a need for individuals, including citizens, government and non-government workers, and business leaders, who understand Indigenous, newcomer, disability, linguistic, religious, and gender rights and cultures in a context of changing demographics in Canada. The program would prepare graduates to work in diverse careers, including with (i) civil society organizations; (ii) governmental and international or regional departments and organizations concerned with human rights, justice, immigration and refugees, social services, health, etc.; (iii) Canadian human rights commissions, labour boards, and ombudspersons; (iv) educational institutions that will design and implement education concerning human rights; and (v) corporations and arts organizations that take human rights into account in their operations.

The program would be the only Master of Human Rights program in Canada.

ALTERNATIVES:

N/A

CONSULTATION:

This proposal is forwarded to the Board of Governors by Senate following consultation with the Faculty Council of Graduate Studies on Program and Curriculum Changes, the Senate Planning and Priorities Committee, and Senate Executive.



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"/>	Faculty Council of Graduate Studies on Program and Curriculum Changes	June 24, 2016
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate Planning and Priorities Committee	November 27, 2017
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate Executive	December 13, 2017
<input type="checkbox"/>	<input type="checkbox"/>	Senate	January 3, 2018
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: Senate

Submission approved by: University Secretary

Attachments

- Proposal for a Master of Human Rights
- Report of the Senate Planning and Priorities Committee on a proposal to establish a Master of Human Rights [November 27, 2017]
- Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes [June 24, 2016]



Robson Hall
Winnipeg, Manitoba R3T 2N2
Canada
Fax (204) 474-7580
Phone (204) 474-6130

Date: Dec. 1, 2017

To: Dr. David Barnard, University of Manitoba Senate

From: Dr. Jonathan Black-Branch, Dean of Law

A handwritten signature in blue ink, appearing to read "J. Black-Branch".

Re: Updated Master of Human Rights proposal for Senate

I have attached an update to the Master of Human Rights proposal regarding locating the proposed new program in the Faculty of Law. I intend at the earliest possible opportunity to move that Senate resume consideration of the MHR proposal with these clarifications/modifications. Below is some background information that I hope senators will find useful in their deliberations.

In response to concerns raised at the April 5, 2017, meeting of Senate that the Master of Human Rights should report to a teaching Faculty, Law Faculty Council voted unanimously June 28, 2017, to base the new interdisciplinary program at the Faculty of Law. Minor adjustments have been made to the proposal to reflect this administrative change, including a plan to physically locate MHR staff and students in Robson Hall and a revised budget. The MHR will be guided by an inter-faculty committee and the MHR director will now report to the Dean of Law directly.

Vice-President (External) John Kearsy has confirmed that a family foundation will endow a \$3-million chair to support the MHR academic program, with a formal announcement on December 8, 2017.

I believe that these changes adequately address the concerns expressed by the senators in April.

Graduate Studies Dean Todd Mondor has reviewed this updated proposal and supports moving it forward to Senate.

CC. Shannon Coyston, Office of the University Secretary

Dr. Todd Mondor, dean of Graduate Studies



Robson Hall
Winnipeg, Manitoba R3T 2N2
Canada
Fax (204) 474-7580
Phone (204) 474-6130

Date: Nov. 14, 2017

To: Ada Ducas, chair, Senate Planning and Priorities Committee

From: Dr. Jonathan Black-Branch, Dean of Law

Re: Updated Master of Human Rights proposal for Senate

I have attached an update to the Master of Human Rights proposal regarding housing the proposed new program in the Faculty of Law. I hope that SPPC will agree to review this update at your Nov. 27, 2017, meeting before I move that Senate resume consideration of the MHR proposal with these clarifications/modifications.

In response to concerns by some senators at the April 5, 2017, Senate meeting that the Master of Human Rights should report to a teaching faculty, Law Faculty Council voted unanimously June 28, 2017, to base the new interdisciplinary program at the Faculty of Law. Modest adjustments have been made to the proposal to reflect this administrative change, including a plan to physically locate MHR staff and students in Robson Hall. The MHR will continue to be guided by an inter-faculty committee but the MHR director will now report to the Dean of Law directly. The proposal's budget has been updated using a new template provided by the university's financial planning office.

Vice-President (External) John Kearsy has confirmed that a family foundation will endow a \$3-million chair to support the MHR academic program. This should go a long way towards allaying any further concerns among senators.

Graduate Studies Dean Todd Mondor has reviewed this updated proposal and supports moving it forward to SPPC and Senate.

CC. Shannon Coyston, Office of the University Secretary

Dr. Todd Mondor, dean of Graduate Studies

NEW PROGRAM OF STUDY

Under *The Advanced Education Administration Act*

Universities and colleges requesting approval for a **new** program of study from Education and Advanced Learning must apply using this application form. This form reflects the requirements set out in the Programs of Study Regulation (MR 134/2015) under *The Advanced Education Administration Act*.

UM INTERNAL REQUIREMENTS:



UNIVERSITY
OF MANITOBA

1. Following unit approval, please submit the complete proposal electronically (.docx) both to the Office of the Provost & Vice-President (Academic) and, for:
 - Undergraduate Programs:* Office of the University Secretary (for Senate submission deadlines visit <http://umanitoba.ca/admin/governance/meetings/index.html>.)
 - Graduate Programs:* Faculty of Graduate Studies (for timelines visit http://umanitoba.ca/faculties/graduate_studies/admin/program_approval_timeline.html.)
2. Along with the information requested below, please **append** details on the following:
 - a) ALD Financial Support Form [*available through the Office of the Provost & Vice-President (Academic)*]
 - b) Admission and/or transfer criteria for the proposed program.
 - c) Course details for required coursework, including title, course number, credit hours and calendar description. Highlight any proposed new courses and attach:
 - Undergraduate Programs:* for SCCCC Program and Course Change forms, as applicable, visit <http://umanitoba.ca/admin/governance/forms/index.html>
 - Graduate Programs:* for course change forms visit http://umanitoba.ca/faculties/graduate_studies/admin/course_changes.html
 - d) Any new academic regulations for the program that are not currently addressed in existing faculty/college/school requirements.
 - e) Letters of support from internal units that may be impacted by the proposed new program and any external letters of support as outlined below.
 - f) Library statement of support.
3. Please direct questions to Cassandra Davidson, Program Analyst at Cassandra.Davidson@umanitoba.ca in the Office of the Provost and Vice-President (Academic).

SECTION A – PROPOSAL DETAILS

Institution: **UNIVERSITY OF MANITOBA**

Applicable faculties/department with responsibility for the program: Law

If program is a joint program, list all participating institutions and the roles of each in delivering the proposed program:
N/A

Program name: Master of Human Rights

Credential awarded: MHR

Funding request: Nil

Proposed start date: 2020-09-03

Office Use Only

One-time funding: _____

On-going funding: _____

List any critical issues that may impact the start date of the program: Sufficient time following government approval to recruit students. Note that international students will require longer to complete paperwork for visas, medical insurance, travel etc.

UM INTERNAL REQUIREMENT: Contact Law Dean Dr. Jonathan Black-Branch, jonathan.black-branch@umanitoba.ca, 204-474-9282

B-1 Provide a general description of the program and its objectives: *(Include intended purpose, curriculum design, and highlight distinctive attributes)*

Canada's only Master of Human Rights degree program will equip graduates to help address the increasingly complex human rights challenges of the 21st century. It will be broadly interdisciplinary and take advantage of expertise in the University of Manitoba's professional schools, including Law, Education and Social Work. The MHR program will prepare students to integrate human rights perspectives into their careers in the private and/or public sectors by developing research, advocacy and negotiation skills, as well as professional competencies. The program will emphasize critical engagement with the conception, practice and institutionalization of human rights while preparing students to make ethical, informed, innovative and effective contributions to human rights work locally, nationally and globally.

The MHR pulls together existing human rights courses from numerous University of Manitoba faculties to form a coherent program, with the addition of new core courses, a practicum, a major research project and a thesis option.

Program Requirements

Minimum requirements of the Faculty of Graduate Studies are found in the Graduate Studies Master's Regulations section of the University of Manitoba calendar. The MHR has the following additional requirements:

- Students will complete 18 course credits and one of the following:
 - a practicum and a major research project or
 - a thesis.
- The credit courses will consist of nine credit-hours of required 7000-level graduate courses and at least nine credit-hours of additional graduate-level (7000), Law or post-baccalaureate (5000-level) courses from an approved list (see Appendix A).
- MHR students whose original language is English are required to demonstrate working knowledge of a second language by the time of graduation. Note that American Sign Language is among the languages recognized by the program. To satisfy the language requirement, students must either:
 - pass a language competency test approved by the MHR program; or
 - pass a program-approved language course. This course will be taken in addition to the 18 required course credits. Students who hope to work internationally should consider selecting one of the official languages of the United Nations (Arabic, Chinese, French, Russian and Spanish) or another world language such as German.

The Dean of the Faculty of Graduate Studies may waive this requirement in appropriate circumstances, including where a student provides other evidence of competence in a second language, such as a high school graduation certificate or transcript in that language, confirmation of work experience in the second language or a transcript of advanced education in the second language.

Governance

The MHR program will be based in the Faculty of Law and work in collaboration with three other faculties (Arts, Education, and Social Work) and three centres (Centre for Human Rights Research, Mauro Centre for Peace and Justice and National Centre for Truth and Reconciliation) at the University of Manitoba, with support from other faculties as appropriate as the program develops. The program director will report to the Dean of Law. (See first page of the attached Supplemental Regulations for governance details.)

Location

The new program will be physically located on the Fort Garry campus near the offices and classrooms of partner faculties Law, Arts and Social Work. Robson Hall has sufficient existing space to accommodate the program, which will facilitate joint activities with law students.

Admission

Admission requirements include those of the Faculty of Graduate Studies found in the Graduate Studies Master's Regulations section of the University of Manitoba calendar. Additional requirements specific to this program are:

- Normally, a four-year bachelor's degree with at least a B average (3.0 GPA) in the last 60 credit hours of study, or equivalent, to be completed before admission. Note that, due to the competitive nature of the admissions process, students with a higher GPA may have a greater chance of acceptance.
- English Language Proficiency at the same level as the Faculty of Law requires from LLM applicants (see details in Supplemental Regulations below).
- Normally, at least one undergraduate-level course in human rights or equivalent field experience is preferred.
- Two letters of reference.
- Statement of interest (maximum two pages) that includes reasons for seeking admission, an outline of the applicant's relevant background, a tentative indication of whether the student is likely to pursue a thesis or practicum, and a potential thesis topic, if applicable.

B-2 Length of Program: (Define the length of the proposed program using measures appropriate to the schedule and delivery format. This will include total *course credits and weeks/months, and, where relevant, hours and semesters of instruction*)

1. Practicum stream, which we expect will attract the majority of students: 16 months
2. Thesis stream: 16 to 24 months

B-3 Intended outcomes of the program:

B-3.1 Describe how this program serves and advances the academic, cultural, social and economic needs and interests of students and the province:

Human rights figure increasingly prominently in politics, business, policy, law, education, civil society organizations and movements for social change. The myriad of complex human rights issues confronting Manitoba, Canada and the world are best tackled through a broad-based approach that spans histories, cultures and academic disciplines.

“What we’re looking for is a whole new generation of leaders who can in fact function in a multidisciplinary context.”

Senator Roméo Dallaire, Oct. 5, 2012, Robson Hall

Manitoba's needs

Economic development and investment in people remain priorities of the current government. A coalition of local organizations is working on a plan to have Winnipeg emerge as a leading city for human rights education; a Master of Human Rights program would be a major step forward for this initiative. The swearing-in of Manitoba Premier Brian Pallister's first cabinet at the Canadian Museum for Human Rights in 2016 underscores the growing importance of human rights to the region.

The Government of Manitoba stated in its 2016 budget that new projects “will be reviewed to assess their return on investment and social benefits.” The proposed MHR is an excellent example of social investment, since graduates will help Manitobans overcome human rights barriers preventing them from flourishing and fully participating in public life, including employment. This is especially important for those from vulnerable or historically marginalized groups such as Indigenous people and immigrant newcomers. Manitoba Budget 2017 “sustains government's commitment to improving the lives and well-being of all Manitobans, particularly those who are disadvantaged, marginalized, and living (or at risk of) living in poverty.” Given Canada's changing demographics, as well as growing awareness of the harmful legacies of Western imperialism and settler-colonialism, we need to train citizens, government and non-government workers, and business leaders to deeply understand Indigenous, newcomer, disability, linguistic, religious and gender rights and cultures. This is especially true in Manitoba, with its broad cultural and religious diversity.

Manitoban businesses operating globally also need to understand and contribute constructively to the complex human rights dynamics in countries where they operate. The UN's *Guiding Principles on Business and Human Rights* adopted in

2011 reflect the ever-higher moral and political standards to which businesses and their leaders are being held. Meeting these standards, in foreign contexts as well as at home, is both a matter of fundamental justice and good economic sense. When corporations' interests converge with those of the people in whose communities and on whose land they operate, everyone wins. MHR graduates who came to the program with a business background will be well placed to assist corporations in enacting the specifics of this convergence.

Manitoba Budget 2016 also emphasized that "priority will be placed on projects that leverage additional investment from the public sector, private sector and/or other levels of government." Privately endowed funds and tuition will cover the bulk of the MHR program's costs.

Meanwhile, international governmental and nongovernmental organizations related to human rights are proliferating as world leaders begin to recognize that military intervention and financial aid tend to be ineffective in societies where human rights are routinely violated. This has created a new class of international human rights workers and administrators. Being well-represented in these international organizations will be critical to Canada's presence and influence in the global arena.

B-3.2 Describe the existing and anticipated post-secondary learning needs of students in Manitoba that this program addresses and responds to:

Many Canadians now working in the human rights field studied overseas because they could not find suitable interdisciplinary graduate programs in Canada. The MHR program will allow Manitoba to retain promising graduate students who would otherwise leave to study elsewhere. Existing human rights courses at U of M have proven popular, often attracting students from outside the departments offering the courses and meeting or exceeding their enrolment limits.

Students are looking for degree programs that are relevant, practical and innovative. The MHR program will prepare students to conduct and apply rigorous research in the field in ways intended to benefit people vulnerable to human rights violations. The program will be known for critical and interdisciplinary engagement with human rights history, politics and implementation, and also for its supportive environment, in which students from a broad range of disciplines collaborate to enrich each other's learning.

Graduates of related undergraduate programs at other Manitoba universities may be looking for advanced degree opportunities to enhance their expertise and employability. For example,

- The University of Winnipeg offers BA programs in human rights and disability studies.
- Canadian Mennonite University (CMU) offers degrees in intercultural or international development studies and peace and conflict transformation.
- Université de Saint-Boniface emphasizes human rights as part of its Canadian studies curriculum.
- University College of the North graduates may wish to pursue further education with an Indigenous rights focus.

A news story about this proposed program on the University of Manitoba website continues to attract queries from students from across Canada and around the world who are interested in applying. The opening of the Canadian Museum for Human Rights and the National Centre for Truth and Reconciliation at the U of M has increased our capacity to attract graduate students to a city already known as the cradle of the Canadian disability rights movement. The museum (see support letter) is among the local employers that will provide opportunities for student research projects and jobs for some MHR graduates.

Based on the experience of popular human rights graduate programs in other countries, the MHR program is expected to attract not only students continuing their education immediately following a bachelor's degree, but also people with significant life experience who wish to return to graduate studies. Some students will likely want to enhance previous professional training in diverse areas such as public administration, health, business, law enforcement, disability issues, journalism, the military and education. The program is expected to attract people from Canada, the U.S., post-conflict zones, low-income countries, and others throughout the world who seek work or who are already working in human rights-related areas and/or decolonization efforts. Some of these international students are likely to remain in Manitoba after graduation, contributing their skills over the longer term to the provincial economy.

As word of this new program spreads, the calibre of applicants will continue to rise. The proposed tuition fees are much lower than the international student fees of overseas human rights programs, helping make the U of M program competitive internationally. The former director of a Human Rights Centre in England reports receiving 110 applications for a new graduate program even before it was established. He says thousands of students per year are graduating from such programs around the world, leaving Canadian universities behind. One of Canada's most senior international human rights scholars, Dr. John Packer, adds that "it is frustrating to have to tell students that to do an MHR, they have to go overseas."

The opportunity for community-based work experience and research with local, national or international human rights organizations is expected to be a major draw for top-quality students. Marcia Kran, a University of Manitoba alumna who is former director of research at the United Nations Office of the High Commissioner for Human Rights in Geneva, has agreed to act as a pro bono special advisor to help the MHR program create partnerships with the UN at headquarters and in the field (see support letter).

Graduates will gain an in-depth understanding of the potential, politics, challenges and limitations of the human rights framework. Students will develop a network of contacts through research projects and collaboration with fellow students. Over the years, graduates will also start providing practicum opportunities and mentorship for new students.

B-4 Mode of Delivery

B-4.1 Provide the total program length:

18 credit hours + practicum/major research project or thesis

B-4.2 What proportion of the total program length (as indicated above) can be completed through the two following modes of delivery? *(Note that one or both selections can be offered up to the total program length.)*

100% in-person initially

0% online initially, with the intention to develop online options as appropriate.

As the program evolves, the intention is to eventually develop blended learning options that allow students to participate through a combination of on-campus classes and up to 30% online work. This will facilitate a truly international program, with growing ties for collaborative global coursework and student research projects.

B-5 Provide an overview of the suggested progression of courses on a year-by-year basis for the program from start to maturity. *(Course level detail is not necessary, however, please include credit hours/contact hours, proportion of upper level courses, clinical placements or practicums, or subject area requirements where applicable).*

Required courses

HMRT 7100 (currently listed as SOC 7160): Theory and Practice of Human Rights: Critical Perspectives (3 credit hours). Students who have already completed SOC 7160 prior to enrolling in the MHR program will be required, in consultation with the MHR program director or Dean of Law, to take an alternative graduate-level course to achieve the 18 required credits.

HMRT 7200: Selected Topics in Human Rights Research and Methods (3 credit hours)

HMRT 7300 (to be cross-listed with LAW 3018): Human Rights Law (3 credit hours) Students are not required to take this course if they have already completed a JD or LLB that included a human rights law course. In that case, they will be required, in consultation with the MHR program director or Dean or Law, to take an alternative graduate-level course to achieve the 18 required credits.

GRAD 7500: Academic Integrity Tutorial (non-credit)

Professional seminars (non-credit): These seminars are intended to provide grounding in the skills required to undertake human rights work and will include such topics as non-academic writing (reports, funding applications, policy briefs, legislation etc.) social media, cross-cultural communication, budgeting, negotiation, professional ethics, working with journalists, presentation skills, human rights curation, and career paths. Tours will also be arranged of local archives and museums and relevant historical sites.

Major research project stream

GRAD 7030: Master’s Practicum (pass/fail)

HMRT 7400: Major Research Project in Human Rights (pass/fail)

Thesis stream

GRAD 7000: Master’s Thesis

Optional courses

Program-approved graduate-level elective courses will be available through various faculties supporting the new interdisciplinary human rights program (Arts, Education, Law, Social Work, Health Sciences, Environment and others), as well as through the Peace and Conflict Studies and Disability Studies programs.

The MHR Program Committee must approve all academic programs. This is normally done on the recommendation of the student’s advisor, following consultation with the student.

UM INTERNAL REQUIREMENT: please complete the chart below to provide an overview of suggested progression through the program (indicate pre-requisites and related credit hours). Outline options for specializations within this program [minor(s) and/or concentration(s)].

YEAR 1*	YEAR 2*	YEAR 3	YEAR 4
HMRT 7100 (3 credit) HMRT 7200 (3 credit) HMRT 7300 (3 credit)	Practicum stream: HMRT 7400 (fall or winter term)	N/A	N/A
Electives: 9 other approved credits (See Appendix A)	Thesis stream: complete GRAD 7000 (fall and possibly winter and summer terms)		
Summer Practicum stream: GRAD 7030 Thesis stream: GRAD 7000 or finish coursework			
TOTAL CR. HRS: 18	TOTAL CR. HRS: nil		

* Note that variations may be granted in individual circumstances by the MHR program director or the Dean of Law, as appropriate.

B-6 Will the program be available for part-time study?

A limited number of students may be allowed to complete the program through part-time study, normally as a form of accommodation for disability or health issues. The MHR program director and the Dean of Law, in consultation with the MHR program committee, may admit other part-time students as they see fit.

B-7 Indicate if this program will have a cooperative education, work placement, internship or practicum component and provide any relevant details:

GRAD 7030: Master's Practicum

Students who select this stream will complete a practicum of at least three months duration. Major outcomes include the student's participation in a professional work environment and preparation of a reflective paper describing and evaluating the work experience. The practicum consists of three main phases, the most substantial of which is structured employment, usually without pay, at a local, national or international practicum site, typically a non-governmental organization. Students will be asked to make a specific positive contribution to the operation of their host organizations in the form of a report, curriculum module, work of art, documentary film, workshop, website, strategic plan, or other such project. A few students may choose to help organize a planned summer institute on human rights as their university-based placement. Prior to the start of this field experience, students will spend two to three weeks orienting themselves regarding the organization. The third phase involves writing a reflective paper of approximately 4,000 words.

B-8 Intake Information

B-8.1 Projected enrolment for the first intake: 10

B-8.2 Maximum seat capacity (*Defined as first-year enrolment capacity*):20

B-8.3 Anticipated date of maturity: 2022-09-01

UM INTERNAL REQUIREMENT: please indicate the projected enrolment and graduates for the first 5 years of the program.

	2020-21	2021-22	2022-23	2023-24	2024-25
Enrolment	10	30	40	40	40
Graduates	0	10	20	20	20

C-1 Describe how this new program aligns with the strategic plans of your institution:

The U of Manitoba identified human rights in 2009 as one of its six strategic priorities for academic enhancement and in 2015 as one of seven major research themes. The university has also set ambitious targets to increase the number of graduate students enrolled. The MHR practicum fits well with the university’s 2015-2020 strategic plan, which includes increasing opportunities for experiential learning as one of its goals. The strategic plan identifies five broader institutional priorities, among them inspiring students through innovative teaching, contributing to Indigenous achievement, and forging connections through high-impact community engagement. The proposed MHR program would contribute significantly towards realizing these and other institutional objectives.

Many U of M faculty are already widely known for their work on and with the Truth and Reconciliation Commission and the Canadian Museum for Human Rights. The work of MHR students and faculty will build on this tradition of scholarly excellence related to social justice issues, promoting the university’s reputation nationally and internationally. The proposed program will help achieve the critical mass necessary to make Winnipeg the leading centre of excellence for human rights education and research in Canada. This profile will in turn enhance the University of Manitoba’s ability to attract high-calibre faculty members and research grants.

C-2 Outline the internal approval process (i.e. committees, governing bodies) for approving this new program of study within your institution and indicate any dates of decision. (*Governing Council, Board of Governors, Board of Regents, Senate, other*)

UM INTERNAL REQUIREMENTS: Please note date(s) of Faculty/College/School Approval. Approval dates through the governing bodies will be inserted by the Provost’s Office prior to submission to government.

UM Undergraduate Programs:

Decision-Making Body Date of Approval

Faculty/College/School

SCCC

SPPC

SCADM (*if applicable*)

SCIE (*if applicable*)

Senate Executive

Senate

Board of Governors

UM Graduate Programs:

Decision-Making Body Date of Approval

APC (*preliminary review*)

External Review

APC

FGS Executive

FGS Faculty Council

SPPC

Senate Executive

Senate

Board of Governors

Sept. 9, 2015

Feb. 1-2, 2016

Apr. 6, 2016

May 18, 2016

June 24, 2016

Nov. 27, 2017

Dec. 13, 2017

C-3 Responsibility to consult

C-3.1 If this program subject to mandatory review or approval by organizations external to the institution (such as regulatory bodies, Apprenticeship Manitoba, etc.), please describe any consultation processes and provide copies of reports or letter from these organizations providing support:

N/A

C-3.2 What agencies, groups, or institutions have been consulted regarding the development of this program?

See attached support letters (Appendix B) from some of the local, national and international human rights agencies consulted. MHR proponents also met in Australia with Dr. Dinesh Wadiwel, director of the University of Sydney's Master of Human Rights program and with Barbara Frey, director of the Human Rights Program at the University of Minnesota.

C-3.3 How have students and faculty been informed of the intent to establish this program?

The faculties contributing to the program (Arts, Law, Education and Social Work) were consulted in the early stages of program development and provided motions and letters of support (Appendix C). The University of Manitoba issued a news release in 2014 (<http://news.umanitoba.ca/university-of-manitoba-developing-a-master-of-human-rights-program/>), which was followed by a story in the student newspaper (<http://www.themanitoban.com/2014/09/pursuit-human-rights-established-u-m/20732>).

C-4 List any similar programs offered in Manitoba: (Provide such information as institution, programs, and credentials offered in addition to any impacts on these programs, explain rationale for duplication.)

BA in Human Rights, University of Winnipeg

The proposed MHR program will provide BA graduates with the opportunity to pursue an advanced degree. The BA and MHR programs expect to collaborate on joint projects and events. See the attached support letter from Dean Peachey.

Joint MA in Peace and Conflict Studies, U of Manitoba/U of Winnipeg

PhD in Peace and Conflict Studies, University of Manitoba

Disability Studies, University of Manitoba

The Master of Human Rights program provides another opportunity for the U of M's existing interdisciplinary graduate programs to work together, sharing elective courses and guest lectures and thus providing a deeper experience for students. The MHR program has been endorsed by the Mauro Centre for Peace and Justice and by Disability Studies (see support letters), which view a Master of Human Rights as complementary to but distinct from their degree programs.

While there are some synergies between human rights and peace and conflict studies (PACS), they are distinct fields with their own histories, philosophies and methods. Consequently, they attract different students interested in distinct kinds of professional and academic work. For example, PACS is more likely to emphasize the pragmatics of peace-building and reconciliation, mainly in community contexts. The MHR will range more widely and critically across a diversity of rights-related justice issues arising in: political and vernacular social discourses and action, academic debates, national and transnational institutions, non-governmental organizations and social movements, and courts of law. The MHR program's external reviewers confirmed that peace studies and human rights studies are viewed around the world as separate fields with their own institutes, associations, conferences and employment networks.

Students enrolled in other graduate U of M degree programs will be able to take advantage of the MHR courses, thus enhancing and diversifying their educational experience.

Master's in Development Practice (Indigenous development), University of Winnipeg

This program has a much narrower focus than the proposed program since it is largely related to sustainable economic development in Indigenous communities. However, there is certainly potential for collaboration with the MHR program.

C-4.1 Describe any specific laddering, articulation and/or credit transfer options for students that are anticipated in this program in Manitoba.

Graduate courses from other programs will be considered for transfer on a case-by-case basis. The program will follow the transfer criteria described in the University of Manitoba Graduate Calendar. The program will also develop means to recognize students' relevant non-formal and informal learning, consistent with the Province of Manitoba's commitment to recognition of prior learning and subject to U of M senate approval.

C-5 List any similar programs offered in Canada: *(Provide such information as institution, programs, and credentials offered in addition to any impacts on these programs, explain rationale for duplication.)*

The proposed MHR program will provide some graduates of these undergraduate programs with the opportunity to pursue an advanced degree:

- Wilfrid Laurier University – Human Rights and Human Diversity BA
- York University – Human Rights and Equity Studies BA
- Carleton University – Human Rights and Social Justice BA
- University of Ottawa – Conflict Studies and Human Rights BSocSc
- Nipissing University – Gender Equality and Social Justice BA
- St. Thomas University – Human Rights BA
- University of Toronto – International Human Rights JD
- McGill University – International Human Rights and Development LLB

This will be the only Master of Human Rights degree program in Canada, although degrees of that name are popular in Europe, the United States and Australia. While some of the Canadian graduate programs listed below have a similar focus, none involve the degree of interdisciplinarity and trans-faculty engagement offered by the proposed MHR.

Canadian graduate programs:

- Brock University – Social Justice and Equity Studies MA
- Lakehead University – Social Justice MA
- University of British Columbia – Gender, Race, Sexuality and Social Justice MA and PhD
- University of Windsor – Communications and Social Justice MA
- Wilfrid Laurier University – Social Justice and Community Engagement MA
- University of Alberta – Gender and Social Justice Studies MA
- Carleton University – political science with a specialization in gender and diversity PhD
- University of Ottawa – concentration in Social Justice LLM and PhD

C-5.1 Describe any specific laddering, articulation and/or credit transfer options for students that are anticipated in this program outside Manitoba.

See the answer to C-4.1.

C-6 Describe the current and projected labour market demands in Manitoba for graduates of this Program: *(Provide such information as probable employment destinations or further educational opportunities available to graduates of this new program of study. Attach any formal reports such as those from Associations, Statistics Canada, Sector Councils, Industry or Regulators.)*

In August 2017, the Working in Canada website listed 65 positions for social policy researchers, consultants and program officers, including human rights officers. The median wage was \$31 an hour. It is expected that

the balance between labour supply and demand for this group (NOC 4164) will continue over the 2015-2024 period.

(See http://www.jobbank.gc.ca/report-eng.do?area=11326&lang=eng&noc=4164&action=final&ln=n®ionKeyword=Winnipeg%2C+Manitoba&s=2&source=2&titleKeyword=labour+policy+officer#report_tabs_container2)

Graduates of the MHR program who remain in Manitoba will be able to use their research skills, and national and international connections, to strengthen local organizations, thus helping find innovative solutions to local problems and expanding the province's growing reputation as a human rights hub. Some graduates will influence the development of the Canadian Museum for Human Rights and National Centre for Truth and Reconciliation.

Many of the Manitoba-based jobs will be in Winnipeg with aid agencies such as the Canadian Foodgrains Bank and Mennonite Central Committee and with federal and provincial government departments. However, some graduates will help enhance human rights and social justice in northern or rural Manitoba.

The MHR program will prepare its graduates for numerous career paths – for example with:

- Civil society organizations, including Amnesty International, International Alert, Friends of the Earth, Human Rights Watch, Asian Human Rights Commission, National Association for the Advancement of Colored People, Red Cross, Red Crescent, OutRight Action International, Council of Canadians with Disabilities, International Crisis Group, Centre for Victims of Torture, Human Rights Action Centre, the Simon Wiesenthal Centre and various think tanks;
- Governmental and international or regional organizations such as the United Nations Human Rights Council, United Nations High Commissioner for Refugees, International Criminal Court, Council of Europe Commissioner for Human Rights, UN Committee on the Rights of Persons with Disabilities, bodies of the Inter-American Human Rights system, World Trade Organization and World Bank panels, and provincial and Canadian government departments of immigration, justice, health, corrections, social services etc.;
- Canadian human rights commissions, labour boards, ombudspersons and organizations devoted to securing Indigenous people's rights, cultural diversity, gender equality, and LGBTQ and disabled people's rights;
- Primary and secondary schools or institutions of higher education, to design and implement programs/curricula addressing human rights education;
- Corporations that choose to take human rights into account in their local, national and international operations;
- Arts organizations with human rights or social justice mandates, such as various provincial and municipal arts councils, the Inspirit Foundation, Abilities Arts Festival, Art City, etc.

Writing a thesis or preparation of an article suitable for journal submission through the HMRT 7400 course will also prepare students for related PhD studies in pursuit of an academic career.

C-7 If copies of any internal or peer evaluations with respect to this new program of study are being provided with this proposal, please indicated how any issues identified by these evaluations have been addressed and attach any relevant documents as available:

External review (Appendix D) recommendations

1. *Elimination of the heavy thesis requirement – replacing the long thesis requirement by a standard research paper.*

In response to this recommendation, program proponents chose to create two streams: practicum + major research project or thesis. The maximum length of the thesis has been reduced from 150 pages to 100 pages, including references. The thesis defence will be shortened to one hour.

2. *Move to a 12- or 16-month program from proposed 24-month program. I.e. 16 months for most students, 12 months if practicum waived because of previous professional work experience.*

Major research project stream students will now complete the program in 16 months and thesis students in 16-24 months. We disagree with waiving the practicum for students with previous professional experience. Those

students may either choose the thesis option or complete a practicum that may be quite different from their previous professional experience and provide inspiration for the major research project.

3. *Strong grounding in knowledge of international law and systems for the protection of human rights (including universal, regional and domestic levels).*

The syllabuses for HMRT 7300: Human Rights Law and HMRT 7100: Theory and Practice of Human Rights: Critical Perspectives have been revised to integrate discussions of international human rights law and systems, and POLS 7790: International Relations Theory has been added as an elective. However, program proponents respectfully disagree with the suggestion of creating a fourth mandatory course on this topic, which would allow students only two elective courses and therefore little opportunity to specialize. We note that the reviewers also stated that opportunities for employment are increasingly in the “burgeoning ‘third sector’ of non-governmental organizations, civil society and community-based organizations” rather than with international human rights bodies.

4. *Training in different types of professional skills, notably writing.*

Professional development seminars will now be mandatory, though non-credit, with a strong focus on non-academic writing and communication skills.

5. *Practicum and/or internship (international strongly recommended).*

Program proponents are enthusiastic about implementing this recommendation, which we agree is likely to make the MHR program unique in Canada and more appealing to potential students. Faculty members on the proposal committee already have ties to local, national and international sites that would be suitable for practicums, including organizations offering practicum placements through the attached support letters.

6. *Second-language requirement strongly recommended.*

The revised proposal now includes a second-language requirement that must be satisfied in order for the student to complete the program.

7. *Addition of further courses (notably, environment, business ethics, human security).*

POLS 7850 - Contemporary Strategic and Security Studies has been added to the list of potential electives.

U of M does not offer any graduate-level business ethics courses. However, more material on corporate ethics has been added to the MHR theory course.

Four Natural Resources Institute courses, including on environmental justice and food security, are already in the proposal. We are not aware of any other U of M graduate courses related to the human right to a healthy environment, although we will keep this in mind as opportunities arise to develop further courses.

8. *Hiring a new professor who can teach both research methods in human rights (as per the proposal) and a course on the international, regional, and domestic systems for the protection of human rights.*

This recommendation has been incorporated in the description of the new endowed chair.

9. *Removing the word “practice” from the title of the MHR theory course.*

We have chosen to keep this word in the title because the course includes examination of human rights struggles.

10. *Adding another half-time position [to the full-time staff position already planned] to help with the practicums and/or internships, which will be especially important in the initial years when placement relationships will need to be established.*

Integration of the MHR program into the Faculty of Law, which already has an admissions co-ordinator etc., means that some of this workload will be covered by existing resources.

11. *It is important that the program not be underfunded; rather, the university should take a bold approach. We suggest that the eight \$2,500 scholarships originally proposed for research should also be available for internships. Moreover, we suggest that fund-raisers be instructed to seek support at the level of \$5,000 each for each year’s annual intake of 15 students to pursue practicums or internships. There should also be funds made available for invited guest lecturers and other events in order to enrich the program and assure the highest quality which would be competitive with leading, established programs in the world.*

In consultation with Donor Relations, the fundraising target for student fellowships and bursaries has been increased. The budget for visiting speakers has also been modestly increased.

SECTION D – REQUIRED RESOURCES AND FINANCIAL IMPLICATIONS

D-1 If one-time or pilot funding are being requested to support this new program of study, please identify the amount of funding being requested: N/A

D-2 If ongoing funding being requested to support this new program of study, please identify the amount of funding being requested: N/A

D-3 If new funding is not being requested, how will the program be funded?

The bulk of the MHR program's annual costs will be funded through tuition revenue and income from new endowment funds dedicated to the MHR.

However, the program requires startup funds of \$35,287 in 2019-20 because of expenses that will be incurred before sufficient tuition revenue and endowment fund interest is available. The Faculty of Law is prepared to cover these startup expenses through carryover funding.

Once the program is in a steady state (2022-23), annual funding, **including inflation**, is expected to be:

\$195,381 tuition revenue

\$10,150 practicum fees

\$121,800 for assistant prof. salary/benefits = 4% income from new \$3-million donor-endowed chair + inflation

\$120,000 = \$80,000 income from new \$2-million MHR fellowship/bursary endowment

+ \$40,000 matching funds from Manitoba Scholarship and Bursary Initiative (see Shaff letter)

\$447,331 total (see total revenue on ALD spreadsheet)

D-4 List any external sources of funding that will be used to support the implementation or delivery of this new program of study: *(Provide such information as agreements for funding from industry or external grants and indicate the anticipated length of time for each agreement.)*

A **\$3-million** donation has been confirmed from a family foundation to cover salary/benefits for a new named Chair in Human Rights (the assistant professor described below). The donation will be received in three installments by the end of 2019.

\$500,000 has been raised to date from two donors towards a **\$2-million** endowment fund for MHR student fellowships and bursaries. Donor Relations continues to approach potential donors regarding the remaining bursary funds and says that recent confirmation of chair funding is likely to attract other donors to the bursary fund. The Law Faculty also has an excellent record of attracting support for students based on both talent and need. The Dean will make it a priority to help secure the remaining scholarship and bursary funds. However, if the fundraising target has not been met by the time of program startup, the fellowships and bursaries will be scaled back until the full endowment is secured.

Total: \$3.5 million of \$5 million raised to date

D-5 What are the resource implications to the institution (budget, IT, library, laboratory, computer, space, practicum liability insurance, student services, etc) in delivering this new program of study?

Budget: See D-3

Space: Robson Hall has wheelchair accessible washrooms and sufficient office space to accommodate two

faculty members (the MHR director and a new hire) and additional administrative staff. Existing basement space is being furnished to accommodate 20 graduate student study carrels (see Appendix E.)

Computer: New desktop computers will be required for the director and the new assistant professor, while staff working with the program will require computer upgrades.

IT: The new program should have no significant effect on information services and technology facilities. (See attached letter from IST.)

Libraries: The U of M library system can support this new program with a combination of existing resources and minimal (\$400) expenditure from existing acquisition funds. (See attached resource implication statement.)

Student services: The Faculty of Law will provide in-kind administrative and communications assistance as required. The Registrar foresees no problems supporting this program with respect to registration, fee assessment and academic evaluation. (See attached letter from Registrar)

D-6 Please describe new and existing staffing resources needed to provide this new program of study. *Include reallocation of existing faculty, hiring of new faculty, administrative and support services and any other considerations.*

Reallocation of existing faculty:

The Dean of Law will cross-appoint an existing University of Manitoba faculty member to the Faculty of Law as founding MHR graduate program director. The MHR graduate program director (six credit hours) and professors teaching core MHR courses (2 profs X 3 credit hours) will receive teaching release from the MHR budget, with the related funds redirected to their home departments.

The theory and methods courses will be taught by a rotating roster of interested professors from the partner faculties, including the MHR graduate program director and a new assistant professor. Dr. Annette Desmarais (Canada Research Chair in Human Rights, Social Justice and Food Sovereignty) and Dr. Adam Muller have already expressed interest in teaching theory and leading professional seminars. Law dean Dr. Jonathan Black-Branch is currently teaching a human rights law course that will be modified into the third core MHR course.

Faculty members in a number of disciplines are eager to take on additional graduate students beyond those they are able to recruit through their departments. More than 50 faculty members have agreed to serve as advisors for student research. (See Appendix F). In most cases, they will do so without receiving additional teaching release.

Hiring of new faculty through new endowment fund:

A new tenure-track **assistant professor** will be hired as a named Chair in Human Rights and appointed to the Faculty of Law. This professor will ideally be cross-appointed to whichever academic unit is most closely aligned with her/his area of expertise and research interest. A letter of agreement will outline the chair's relationship with the second unit. It is envisaged that this new chair will teach a core credit course (ideally methods), oversee the practicum and explore development of further courses, including online options.

Administrative services:

The new program will require half-time office assistance plus a 0.75 FTE administrative assistant by the time the program is serving its full complement of students. The administrative assistant will liaise with practicum hosts, trouble-shoot fieldwork logistics, and organize professional seminars and the annual research day. These tasks might be best suited to a dynamic individual with a background in human rights work. Existing law faculty staff will take on the office assistance tasks related to expense reporting, payroll, admissions, student awards and travel booking. Career support and dedicated support regarding individual concerns and wellness issues will be available through the faculty and the university.

D-7 Provide a program implementation plan for the new program of study by academic year (start to maturity) that includes any elements to be phased in (e.g., new faculty hires, distribution of existing faculty and support staff) from launch to maturity:

Year 1 2019-20

June 2019: Appointment of MHR program director (teaching release).
July 2019: Staff start work on student recruitment and program setup.
Sept. 2019: Start search for new full-time Chair in Human Rights.
Dec. 1, 2019: Student application deadline.
March 1, 2020: Offers to successful applicants.

Year 2 2020-21

May 1, 2020: Acceptance notification to first students.
July 1, 2020: Chair in Human Rights starts work.
Sept. 3, 2020: First 10 students start. First MHR fellowships distributed.

Year 3 2021-22

May-Aug. 2021: First practicums.
September 2021: 20 more students start.

Year 4 2022-23

September 2022: Full complement of students (20 new and 20 in Year 2)

D-8 Please describe the effect of this new program on existing capital infrastructure and equipment:

The MHR program will use space in Robson Hall that is currently under-utilized. The Dean of Law is completing with existing funds the renovations outlined by Physical Plant in Appendix E.

D-9 If capital funding is being requested to support additional specialized program materials such as infrastructure or equipment required to provide this new program of study, please provide a detailed description of the use of this capital: N/A

SECTION E– TUITION

E-1 What are the proposed tuition fees?

The first Canadian students in the new program will pay a \$6,000 program fee in 2020-21 + a continuing fee of \$482 in 2021-22. Increases of 5% plus inflation are applied to subsequent years in the attached spreadsheet. International students (budgeted at 30% of enrolled students) will also be subject to the international differential surcharge.

E-2 Please provide a rationale for the tuition fee proposed. *(For example, are these tuition fees comparable to tuition for existing programs within the academic unit or to tuition for similar programs offered at other institutions?)*

These fees are slightly higher than the fees the University of Manitoba is expected to charge most full-time master's students in 2020, in line with fees charged by similar Canadian programs and lower than fees charged by comparable programs overseas. It is important to keep the program financially accessible to students from the marginalized groups that are most vulnerable to human rights abuses. Those graduates who work for lower-wage, non-profit organizations where some of the most effective human rights work is done at the local level will not have the capacity to pay off large student loans.

E-3 What course-related fees would apply to a student in this program?

MHR students who select the practicum option will be charged a \$500 fee—see also E-4.

Students taking a language course that involves a lab will pay an extra \$30 fee per term, separate from their MHR program fees. This is the standard lab fee paid by all U of M students:

http://umanitoba.ca/student/records/whats_new/1586.html

E-4 Please provide a rationale for the course-related fee(s) proposed. *(For example, are these fees comparable to fees for existing programs within the academic unit or for similar programs offered at other institutions?)*

The practicum fee will help offset salary costs for the administrative assistant required to manage practicum placements. Note that the U of M Faculty of Education also charges a practicum fee.

E-5 Please describe any specific supports to encourage affordability and accessibility to the program:

Three incoming students each year, if suitably qualified, will be awarded \$7,500 MHR fellowships, paid directly to the students and renewable for a second year.

Each student may apply for up to \$3,750 in bursary funds to offset the costs of a practicum or fieldwork.

These fellowships and bursaries will be donor funded. As noted above, if the fundraising target has not been met by the time of program startup, the fellowships and bursaries will be scaled back until the full endowment is secured.

MHR students are also eligible to compete for University of Manitoba Graduate Fellowships and their supervisors may apply to match student research stipends through the Graduate Enhancement of Tri-Council Stipends fund.

SECTION F – SIGNATURES

(A second signature section is provided for joint programs only)

SUBMITTED BY:

President:

Name: Dr. David Barnard

Signature:

Date: 4T4T

Vice-President/Academic:

Name: Dr. Janice Ristock

Signature:

Date: 4T4T

For use by joint programs only:

President:

Name: N/A

Signature:

Date: 4T4T

Vice-President/Academic:

Name:

Signature:

Date: 4T4T

SUBMIT COMPLETED FORM

PROVOST'S OFFICE ONLY: Once completed and signed, please submit this application form to the Advanced Learning Division at ald@gov.mb.ca with the following attachments *(double-click to engage check box)*:

- | | |
|--------------------------|---|
| <input type="checkbox"/> | Cover letter |
| <input type="checkbox"/> | Advanced Learning Division Financial Form |
| <input type="checkbox"/> | Any supporting documentation <i>(reviews, letters of support, etc.)</i> |

If you have any questions or require further information, please contact:

Advanced Learning Division
Manitoba Education and Advanced Learning
608-330 Portage Avenue Winnipeg MB R3C 0C4
(204) 945-1833
ald@gov.mb.ca



ADVANCED LEARNING DIVISION

Program Proposal Financial Form

Form Instructions:

1. When proposing a new program *Current Fiscal Year* (the first column) should be left blank, with the first year of the program starting in year 1.
2. When proposing a program expansion *Current Fiscal* should be entered in the first column.
3. If a program reaches maturity prior to *Fiscal Year 4*, remaining fiscal year columns must still be completed so that *Ongoing Program Funding* can be calculated.
4. Fill in line items for revenue, expenditure, and capital as these pertain to the program. Examples are correspondently listed to the right of the table.
5. Ensure that line items account for overhead. For example, include the amount of tuition that the program will receive after administrative overhead.
6. Only fill out areas shaded in green, using cash accounting. The increment, on-going and total will self-populate accordingly.

Overview	
Institution:	University of Manitoba
Program Name:	Master of Human Rights
Contact Information:	Dr. Jonathan Black-Branch, Dean of Law, 204-474-9282
Date:	Nov. 16, 2017

	2017-18	2019-20		2020-21		2021-22		2022-23		Ongoing Program Funding
	Current Fiscal Year	Fiscal Year 1	Increment	Fiscal Year 2	Increment	Fiscal Year 3	Increment	Fiscal Year 4	Increment	
	(Enter 0's if new program)	Budget Yr 1	(change from current year to year 1)	Budget Yr 2	(change from year 1 to year 2)	Budget Yr 3	(change from year 2 to year 3)	Budget Yr 4	(change from year 3 to year 4)	
REVENUE INFORMATION										
<SPPC Form Sections 4 and 5>			\$ -		\$ -		\$ -		\$ -	\$ -
Contribution from Institution		\$ -	\$ -	\$ 0	\$ 0	\$ (0)	\$ (1)	\$ (0)	\$ 0	\$ (0)
Tuition		\$ -	\$ -	\$ 81,600	\$ 81,600	\$ 178,632	\$ 97,032	\$ 195,381	\$ 16,749	\$ 195,381
Student Fees		\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ 5,000	\$ 10,150	\$ 5,150	\$ 10,150
Other: donor funded		\$ -	\$ -	\$ 158,500	\$ 158,500	\$ 232,500	\$ 74,000	\$ 241,800	\$ 9,300	\$ 241,800
Existing Resources		\$ 228,149	\$ 228,149	\$ 36,186	\$ (191,963)	\$ 8,803	\$ (27,383)	\$ -	\$ (8,803)	\$ -
....			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
Total Revenue (A)	\$ -	\$ 228,149	\$ 228,149	\$ 276,286	\$ 48,138	\$ 424,935	\$ 148,649	\$ 447,331	\$ 22,396	\$ 447,331

	Current Fiscal Year	Fiscal Year 1	Increment	Fiscal Year 2	Increment	Fiscal Year 3	Increment	Fiscal Year 4	Increment	Ongoing Program Funding
	(Enter 0's if new program)	Budget Yr 1	(change from current year to year 1)	Budget Yr 2	(change from year 1 to year 2)	Budget Yr 3	(change from year 2 to year 3)	Budget Yr 4	(change from year 3 to year 4)	
EXPENDITURE INFORMATION										
<SPPC Form Section 2>			\$ -		\$ -		\$ -		\$ -	\$ -
New Academic Salaries - Direct		\$ 13,787	\$ 13,787	\$ 111,926	\$ 98,139	\$ 145,263	\$ 33,337	\$ 151,073	\$ 5,811	\$ 151,073
Existing Academic Salaries - Direct		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
New Professional/Support Salaries - Direct		\$ -	\$ -	\$ 24,030	\$ 24,030	\$ 77,833	\$ 53,803	\$ 90,102	\$ 12,269	\$ 90,102
Existing Professional/Support Salaries - Direct		\$ 26,550	\$ 26,550	\$ 36,186	\$ 9,636	\$ 8,803	\$ (27,383)	\$ -	\$ (8,803)	\$ -
Operating Expenses		\$ 21,500	\$ 21,500	\$ 29,001	\$ 7,501	\$ 30,466	\$ 1,465	\$ 30,923	\$ 457	\$ 30,923
Student Support		\$ -	\$ -	\$ 52,500	\$ 52,500	\$ 112,500	\$ 60,000	\$ 120,000	\$ 7,500	\$ 120,000
Indirect Salary Expenses		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Administrative Overhead		\$ -	\$ -	\$ 22,644	\$ 22,644	\$ 50,070	\$ 27,426	\$ 55,233	\$ 5,163	\$ 55,233
....			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
Total Expenditures (B)	\$ -	\$ 61,837	\$ 61,837	\$ 276,286	\$ 214,450	\$ 424,935	\$ 148,649	\$ 447,331	\$ 22,396	\$ 447,331

	Current Fiscal Year	Fiscal Year 1	Increment	Fiscal Year 2	Increment	Fiscal Year 3	Increment	Fiscal Year 4	Increment	Ongoing Program Funding
	(Enter 0's if new program)	Budget Yr 1	(change from current year to year 1)	Budget Yr 2	(change from year 1 to year 2)	Budget Yr 3	(change from year 2 to year 3)	Budget Yr 4	(change from year 3 to year 4)	
CAPITAL INFORMATION										
<App D Capital>			\$ -		\$ -		\$ -		\$ -	\$ -
Major Equipment		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Vehicles		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Renovations		\$ 166,312	\$ 166,312	\$ -	\$ (166,312)	\$ -	\$ -	\$ -	\$ -	\$ -
Furniture		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
			\$ -		\$ -		\$ -		\$ -	\$ -
Total Capital (C)	\$ -	\$ 166,312	\$ 166,312	\$ -	\$ (166,312)	\$ -	\$ -	\$ -	\$ -	\$ -
Revenues less Expenditures and Capital (A-(B+C))	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (0)	\$ (0)
Funding Request	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0	\$ 0

SENATE PLANNING AND PRIORITY COMMITTEE (SPPC)
New Program Approval - Financial Form

FACULTY / SCHOOL Law

PROGRAM Master of Human Rights

1. STAFFING REQUIREMENTS (FTE)	2019-20	2020-21	2021-22	2022-23	2023-24
New Academic Positions (FTE) (Appendix A)	-	1	1	1	1
New Professional and Support Positions (FTE) (Appendix A)	-	1	1	1	1
New Indirect Staff (FTE) (Appendix A)	-	-	-	-	-
Subtotal Staffing Requirements (FTE)	-	2	2	2	2

2. PROGRAM COSTS

Direct Program Costs					
New Academic Salaries (incl bpl) (Appendix A)	\$ 13,787	\$ 111,926	\$ 145,263	\$ 151,073	\$ 157,116
Existing Academic Salaries (incl bpl) (Appendix A)	-	-	-	-	-
New Professional/Support Salaries (incl bpl) (Appendix A)	-	24,030	77,833	90,102	93,706
Existing Professional/Support Salaries (incl bpl) (Appendix A)	26,550	36,186	8,803	-	-
Operating Expenses (Appendix B)	21,500	29,001	30,466	30,923	32,387
Student (Graduate/Undergraduate) Support (Appendix C)	-	52,500	112,500	120,000	120,000
Major Equipment (Appendix D)	-	-	-	-	-
Vehicles (Appendix D)	-	-	-	-	-
Renovations (Appendix D)	166,312	-	-	-	-
Furniture (Appendix D)	-	-	-	-	-
Other Capital (Appendix D)	-	-	-	-	-
Subtotal Direct Program Costs	\$ 228,149	\$ 253,642	\$ 374,865	\$ 392,098	\$ 403,209

Indirect Program Costs

New Indirect Salary Expenses (incl bpl) (Appendix A)	\$ -	\$ -	\$ -	\$ -	\$ -
Existing Indirect Salary Expenses (incl bpl) (Appendix A)	-	-	-	-	-
Tax on Grant and Tuition Revenue @ 17.75%	-	14,484	31,707	34,680	36,934
Administrative Overhead @ 10% of Tuition/Program Revenue	-	8,160	18,363	20,553	21,838
Subtotal Indirect Program Costs	\$ -	\$ 22,644	\$ 50,070	\$ 55,233	\$ 58,773

Total Program Costs (Direct & Indirect)	\$ 228,149	\$ 276,286	\$ 424,935	\$ 447,331	\$ 461,981
---	-------------------	-------------------	-------------------	-------------------	-------------------

**SENATE PLANNING AND PRIORITY COMMITTEE (SPPC)
New Program Approval - Financial Form Continued**

FACULTY / SCHOOL Law
PROGRAM Master of Human Rights

3. ENROLMENT	2019-20	2020-21	2021-22	2022-23	2023-24
	Year 1	Year 2	Year 3	Year 4	Year 5
Expected Enrolment (headcount)		10	30	40	40

4. PROGRAM REVENUE					
Operating Grant Revenue (see note)					
Tuition Revenue (undergraduate only - see note)					
Tuition Revenue (graduate only)		81,600	178,632	195,381	208,081
Student Fees (practicum)			5,000	10,150	10,302
Endowed chair spending allocation		106,000	120,000	121,800	123,627
MHR fellowship/bursary endowment spending allocation + MSBI matching @ 50%		52,500	112,500	120,000	120,000
Total Program Revenue	\$ -	\$ 240,100	\$ 416,132	\$ 447,331	\$ 462,010

5. EXISTING RESOURCES					
From Operations:	\$ -	\$ -	\$ -	\$ -	\$ -
Academic Salaries (Appendix A)	-	-	-	-	-
Professional and Support Salaries (Appendix A)	26,550	36,186	8,803	-	-
Indirect Salaries (Appendix A)	-	-	-	-	-
From Capital:	166,312	-	-	-	-
From Provisions & Carryover:	35,287	-	-	-	-
Subtotal Existing Resources	\$ 228,149	\$ 36,186	\$ 8,803	\$ -	\$ -

6. Funding Request: (Program Costs - Program Revenue - Existing Resources)	\$ -	\$ 0	\$ (0)	\$ (0)	\$ (29)
--	------	------	--------	--------	---------



Submitted by Faculty/School Budget Officer (signature)

Nov. 20/17

Date



Reviewed by University Budget Officer (signature)

NOV 20/17

Date

Appendix A - Salary Expenses

SENATE PLANNING AND PRIORITY COMMITTEE
NEW PROGRAM APPROVAL PROCESS

NEW	2019-20		2020-21		2021-22		2022-23		2023-24	
	FTE	Total Salary	FTE	Total Salary	FTE	Total Salary	FTE	Total Salary	FTE	Total Salary
Academic										
Excluded Academic Admin		\$ -		\$ -		\$ -		\$ -		\$ -
Professor	-									
Assoc/Asst Professor or Senior Instructor			1	69,375	1	96,200	1	100,048	1	104,050
Teaching release (12 credits by Year 2)		11,489		23,897		24,852		25,847		26,880
Librarians										
Teaching Assistants										
Subtotal New Academic Salaries	-	11,489	1	93,272	1	121,052	1	125,895	1	130,930
Benefits and Pay Levy		2,298		18,654		24,210		25,179		26,186
Total New Academic Salaries (including BPL)	-	\$ 13,787	1	\$ 111,926	1	\$ 145,263	1	\$ 151,073	1	\$ 157,116
Professional and Support Staff										
EMAPS		\$ -		\$ -		\$ -		\$ -		\$ -
AESES (half OA3 and working up to 0.75 AA2)			1	20,025	1.25	64,861	1.25	75,085	1.25	78,088
CUPE TA's										
Subtotal New Professional and Support Staff	-	-	1	20,025	1.25	64,861	1.25	75,085	1.25	78,088
Benefits and Pay Levy				4,005		12,972		15,017		15,618
Total New Professional and Support Staff (incl. BPL)	-	\$ -	1	\$ 24,030	1.25	\$ 77,833	1.25	\$ 90,102	1.25	\$ 93,706
Indirect Staff (Within your faculty/school)										
EMAPS		\$ -		\$ -		\$ -		\$ -		\$ -
AESES										
CUPE TA's										
Subtotal New Indirect Staff	-	-	-	-	-	-	-	-	-	-
Benefits and Pay Levy										
Total New Indirect Staff (including BPL)	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
EXISTING (Within your faculty/school)										
		Year 1		Year 2		Year 3		Year 4		Year 5
Academic										
Excluded Academic Admin		\$ -		\$ -		\$ -		\$ -		\$ -
Professor										
Assoc/Asst Professor or Senior Instructor										
Lecturer/Instructor										
Librarians										
Teaching Assistants										
Subtotal Existing Academic Salaries	-	-	-	-	-	-	-	-	-	-
Benefits and Pay Levy										
Total Existing Academic Salaries (including BPL)	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Professional and Support Staff										
EMAPS		\$ -		\$ -		\$ -		\$ -		\$ -
AESES (in kind contribution towards above)	0.5	22,125		30,155		7,336				
CUPE TA's										
Subtotal Existing Professional and Support Staff	1	22,125	-	30,155	-	7,336	-	-	-	-
Benefits and Pay Levy		4,425		6,031		1,467				
Total Existing Professional and Support Staff (incl. BPL)	1	\$ 26,550	-	\$ 36,186	-	\$ 8,803	-	\$ -	-	\$ -
Indirect Staff										
EMAPS		\$ -		\$ -		\$ -		\$ -		\$ -
AESES										
CUPE TA's										
Subtotal Existing Indirect Staff	-	-	-	-	-	-	-	-	-	-
Benefits and Pay Levy										
Total Existing Indirect Staff (including BPL)	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -

Notes:

This appendix is meant as a tool to assist in planning. Adjust or override the references or formulas as necessary.

Average salary increase in cell O1 are based on increases (step/general) for closed contracts as previously approved by the Board of Governors and anticipated collective agreement settlements for open contracts in alignment with *The Public Services Sustainability Act*

Average benefits and pay levy in cell O2 reflects university wide estimate, and may be changed to reflect rates specific to your unit.

Indirect staff are those that do not work solely to support this program, and support other areas within the faculty. Typically these are administrative support positions such as the faculty business manager.

Costs attributable to indirect staff are typically calculated as a percentage of time spend supporting the program.

Values entered under new staffing will flow into the program costs section of the SPPC form.

Values entered under existing staffing will flow into the Direct and Indirect Program Costs and Existing Resources sections of the SPPC form

Appendix B - Operating Expenses

**SENATE PLANNING AND PRIORITY COMMITTEE
NEW PROGRAM APPROVAL PROCESS**

<u>Direct Expenses</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
700BGT Travel - Budget (includes visiting speakers, orientation, research day)	4,000	13,560	13,763	13,970	14,179
701BGT Hospitality - Budget					
704BGT Printing and Duplicating - Budget	8,000	8,120	8,242	8,365	8,491
706BGT Consumable Materials/Supplies Budget (includes computers)	8,000	4,060	5,151	5,228	5,307
708BGT Telecommunications - Budget	1,500	1,523	1,545	1,569	2,092
710BGT Other Expenses (Nonconsumable) Budget		1,738	1,764	1,791	2,317
713BGT Insurance - Budget					
716BGT Externally Contracted Serv - Budget					
718BGT Professional Fees - Budget					
740BGT Repairs and Maintenance - Budget					
Subtotal Direct Operating	\$ 21,500	\$ 29,001	\$ 30,466	\$ 30,923	\$ 32,387

For more information on expense types:

[Operating Worksheet](#)

<http://www.umanitoba.ca/computing/renewal/fm/media/AcctHierarchyExpenditures.htm>

Appendix C - Student Support

**SENATE PLANNING AND PRIORITY COMMITTEE
NEW PROGRAM APPROVAL PROCESS**

<u>Graduate / Undergraduate Support Expense</u>		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
7700	Scholarships	\$ 15,000	\$ 37,500	\$ 45,000	\$ 45,000	\$ 45,000
7710	Bursaries		37,500	75,000	75,000	75,000
7720	Awards					
Subtotal Operating		\$ -	\$ 52,500	\$ 112,500	\$ 120,000	\$ 120,000

For more information on expense types:

<http://www.umanitoba.ca/computing/renewal/fm/media/AcctHierarchyExpenditures.htm>

APPENDIX A

Elective Courses

These courses will be open to MHR students with permission of the instructor/department and as space allows:

- Problems in Ethnological Research (ANTH 7900)
- Studio Topics in Environmental Processes (ARCG 7102), when topic is Service Learning in the Global Community
- Empirical Perspectives on Social Organization and Health (CHSC 7490)
- Health Survey Research Methods (CHSC 7870)
- Disability Studies (DS 7010)
- History of Disability (DS 7020)
- Selected Topics in Disability Studies (DS 7040)
- Summer Institute on Fostering Leadership Capacity to Support First Nations, Métis and Inuit Learners (a version of EDUA 7100 = Topics in Educational Administration)
- Summer Institute on Human Rights Education: A Partnership with the Canadian Museum for Human Rights (EDUA 5080 and EDUB 5220)
- Comparative Education (EDUA 7250)
- Seminar in Cross-Cultural Education 1 (EDUA 7270)
- Seminar in Cross-Cultural Education 2 (EDUA 7280)
- Cross-Cultural Teaching and Learning in Ethiopia 2 (a version of EDUA 7330 = Topics in Educational Foundations)
- Cross-Cultural and Diversity Counselling (EDUA 7560)
- Action Research in Education (EDUA 7600)
- Critical Applied Linguistics in a Global Context (EDUB 7212)
- Culture, Citizenship and Curriculum (EDUB 7270)
- Writing Workshop: Writing for/as Human Rights (a version of Seminar in Educational Thought = EDUB 7340)
- Curriculum Development: Writing for/as Human Rights (a version of Independent Studies in Curriculum = EDUB 7350)
- Seminar in Environmental Education (EDUB 7990)
- **Topics in Cultural Studies (ENGL 7860) when the topic is An Introduction to Genocide Studies**
- Selected Topics in Archival Studies (HIST 7392), when the topic is Archives, Public Affairs, and Truth & Reconciliation Commission of Canada
- Gender and the Law (LAW 3070)*
- Immigration Law (LAW 3212)*
- Aboriginal Peoples and Land Claims (LAW 3230)*
- Aboriginal Peoples and the Law (LAW 3310)*
- Issues in Law and Bio Ethics (LAW 3380)*
- Public International Law (LAW 3740)*
- Canadian Charter of Rights and Freedoms (LAW 3940)*
- Current Legal Problems B (LAW 3980)* when topic is any of the following:
 - Aboriginal Law – Criminal Justice and Family Law
 - Advocating for the Rights of Indigenous People in International Law
 - Language Rights
 - Métis Peoples and Canadian Law

- Philanthropy and the Law
- Poverty Law
- Issues in Colonization (NATV 7240)
- The Role of Information Management in Sustainable Resource Use (NRI 7200)
- Human Dimensions of Natural Resources and Environmental Management (NRI 7222)
- Environmental Justice and Ecosystem Health (NRI 7340)
- Sustainable Livelihoods, Food Resources and Community Food Security (NRI 7370)
- International Conflict Resolution and Peace-building (PEAC 7030)
- Violence Intervention and Prevention (PEAC 7040)
- Intercultural Conflict Resolution and Peace-building (PEAC 7050)
- International Human Rights and Human Security (PEAC 7110)
- Peacebuilding and Social Justice (PEAC 7120)
- Ethnic Conflict Analysis and Resolution (PEAC 7126)
- Storytelling: Identity, Power and Transformation (PEAC 7128)
- Gender, Conflict and Peacemaking (PEAC 7230)
- Children and War (PEAC 7280)
- International Relations Theory (POLS 7790)
- Contemporary Strategic and Security Studies (POLS 7850)
- Intergroup Relations (PSYC 7660)
- Seminar on Religion and Culture (RLGN 7300)
- Selected Topics in Sociology (SOC 7160)
- Selected Topics in Criminology (SOC 7450), may include Crime and the Camps, Genocide and War Crimes, Restorative Justice, and Truth and Reconciliation
- Policy Analysis in Social Work Practice 3 (SWRK 7440)
- Critical Perspectives and Social Work (SWRK 7600)
- Indigenous Research Methodologies and Knowledge Development (SWRK 7730)
- Indigeneity, Power, Privilege, and Social Work (SWRK 7750)
- Advanced Topics in Women's Studies (WOMN 7270)
- Directed Readings in Women's Studies (WOMN 7170)
- Selected topics courses related to human rights or social justice in other departments.

These courses will not necessarily be offered every year, the decision being up to individual departments. 172 seats were available in the listed courses in 2016-17, more than enough to accommodate the 60 seats that would be required for MHR students. Some law courses above (but no listed grad courses) reserve seats for certain students until the first week of August. Wording for online registration can be changed to "Some space is reserved for Faculty of Law and MHR students." This list represents a snapshot of what's possible for the MHR, and we expect it to be supplemented with new course offerings in the future, including International Human Rights, to be offered overseas, perhaps initially in Latin America by Dr. Desmarais.

Note that elective courses most popular with MHR students may eventually be cross-listed with the MHR program.

* Courses below the 7000 level will only be approved as electives if students normally take them after completion of a prior university degree.

APPENDIX B



CANADIAN MUSEUM FOR
HUMAN RIGHTS
MUSÉE CANADIEN POUR LES
DROITS DE LA PERSONNE

19 April 2016

Re: University of Manitoba Masters of Human Rights program

To Whom it May Concern:

The Canadian Museum for Human Rights would like to voice its support for the proposed Masters of Human Rights program at the University of Manitoba. We welcome the development of further human rights educational initiatives in Winnipeg which harmonize with the Museum's mandate to explore the subject of human rights, with special but not exclusive reference to Canada, in order to enhance the public's understanding of human rights, to promote respect for others and to encourage reflection and dialogue.

There may be many opportunities for cooperation between the Museum and the Masters of Human Rights program. These opportunities potentially include hosting practicum students from the program, conditional on the Museum's work flow and capacity to offer a beneficial experience to students. We are interested in further dialogue with the program coordinators to identify and define cooperative initiatives, moving forward.

Sincerely,

Dr. John Young
President and CEO

#205 - 2202 Marine Drive
Vancouver, B.C. V7V 1K4

February 13, 2015

Dr. David Barnard, President
University of Manitoba
Winnipeg, Manitoba R3T 2N2

Dear Dr. Barnard,

Please accept this letter as strong support for the establishment of an inter-disciplinary Master of Human Rights at the University of Manitoba. As background, I am a graduate and Celebrated Alumnus of the University of Manitoba who worked for over a decade with the United Nations. My last position was as Director of Research at the United Nations Office of the High Commissioner in Geneva, and I previously worked with the United Nations Development Programme in Asia and the Pacific as well as Central Europe and the former Soviet Union, and with the Canadian Department of Justice in Ottawa.

I have observed the impact that well qualified Canadians can have in advancing the human rights mission of the United Nations and civil society. As you know, human rights are vitally interconnected with peace and development today. A keen and nuanced grasp of these issues, their inter-linkages, and an understanding of promising models of promotion and protection of the full range of human rights, are necessary for international civil servants and Canadian representatives to the United Nations to successfully fulfil their roles. The proposed Masters Program has the potential to, among other aims, equip students at the University of Manitoba with the requisite knowledge to successfully fulfill these complex and important multilateral roles.

Now that the Canadian Museum of Human Rights has opened in Winnipeg to raise awareness of current and past rights issues, I am hopeful that the University of Manitoba will create a graduate programme to enable its students to shape the future human rights situation globally.

Yours sincerely,

A handwritten signature in black ink, reading "Marcia V.J. Kran". The signature is written in a cursive, flowing style.

Marcia V.J. Kran



POSTAL ADDRESS-ADRESSE POSTALE UNITED NATIONS, N.Y. 10017
CABLE ADDRESS -ADRESSE TELEGRAPHIQUE UNATIONS NEWYORK

President David Barnard
University of Manitoba
Winnipeg, Manitoba

31 March 2015

Dear President Barnard

I write with reference to the proposal for a University of Manitoba Master of Human Rights (MHR) program. Having worked for the past 15 years in the international legal sphere, including in the field of human rights, I wish to voice my strong support for the proposal.

In my experience, there is a clear need for academic programs in this area generally. The past 15 years have brought significant developments in human rights law and practice and an expansion of work opportunities for lawyers trained in this specific field. While some academic curriculums have developed as a result, from my experience they do not match the growth in the subject and its ever expanding applications.

From a pragmatic perspective, as discussed in the proposal, there is a vast range of career options available to an individual with a Master degree in the field. I would note that in addition to the various possibilities listed, there is growing demand for advocates to conduct human rights litigation both at the domestic and international level.

It also strikes me as highly appropriate that the University of Manitoba, located in the province which is home to the Human Rights museum and other important initiatives in this area, would host such a program. I believe as well that the program as articulated is highly innovative and would be unique within Canada and beyond.

As to the content, I am struck by the multidisciplinary approach proposed which I believe captures the practical reality of human rights practice today. It is a field which spans disciplines and any program related to the subject area should be similarly broad in approach.

During my five years as Ombudsperson for the Al-Qaida Sanctions Committee I have seen first-hand the need for attention to human rights concerns in all aspects of the work of the United Nations, including that of the Security Council. It would

be wonderful to have the University of Manitoba, making an important contribution to this critical field by training future human rights advocates, policy makers, defenders and leaders.

I very much hope that the proposal will be accepted and implemented.

Yours sincerely

A handwritten signature in black ink that reads "K Prost". The signature is written in a cursive, slightly slanted style.

Kimberly Prost

Ombudsperson

Security Council Al-Qaida Sanctions Committee



THE UNIVERSITY OF
WINNIPEG
GLOBAL COLLEGE & DIALOGUE SPACE

August 3, 2015

Dr. David Barnard
President
University of Manitoba
Winnipeg, MB R3T 2N2

Dear Dr. Barnard:


I have had the opportunity to review the University of Manitoba proposal to establish a Master of Human Rights program, and am pleased to offer my endorsement for this proposal. The proposed program will fill a growing demand for human rights studies, and will be a forerunner in western Canada. The growing importance of human rights programs in Canadian universities, and their value for the Province of Manitoba in particular, are articulated well in the program proposal and will not be repeated here.

I will share my experience with Human Rights education. The University of Winnipeg launched a BA degree in Human Rights in 2008, with very positive results. Student interest has outstripped our modest projections. Since the inception of this program, 57 students have graduated with this degree, and this number is currently growing by 10-12 a year. Many students in other programs have taken Human Rights courses as electives, and last year we introduced a Minor in Human Rights as well. A number of our graduates are interested in pursuing advanced degrees in Human Rights, and the proposed MHR could fill that need. Based on queries that I have received from students seeking graduate studies in Human Rights, I am confident that the program will attract students from other provinces and countries as well.

The proposed program is a creative complement to existing Masters programs in Manitoba, including the Joint MA in Peace and Conflict Studies offered by our two universities, and will open additional opportunities for joint projects and collegial collaboration between Global College and our colleagues at the University of Manitoba.

I commend your colleagues on the work they have done in preparing this proposal, and look forward to seeing it implemented.

With best wishes,



Dean Peachey, PhD
Executive Director
Coordinator, BA in Human Rights

Amsterdam, 31 July 2015

Dear Dr. Barnard,

I am writing to offer my support for the proposed Masters in Human Rights program at the University of Manitoba. As both a Canadian, and the coordinator of a graduate program dealing extensively with human rights issues, I am convinced that the creation of such a program would serve to fulfill a great need in Canada. While there are many Canadians engaged in human rights work in Canada and globally there is a lack of adequate interdisciplinary graduate programs in human rights in Canada. As a consequence many Canadians, such as myself, have felt the need to leave Canada to study at interdisciplinary centres in Europe and the United States.

The proposed Masters in Human Rights program would be unique in the Canadian university system. As such I believe the program could potentially draw students from across Canada, as well as foreign students. The program would be well-situated in Winnipeg, where it could benefit from the presence of the Canadian Museum for Human Rights and other human rights institutions.

Through supporting the MHR program the University of Manitoba could increase its international profile, as well as establish itself as a Canadian leader in the field of human rights research, training, and education.

Sincerely,



Dr. Kjell Anderson
Coordinator, Masters in Holocaust and Genocide Studies,
University of Amsterdam

July 5, 2015

Andrew Woolford
Professor
Department Head
Department of Sociology
University of Manitoba
Winnipeg, Manitoba
R3T 2N2

Dear Professor Woolford,

I am writing to express strong support for the establishment of your new interdisciplinary Master of Human Rights degree program. I have reviewed the proposal and believe the initiative is well-conceived, thorough, and will be of great interest to students and other members of your scholarly community.

It also synergizes with other initiatives at or related to the University of Manitoba, including the Centre for Human Rights Research Initiative (CHRR), the new Canadian Museum of Human Rights, and the recent establishment of the National Research Centre on residential schools.

In addition, there are a number of scholars at the university who work on human rights-related issues, including, for example, scholars who have established close ties to indigenous communities in the area and have a history of working together with them. This sort of university-community relationship would further enhance your proposed degree program.

I should note that the program I direct, the Center for the Study of Genocide and Human Rights has a long-standing relationship with the University of Manitoba. We have a partnership agreement with the Centre for Human Rights Research Initiative and collaborated to co-host an international conference on Colonial Genocide in Indigenous North America that resulted in a 2015 volume published by Duke University Press.

In keeping with this long-standing relationship, our Center would be happy to explore future collaborations, such as cooperating and co-organizing learning opportunities and events, ranging from thematic conference to seminars. Other





possibilities might include student exchanges, guest lectures, collaborative course development and/or teaching, and workshops.

For all of these reasons, I hope your administration will give the utmost consideration to establishment of this new Human Rights program. My colleagues and I strongly support it. Please do not hesitate to contact me if I can provide any additional information.

Sincerely,

Alex

Alex Hinton
Director, CGHR
Professor of Anthropology
Core Faculty, Peace and Conflict Studies



July 7, 2015

Dr. David Barnard
University of Manitoba
202 Administration Building
University of Manitoba,
Winnipeg, MB
R3T 2N2

Re: Graduate Programme Proposal Master of Human Rights

Dear Dr. Barnard,

It is with great pleasure that I offer my unqualified support for the proposed interdisciplinary Master of Human Rights degree programme and recommend its implementation by the University of Manitoba. While I write this letter in my capacity as longtime chair of the Freeman Family Foundation Holocaust Education Centre of the Jewish Heritage Centre of Western Canada and as one of the nine Canadian delegates of the IHRA (International Holocaust Remembrance Alliance), I must also state from the outset that the proposal is also very relevant to some of the other "hats I wear," namely, as vice-president of the Manitoba Multifaith Council and as a current graduate student at the University of Winnipeg.

I have taken the time to review the proposal in detail and was particularly impressed with the interdisciplinary approach that would in my opinion, attract a great number of students pursuing careers in many different fields. It also provides the opportunity of course, for a very enriching experience with the scholars available to them from such diverse fields as education, law and other disciplines of the social sciences. The history of Canada with its record of achievements and failures in the area of human rights perhaps best exemplified most recently with the work of the Truth and Reconciliation Commission affords a logical fit. With the opening of the Canadian Museum for Human Rights and the National Centre for Truth and Reconciliation at the University of Manitoba, Winnipeg is becoming a centre of excellence for researchers in the field of human rights; a programme at the graduate level seems the next natural step.

There are students studying all over Canada and in other countries that I believe would have a keen interest in this programme. I am certain that other experts in their various fields will be mentioning the particular, natural and logical associations with their own diverse fields, such as immigration and human rights law, social work, etc. However, I will limit myself to those areas to which I have a particular connection. I believe that the education field will be particularly well served by the opportunity for educators to study

human rights at the graduate level. The human rights curricula across our country (and indeed in North America) continue to be of a concern to me. Certainly, in my own work, I see a wide disparity in the manner in which the teaching of the Holocaust and other genocides is approached. I am astounded, on the other hand, by the quality of work being done in countries throughout Europe and the UK, and often wonder why Canada has lagged behind. I can imagine potential theses resulting from offering this degree that would in turn have positive implications on the way we teach genocide in Canada—from the elementary years to the post-secondary level.

As a person engaged in and promoting multifaith dialogue, I am currently pursuing a graduate degree in dialogue theology. I believe that the MHR degree will add significantly to the possibilities available to those who are very much engaged in this area yet are not oriented toward a career in ministry. Certainly, as the composition of Canada's multicultural society is changing and becomes less Eurocentric, it becomes difficult to find a graduate degree for those who wish to study the concept of dialogue from a non-Christian approach. Dialogue is an area that is so vast, extending from religion to politics to law, etc. and the interdisciplinary method seems the perfect way to approach this topic. As well, while the topics of global ethics and human rights are explored in the both the graduate programmes offered in Theology, Indigenous Governance and Indigenous Development Practice at the University of Winnipeg, they are generally limited in scope to Canadian issues. Looking at the list of scholars who might be teaching in the MHR programme, I can envision broader possibilities for students.

I believe that students in the MHR programme could be a wonderful resource for the Freeman Family Foundation Holocaust Education Centre as we move forward. I can also imagine students developing programming for us and we in turn providing guest lectureships to the programme—such as survivors, people who have interviewed them or second-generation of survivors. The Manitoba Multifaith Council provides an opportunity to access several different faith communities through their representatives and as such provide networking and research opportunities.

Several months ago, I attended an international conference in Manchester. Delegates from around the world crowded around me and another delegate from Winnipeg. The question on everyone's lips was the same: "Tell us about your wonderful new museum!" I believe that this programme will be another world-class initiative that will make Winnipeg a world-class centre for scholarship and research. I wish to congratulate those who have had the extraordinary vision to imagine such a programme.

Sincerely,

Belle Jarniewski



Chair,

Freeman Family Foundation Holocaust Education Centre of the Jewish Heritage Centre of Western Canada



21 of August 2015

Dr. David Barnard
President of the University of Manitoba
University of Manitoba, Canada

Dear Dr. Barnard,

On behalf of the Permanent Mission of Costa Rica to the United Nations, I would like to refer to the University of Manitoba in regard of the Academic Master Program of Human Rights that it is currently initiating.

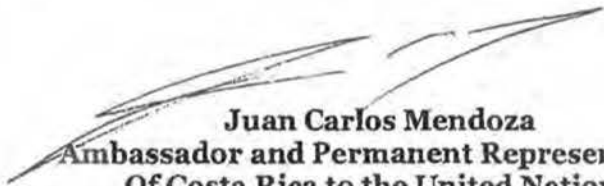
In this regard, Human Rights have been historically a fundamental condition in the national policies of Costa Rica. The history of Costa Rica is rich in laws and institutional actions in order to guarantee the fundamental rights and freedom of our citizens.

Human Rights have been the central pillar of the foreign Costa Rican policy. Our country was one of the main contributors of the Universal Declaration of the Human Rights and the first one to ratify the International Covenant on Civil and Political Rights created by the United Nations. Education in human rights has also been a key issue in our agenda.

Therefore, we support initiatives in the academic field that can contribute to create knowledge and capacity in human rights. We hope that your new Master Program of Human Rights is successful and can make a positive impact in the benefit of humanity and the future generations.

I avail myself of this opportunity, the assurances of my highest consideration.

With regards,


Juan Carlos Mendoza
Ambassador and Permanent Representative
Of Costa Rica to the United Nations



Cc: Dr. Annette Desmarais. CRC in Human Rights, Social Justice and Food Sovereignty.
University of Manitoba, Canada

Dr. Christina M. Szurlej
520 Portage Avenue
Winnipeg, MB R3C 0G2

19 March 2015

Dr. David Barnard, President
Office of the President
202 Administration Building
University of Manitoba
Winnipeg, MB R3T 2N2

Dear Dr. Barnard:

I am an Instructor in the fields of human rights and conflict resolution studies who is writing to support the proposal to establish a Masters in Human Rights program at the University of Manitoba based on a lack of similar sought-after programs in Canada, highlighting the types of careers graduates would be able to pursue. As someone who has earned a postsecondary education specializing in human rights at the University of Essex, National University of Ireland, Galway and Middlesex University, I can personally attest to the added value of offering an MA program in human rights at a local level.

The postsecondary study of human rights is growing on a global level, with world-leading MA programs offered at the London School of Economics, University College London, Essex Human Rights Centre, Irish Centre for Human Rights, Rutgers University, Utrecht University, Columbia University and countless others. Encouraging local undergraduate students to continue/pursue postsecondary education at the University of Manitoba and attracting international students hinges on offering a diverse range of programs competitive against those offered abroad. Though there are other masters programs offered in related areas, such as an LLM concentrated in social justice at the University of Ottawa, none has an overt focus on human rights.

Pursuing a Masters in Human Rights is the next logical step for students who have earned a Bachelor of Arts in Human Rights and wish to continue their education. At present, such students are forced to study abroad and may choose not to return to Canada to pursue their careers. With at least nine BA programs in human rights offered by prominent universities across Canada, this presents a significant missed opportunity for Canadian universities.

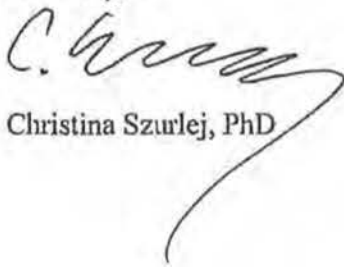
Launching a Master's in Human Rights at the University of Manitoba would enable graduates to pursue a variety of careers. At the provincial government level, graduates of the program could become Human Rights Officers at the Manitoba Commission for Human Rights, or draw from their expertise to inform the shaping of government programs, policies and laws in any government department. Graduates could take on a similar role in the federal government, or take on more expressly human rights focused work for the Office of the Ombudsman or for the

Canadian Human Rights Commission. With over 4000 nongovernmental organizations (NGO) formally recognized by the United Nations Economic and Social Council, graduates have ample opportunity to become involved in NGO work locally, regionally and at an international level. Other similar opportunities include working with civil society or non-profit organizations. Finally, though not exhaustively, graduates may also apply their knowledge to the area of human resources, ensuring that human rights are respected in the workplace.

As of 1 July 2015, I will commence a new position as Assistant Professor in Human Rights and Director of the Atlantic Centre for Human Rights. My Directorship with the Centre could potentially create opportunities for collaboration, including professional development opportunities for MA students in human rights. I would likewise be pleased to continue my support through consultation with the University as this program unfolds, should it be approved.

Establishing a Master's in Human Rights at the University of Manitoba presents an opportunity for the University to be a leader in a quickly growing field, for which Winnipeg is becoming known, particularly with the recent erection of the Canadian Museum of Human Rights. Offering this program addresses several gaps in Canadian higher education, will encourage existing students to remain in Manitoba for their postgraduate studies while attracting international students, and will better position graduates to embark on careers in their chosen field.

Sincerely,

A handwritten signature in black ink, appearing to read 'C. Szurlej', with a long, sweeping underline that extends to the right and then curves back down.

Christina Szurlej, PhD



FACING HISTORY AND OURSELVES

People make choices. Choices make history.

July 30, 2015

President David Barnard
Office of the President
202 Administration Building
University of Manitoba, Winnipeg, MB R3T 2N2 Canada

Dear President David Barnard,

I would like to commend the faculty and leadership of the University of Manitoba for its proposal to create a Master of Human Rights program. My own work as the director of the Toronto office of Facing History and Ourselves (www.facinghistory.org), very much aligns with the proposed scope of the program. Facing History supports educators as they teach their students about some of the greatest human rights abuses in history. Our pedagogical approach engages students in learning that history is made up of the choices that individuals make, and that therefore their own choices matters. Through the study of history, our students become civically engaged global citizens.

For the last two years, I have been a presenter at the Teaching and Leadership for Human Rights Education Summer Institute co-sponsored by the University of Manitoba and the Canadian Museum of Human Rights. I have been impressed by the faculty I have worked with in the delivery of this program, as well as the student participants from the University's Department of Education. Educators today are expressing the need for more professional development in the field of Human Rights. A 2013 Canadian Teachers Federation Survey reported that 94 per cent of respondents said it was important for them to acquire more knowledge and skills around age-appropriate methods for teaching about human rights. I do not doubt that the Master in Human Rights Program would attract individuals with degrees in education who would like to deepen their knowledge in this important field. The cross curricular nature of this program would certainly graduate individuals prepared to lead the field of human rights education. Graduates could not only go back into the classroom, but would also be prepared for positions like my own, supporting other educators through the writing of new curricular materials, and providing professional development.

In reading the proposal, I have no doubt that the Master of Human Rights Program at the University of Manitoba would be successful in attracting a high caliber of students. I personally would look forward to the possibility of working with student from the program through internships and possible employment with Facing History and Ourselves. I would be delighted to teach students in the program as a guest lecturer or as a presenter at Summer Institutes.

I fully support the development of a Master of Human Rights at the University of Manitoba.

Sincerely,

Leora Schaefer
Director, Toronto Office
Facing History and Ourselves

Facing History and Ourselves
@ Centre for Social Innovation
215 Spadina Avenue
Suite #170
Toronto, Ontario M5T 2C7
Canada
416-901-3831
facinghistory.org
Charity Number 82181 4019 RR0001



40 ans
years
1975-2015

221 av. Laurier Ave. E.
Ottawa, Ontario
K1N 6P1 Canada

Tel/Tél : 613-563-4801 • 1-866-563-4801
Fax/Télé : 613-594-4704
www.interpares.ca

Dr. David Barnard
President of the University of Manitoba
202 Administration Building
University of Manitoba
Winnipeg, MB.
R3T 2N2

RE: Letter of support for University of Manitoba Masters of Human Rights Program

Dear Dr. Barnard,

I am writing to express Inter Pares' enthusiastic support for the creation of a Masters of Human Rights program at the University of Manitoba.

Inter Pares is a registered Canadian charity founded in 1975, and based in Ottawa but with supporters across Canada, including many in Manitoba. Inter Pares currently works with over 70 organizations around the world who share our analysis that poverty and injustice are caused by inequalities within and between nations and who are working to promote social and economic justice in their communities and societies. The promotion of human rights and the use of human rights mechanisms is an important element of the programs of many of our counterparts in many countries. We see a growing emphasis on human rights in many thematic areas that affect the poor, including food security, women's empowerment, trade, children and youth, and education.

Inter Pares frequently collaborates with professors and students from comparable programs at universities across Canada as part of our work. The kind of interdisciplinary graduate-level education being proposed prepares students not only for work in Canada's non-profit sector, but also for work with government, and other related fields. We feel that it is also an excellent grounding for students who choose to apply their credentials and a human rights lens to other sectors, such as journalism, and education. It has been our experience that university programs focussed on human rights attract students from all over the world, and from diverse communities within Canadian society including various diasporas.

Winnipeg, as a key hub for indigenous rights in Canada, as a focal point of the disability rights movement, and as the new home of the Canadian Museum for Human Rights, is an ideal location to offer an interdisciplinary Masters of Human Rights program.

Inter Pares looks forward to future opportunities for collaboration with the University of Manitoba in engaging Canadians on human rights issues that affect us all, in Canada and overseas.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Jack Hui Litster'.

Jack Hui Litster
Co-manager, Inter Pares

J. Grant Sinclair, QC,
B.Com, LL.B, LLM
514-138 Princess Street
Toronto, ON, M5A 0B1
July 21, 2015.

David T. Barnard
President and Vice Chancellor
Room 202, Administration Building
University of Manitoba
Winnipeg, MB, R3T 2N2

Dear President Barnard,

I am writing to you in support of the Graduate Program Proposal, Master of Human Rights at the University of Manitoba. I recently ended my ten year tenure as the Vice-chair and Chairperson of the Canadian Human Rights Tribunal. The Tribunal administers the *Canadian Human Rights Act*, more specifically, hears and decides, through written decisions, human rights complaints referred to it by the federal Human Rights Commission.

In the past four decades following the enactment of the *CHRA*, many of the Tribunal decisions have found their way on appeal to the Supreme Court of Canada. The result has been an expanding recognition and protection of human rights in Canada including disability, gender, ethnic/national origin, race, aboriginal, freedom from harassment, both sexual and in employment, age, and hate messages.

The human rights process, federally and provincially is complaint driven and to a large extent has been located in the domain of the lawyers and the courts. My experience, as a decision-maker, is that there has been little appreciation or use by advocates or the courts of sources such as international human rights norms found in treaties to which Canada is a signatory. As well, the use of restorative justice within the human rights process has only recently been introduced but is not yet broadly based in Canada.

Although there has been a significant expansion of human rights, in my view, it is time to look beyond just the provisions of human rights legislation in order to deal with, as the Proposal states "the increasingly complex human rights challenges of the 21st century. Human rights figure much more prominently in politics, business, policy, law, education and movements for social change. The myriad of complex human rights issues confronting Canada and the world are best tackled through a broad-based approach that spans histories, cultures and academic disciplines."

The Proposal indicates that the University of Manitoba has identified human rights as one of its six strategic priorities for academic enhancement and one of seven major research themes. The MHR program can also draw on the broad expertise in human rights research and teaching that currently exists at the University of Manitoba.

In my assessment, to the extent that the Master of Human Rights (MHR) program will be broadly interdisciplinary, branching into the sciences and taking advantage of expertise in the university's professional schools, including Law, Education and Social Work, it will fill an identifiable need and equip graduates to respond to the increasingly complex human rights challenges.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Grant Sinclair", with a stylized flourish at the end.

Grant Sinclair

To Whom It May Concern:

This letter is in support of the proposed Master of Human Rights (MHR) at the University of Manitoba.

I have an M.A. in Human Rights from the University of Essex in Colchester, U.K., which I received in 1999.

Since this time, due to the opportunities this degree afforded, I have worked as a Human Rights Officer with the Organization for Security and Cooperation in Europe (OSCE) with their mission in Kosovo; as a lecturer with the Norman Paterson School of International Affairs (NPSIA) at Carleton University, and as a Program Advisor in the Humanitarian Affairs Division with the Canadian International Development Agency (CIDA). As well, for several years I was an employee of a special UN human rights and humanitarian roster consisting of UNICEF (UN Children's Fund), UNHCR, (UN High Commissioner for Refugees), OHCHR (UN Office of the High Commissioner for Human Rights) and OCHA (UN Office for the Coordination of Humanitarian Affairs). As a 'Senior Protection Officer' I was deployed to the field by 1 of these 4 agencies depending on need.

For the past several years I have been a consultant in the area of human rights. Contracts have included Amnesty International, UNDP (UN Development Program), and IOM (International Organization for Migration).

As someone who had to study abroad to obtain a degree similar to the one being proposed by U of M because none existed in Canada, it would have been a great help to have had access to a program like this when I was looking for graduate programs.

As such, I think the proposed MHR will be filling a much needed niche in Canada and will attract a broad array of students who are looking for an opportunity to gain academic knowledge in an area that would provide them with opportunities to work either in Canada with non-profits or the federal or provincial governments, or abroad with multi-lateral agencies, such as the UN or OSCE or international non-governmental organizations.

Sincerely,



Corey Levine
MA Human Rights,
University of Essex

26 March 2015



July 28, 2015

Dr. David T. Barnard
President and Vice-Chancellor
Office of the President
202 Administration Building
University of Manitoba
Winnipeg MB R3T 2N2

Dear Dr. Barnard:

**Re: LETTER OF SUPPORT FOR MASTER OF HUMAN RIGHTS PROGRAMME AT
UNIVERSITY OF MANITOBA**

The Manitoba Human Rights Commission is delighted to hear that the University of Manitoba is considering a Master of Human Rights programme.

Since the United Nations adopted *The Declaration for Human Rights* in 1948, human rights have held an important place in the legal and political frameworks of modern societies. Despite the formal recognition of human rights and various systems to promote and protect those rights, discrimination continues to exist across Canada, including Manitoba. Human rights cannot be left solely to commissions, tribunals, and courts. It requires the engagement of a wider public in a critical discourse about the effect of stereotype and prejudice, its causes, and potential remedies. While human rights commissions actively work to educate the public, such an objective also requires input of bright innovators and researchers.

The Commission believes that a programme such as the proposed Master of Human Rights at the University of Manitoba would equip human rights innovators and researchers to lead meaningful change in local, national, and international communities. The Commission strongly encourages the University of Manitoba to consider implementing such a programme given the clear need.

The Commission would be pleased to work with the University in relation to such a programme, exploring possibilities for involvement with the programme in areas such as research projects for students, thesis committee membership, involvement with events, and guest lectures.

Sincerely,

Azim Jiwa
Executive Director



August 5, 2015

Dr. David Barnard, President
202 Administration Building
University of Manitoba
Winnipeg, MB R3T 2N2

Dear Dr. Barnard:

On behalf of the Manitoba Council for International Cooperation, I am pleased to write a letter of support for the Master of Human Rights program.

I think this would be a significant opportunity for Manitoba and the University of Manitoba to offer a Master's level program in Human Rights. Manitoba has often been at the forefront of important milestones in Human Rights, such as Manitoba women getting the right to vote, the Disability Rights Movement, and now with the opening of the Canadian Museum for Human Rights, it makes sense for Manitoba to lead the way in offering a Master in Human Rights.

In recent years MCIC's programming in international development has moved toward a rights based approach to development. I think the international development sector would value from the contribution of graduates of a MHR program.

In conclusion, I fully support the development of a Master in Human Rights program at the University of Manitoba. The inter-disciplinary and trans-faculty engagement that is being proposed is exciting. I think this program could play an important role in building a more just and fair world for all.

Sincerely,


Janice Hamilton
Executive Director

Manitobans - Working Together as Global Citizens

302-280 Smith Street Winnipeg, Manitoba, Canada R3C 1K2
tel: (204) 987-6420 fax: (204) 956-0031 e-mail: info@mcic.ca web: www.mcic.ca

135/206

Jim Derksen LLD h.c. (Manitoba)
157 Walnut Street
Winnipeg MB Canada
R3G 1P3

David T. Barnard
President and Vice-Chancellor
University of Manitoba
Winnipeg MB Canada
R3T 2N2

Dear President Barnard;

I am very pleased that a graduate program proposal for the establishment of a Master of Human Rights (MHR) program at the University of Manitoba has been developed.

As you may know, I have endeavored to advance the understanding and practice of human rights throughout most of my life. It seems to me the MHR program will not only complement other academic programs at the University of Manitoba and other institutions of higher academic learning in the province, it will also provide a centerpiece for leadership and further coherent development of human rights learning infrastructures. Human rights expertise should, and must, be welcomed and employed in every public and private enterprise. This could, and will, advance us toward our shared vision of a future where human rights are pervasively manifest.

Such a future cannot arrive by directive only from above; it is achieved by shared, collective efforts by many at every level. On my part, I am willing to contribute to the development and operation of the MHR program. As an example, perhaps I can help by providing guest lectures in fieldwork, or any other appropriate course in the program.

Thank you for your consideration.

Yours truly,

Dr. Jim Derksen
Honorary member, Council of Canadians with Disabilities



March 30th, 2015

Dr. David T. Barnard, Dip.C.S., B.Sc., M.Sc. Ph.D.
President and Vice-Chancellor
University of Manitoba

Dear Dr. Barnard,

We are pleased to support the application of the Centre for Human Rights Research to create a new interdisciplinary Master of Human Rights degree.

Winnipeg Harvest believes strongly that such a program will support the development of increased consciousness of the importance of human rights in Winnipeg, Manitoba and Canada.

You are likely to attract students who put a high value on human rights, in practice as well as theory. They could find careers in a wide variety of fields, including human rights commissions, governments, teaching and non-governmental organizations.

Winnipeg Harvest would be pleased to consider co-operation with this program on a number of fronts. We would be prepared to have student placements at Winnipeg Harvest, just as we do with the College of Nursing.

We could hold jointly sponsored events with the MHR program. For instance, three years ago, Winnipeg Harvest sponsored a workshop with two U of M professors, Evelyn Forget and Wayne Simpson, on the Manitoba Minimum Income program.

We could provide a guest lecture for the fieldwork course, as we do with the College of Medicine.

Winnipeg Harvest could be a potential employer of graduates of this program, just as we currently employ a number of U of M grads from different faculties, including Fine Arts.

Winnipeg Harvest believes that the right to food – the right to be free from hunger – is a basic human right. We look forward to working with the Faculty members, staff and students to explore what that truth means in Canada today and in the future.

We are selfish in our support, because we see the need to engage and provide actions with human rights promises that can help us reduce the need for food banks in Canada. This program can help to give us hope.

Please let me know if we can provide any additional support for this worthy application.

Yours sincerely,

David Northcott, CM, OM
Executive Director

APPENDIX C

Internal Support

The University of Manitoba's Senate Planning and Priorities Committee recommended Jan. 30, 2017, "that a high priority level be assigned to the proposal for a Master of Human Rights, as the proposed program is consistent with the existing institutional strategic planning framework."

The Law Faculty Council unanimously passed the following motion June 28, 2017:
To approve that the Masters of Human Rights (MHR) be based in the Faculty of Law.

The Law Faculty Council had already passed this motion May 8, 2014:

The Law Faculty Council moves to endorse and support the establishment of a Master of Human Rights and, more specifically, to agree that:

- 1) a faculty member from Law will participate on the Advisory Council directing the program;
- 2) MHR students will be permitted to register for Human Rights Law or an equivalent course. Such a course will be available every year with sufficient space to enrol MHR students and JD/LL.M. students, as it is proposed that the course be compulsory for completion of the MHR degree; and
- 3) Law faculty members will consider participating on MHR thesis committees.

The Social Work faculty council unanimously passed the following motion Oct. 31, 2104: To support the Master of Human Rights in principle and send a member to the planning committee.

The Faculty of Education council passed the following motion by an overwhelming majority on Jan. 19, 2015: That the Faculty of Education support in principle the development of the Master of Human Rights program that constitutes a partnership between five faculties (Arts, Education, Social Work, Law and Graduate Studies) and three centres (Centre for Human Rights Research, Mauro Centre for Peace and Justice and National Centre for Truth and Reconciliation), with support from other faculties.

The Faculty of Arts council passed the following motion Feb. 11, 2016: The Faculty of Arts acknowledges the interest of many of its members in the critical study and promotion of social justice issues and human rights, and supports the establishment of a Master of Human Rights (MHR) program.

Statements of support have also been received from several Arts departments, including Anthropology and German and Slavic Studies.



UNIVERSITY
OF MANITOBA

Alumni and Donor Relations
200-137 Innovation Drive
Winnipeg, Manitoba R3T 6B6

Phone: 204.474.9195 Toll-Free: 1-800-330-8066
Fax: 204.474.7635 Email: donor.relations@umanitoba.ca

November 20, 2017

Kathleen Sobie
Executive Director, Financial Planning
202G Administrative Building
University of Manitoba
Winnipeg, MB R3T 6B6

Dear Kathleen,

Through the Province of Manitoba's Manitoba Scholarship and Bursary Initiative (MSBI), the University is able to access matching funds equal to 50% of the annual spending allocation of donor-funded endowed student awards. To date, \$500,000 has been raised in endowed Master of Human Rights student fellowships and bursaries, producing an annual spending allocation of approximately \$20,000. This amount will be matched with \$10,000 through the MSBI, resulting in a minimum annual spending allocation of \$30,000 to be disbursed to students. Donor Relations is in support of designating MSBI matching funds to Master of Human Rights student fellowships and bursaries for as long as the MSBI program is in existence and the fund continues to meet program criteria.

Donor Relations will continue to work with the Faculty of Law to secure additional funds for Master of Human Rights student fellowships and bursaries, with the intentions of further growing the size of the endowment fund and the annual MSBI matching amount.

Sincerely,

Vanessa Shaff, MBA
Acting Associate Vice-President

FRONT AND CENTRE

THE CAMPAIGN FOR THE UNIVERSITY OF MANITOBA

139/206



Faculty	Graduate Studies
Subject	Master of Human Rights

Statement

The Libraries' collection can support this new programme, as described in the documentation provided to UML. However, ongoing support may be impacted by a weak Canadian dollar, inflationary increases in subscription costs, and any reductions to the Libraries' acquisitions budget. Library staff costs are also incurred in the support of, and services to, the introduction of new courses.

The Libraries currently holds 48 out of a list of 65 reference titles, or 74%. A list of 122 relevant periodicals was generated and checked against the Libraries' holdings. The Libraries currently subscribe to 97 titles (80%) with an additional 15 titles (12%) available after a 6-24 month embargo period. A check of 2,262 citations from 7 sources indicates that the overall monograph and journal collections are both at a doctoral level (80-94 %) in the area of human rights.

The Libraries' collection lacks 14 monograph titles, out of the 106 titles listed in the supplementary readings for the proposed courses. Pending programme approval, these titles can be purchased for approximately \$400 CAD from existing acquisition funds.

UML also has an efficient document delivery service which can supply articles or monographs not held in the collections. Graduate programmes are also supported by Libraries' staff through the provision of information services including research consultations, reference assistance, seminars and assistance with institutional repository deposit.

Gary Strike
Liaison Librarian for Sociology

Nicole Michaud-Oystryk
Head, Elizabeth Dafoe Library

Jan Horner
Coordinator, Collections Management

Mary-Jo Romaniuk
University Librarian

15 September 2015

Date

Master in Human Rights Appendix

Human rights materials are found mostly in Elizabeth Dafoe Library, E.K. Williams Law Library and Fr. H. Drake (St. Paul's College) Library. The National Centre for Truth and Reconciliation will also be an important resource for the study of human rights, and their literature resources will be identifiable via the Libraries' One Stop Search and catalogue. For all checking below, the holdings of all University of Manitoba Libraries were taken into account.

Reference Material Checking

Fomerand, Jacques. 2014. *Historical Dictionary of Human Rights*. Latham: Rowman & Littlefield. (Reference section: Dictionaries, Bibliographies, Yearbooks, Encyclopedias, and Guides: Printed Resources, pp. 686 – 690.)

Titles checked	Titles held	Percent
65	48	73.8

Journal Checking

From a variety of sources, a listing of 122 currently published journals dealing with human rights was generated. These journal titles were then checked against the Libraries holdings, with the results displayed in the table below. Embargo periods are all 2 years or less.

Titles checked	Current subscription	Subscription with embargo	Total	Percent
122	97	15	112	91.8

While every effort will be made to retain these journals, continuing access will depend on increases to the acquisitions budget to address inflation and maintain the spending power of the budget.

Monographic Checking

In checking citations for monographic items, the holdings of all University of Manitoba Libraries were taken into account. Monograph citations from one text from the supplied course bibliography for each of HMRT 7100, 7200 and 7300 were checked. As no course bibliography was supplied for the Human Rights Practicum course, three monographs with a broad or interdisciplinary focus were chosen. Citations from the bibliographies were checked in the Library catalogue with the following exclusions: non-English titles, theses, unpublished material, working papers, government publications (except Canadian government publications), and URLs. If a later edition of a title was held by the University of Manitoba Libraries, but the cited edition was not, the title was considered held. It was not considered held if only an earlier edition of the cited title was held.

Titles Checked

HMRT 7100-THEORY AND PRACTICE OF HUMAN RIGHTS: CRITICAL PERSPECTIVES :

Donnelly, Jack. 2013. *Universal Human Rights in Theory and Practice*. Third edition. Ithaca: Cornell University Press.

HMRT 7200- SELECTED TOPICS IN HUMAN RIGHTS RESEARCH AND METHODS:

Denzin, Norman K. and Michael D. Giardina. 2010. *Qualitative Inquiry and Human Rights*. Walnut Creek, Calif.: Left Coast Press.

HMRT 7300- HUMAN RIGHTS LAW:

Bantekas, Ilias and Lutz Oette. 2013. *International Human Rights Law and Practice*. Cambridge: Cambridge University Press.

HMRT 7400-HUMAN RIGHTS FIELDWORK SEMINAR:

Sriram, Chandra Lekha, John C. King, Julie A. Mertus, Olga Martin-Ortega and Johanna Henna (editors). 2009. *Surviving Field Research: Working in Violent and Difficult Situations*. London: Routledge.

HMRT 7500-HUMAN RIGHTS PRACTICUM / INTERDISCIPLINARY:

Clement, Dominique, William Andrew Silver and Daniel Trottier. 2012. *The Evolution of Human Rights in Canada*. Ottawa, Ont.: Canadian Human Rights Commission.

Freeman, Michael. 2011. *Human Rights: An Interdisciplinary Approach*. Second edition. Cambridge: Polity Press.

!shay, Micheline. 2008. *The History of Human Rights: From Ancient Times to the Globalization Era*. Berkeley, Calif.: University of California Press.

Author/Ed.	Monographs			Periodicals		
	Titles checked	Titles held	Percent held	Titles checked	Titles held	Percent held
Donnelly	333	262	78.7	121	120	99.2
Denzin	260	211	81.2	145	140	96.6
Bantekas	157	123	78.3	80	80	100
Sriram	150	109	72.7	73	69	94.5
Clement	58	51	87.9	23	22	95.7
Freeman	203	173	85.2	116	110	94.8
!shay	474	390	82.2	69	62	89.9
TOTAL	1635	1319	80.7	627	603	96.2



UNIVERSITY
OF MANITOBA

Information Services
And Technology

Mario Lebar, Acting CIO
103 Administration Bldg.
Winnipeg, Manitoba
Canada R3T 2N2
Tel: (204) 474-8668
Fax: (204) 474-7502

July 6, 2015

Helen Fallding, MA, BSc (Hons)
Manager, Centre for Human Rights Research
University of Manitoba
Room 442, Robson Hall

Dear Ms. Fallding,

Thank you for sending me the new Master of Human Rights program proposal to review.

Based on the material therein, this proposed new program should have no significant effect on IST facilities.

Best wishes on the success of your team's proposal.

Sincerely,

Mario Lebar, Acting CIO
Information Services & Technology

Memo

Registrar's Office
400 University Centre
Phone 474-9425
Fax 275-2589



UNIVERSITY
OF MANITOBA

July 17, 2015

Sent as email attachment

To: Helen Fallding, Manager, Centre for Human Rights Research

From: Neil Marnoch, Registrar

A handwritten signature in black ink, appearing to read "Neil Marnoch".

Re: Proposal for a Master of Human Rights

Having reviewed the program proposal for a Masters of Human Right, I see no problems in the Registrar's Office supporting this program with respect to registration, fee assessment and academic evaluation. I note that the plans for this program include the conversion of a classroom in St. Paul's College. The details of this conversion to space that supports the Master of Human Rights program will need to be coordinated between St. Paul's College, the Registrar's Office and Campus Planning.

Best of luck with your proposal.



Dean of Law, Robson Hall
Winnipeg, Manitoba
R3T 2N2
Canada
Fax (204) 474-7580
Phone (204) 474-6130

August 11th, 2017.

Dear President Barnard,

As you know, the Faculty of Law has had a long-standing commitment to human rights and social justice. Aside from our faculty expertise, we also house the Centre for Human Rights Research. In keeping with this commitment, I am writing to apprise you of the Faculty of Law's enhanced commitment to the Master of Human Rights program following a recent vote by our Faculty Council.

On June 28, 2017, Law Faculty members voted unanimously, with no abstentions, "to approve that the Masters of Human Rights (MHR) be based in the Faculty of Law," including the appointment of a Chair in Human Rights and Social Justice.

Indeed, to emphasize the importance of these developments, I myself will teach a Human Rights Law course this fall to generate some excitement in this area. I will also host a conference on human rights and nuclear weapons, which will be held at the Canadian Museum for Human Rights Oct 12-13.

In collaboration with the original proponents of the Master of Human Rights program, we have revised the proposal to reflect this new commitment from the Faculty of Law, including:

- in-kind assistance from law staff;
- our support for finding space in Robson Hall to accommodate the program, if that proves to be the best option;
- access for Master of Human Rights students to the ground floor Robson Hall student lounge and kitchen; and
- collaboration on professional workshops that would be of benefit to both law and MHR students.

The MHR program will continue to be truly interdisciplinary, with input from an inter-faculty committee. To streamline administration, the director will report to me or my successors and the Faculty of Law will manage the program's budget.

I look forward to being part of this exciting initiative that I believe will significantly benefit our law school, the university and Canada.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "J. Black-Branch".

Dr. Jonathan L. Black-Branch



UNIVERSITY
OF MANITOBA | Faculty of Law

Robson Hall
Winnipeg, Manitoba
Canada R3T 2N2
Telephone 204-474-6130
Fax 204-474-7580

Oct. 5, 2015

Dear President Barnard,

As deans of three of the four other faculties collaborating with Graduate Studies on the Master of Human Rights (MHR), we are writing to express our support for the proposal currently under review by various levels of university governance prior to submission to the Manitoba government.

Three of our faculty councils have already voted to approve the MHR proposal in principal, with the final vote pending in Arts. The Dean of Arts has elected not to sign this letter until after Arts Faculty Council has had an opportunity to deliberate on its support. Some of our faculty members, including the Canada Research Chair in Human Rights, Social Justice and Food Sovereignty, are eager to participate in the new program as thesis supervisors, course instructors and program committee members. Many are happy to welcome MHR students into existing graduate courses. We will do our best to facilitate the involvement of our faculty members in the MHR, subject to the needs of their home departments.

We have reviewed a recent draft of the Master of Human Rights proposal, which we understand may undergo further revisions following external review. We are confident that this program will attract high quality graduate students who might not otherwise consider the University of Manitoba.

We are relieved that the new program will not create financial burdens for our individual faculties, which are struggling to adequately resource existing programs, since the MHR is expected to attract significant donor support. However, we will request through the upcoming Strategic Resource Planning process that the university supplement this with startup funding from the university's operating budget allocation for strategic priorities. Human rights is one of the university's major research themes and the MHR program clearly aligns with the university's "inspiring minds" and "forging connections" priorities. Please note that our support for the MHR proposal is contingent on sufficient external funding being secured to support the program.

An interdisciplinary Master of Human Rights program has been discussed for many years, but we feel that now is the time to move ahead, given the range of faculty members who have worked on or attached their names to the current proposal.

If you have any questions, please do not hesitate to contact us.

Yours sincerely,

Dean Lorna Turnbull,
Faculty of Law

Dean Jim Mulvale,
Faculty of Social Work

Dean David Mandzyk,
Faculty of Education



UNIVERSITY
OF MANITOBA Faculty of Arts

310 Fletcher Argue Building
University of Manitoba
Winnipeg, Manitoba
Canada R3T 5V5
Phone (204) 474-9271
Facsimile (204) 474-7590
Email jeff.taylor@umanitoba.ca

30 October 2015

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

Dear President Barnard,

I am writing to express my support for the Master of Human Rights proposal currently under review by various university committees prior to submission to the Manitoba government.

While the Arts Faculty Council has not yet met to indicate its position on the proposal, many of our faculty members have participated in the development of the program and are keen to be involved in its delivery. I will do my best to facilitate the involvement of Arts faculty members in the Masters of Human Rights, subject to the needs of the departments of which they are members and the Faculty as a whole.

I have reviewed a recent draft of the Master of Human Rights proposal, which I understand may undergo further revisions following external review. I am confident that this program will attract high quality graduate students who might not otherwise consider the University of Manitoba.

I am relieved that the new program will not create financial burdens for individual Faculties, which are struggling to adequately resource existing programs. The program has been designed to be resource neutral for the Faculty of Arts, and my understanding is that outside funding will be obtained to ensure that, after initial startup, the new program will not draw on existing University resources.

An interdisciplinary Master of Human Rights program has been discussed for many years, and now is the time to move ahead, given the range of faculty members who have worked on or attached their names to the current proposal.

If you have any questions, please do not hesitate to contact me.

Sincerely,

Jeffery Taylor
Dean of Arts



Office of the Rector

31 July 2015

Dr. David Barnard
Office of the President
202 Administration Building
University of Manitoba
Winnipeg, MB R3T 2N2 Canada

Dear Dr. Barnard,

Please accept this letter of support for the establishment of the degree of Master of Human Rights (MHR) at the University of Manitoba. For many years the Arthur V. Mauro Centre for Peace and Justice at St. Paul's College has been working collaboratively with a range of stakeholders in the university and broader community to have this new degree established.

The Mauro Centre is located in the south wing of St. Paul's College with oversight by the St. Paul's College's Board of Governors as well as the Arthur V. Mauro Centre Board of Directors.

The Arthur V. Mauro Centre for Peace and Justice is dedicated to the advancement of human rights, conflict resolution, global citizenship, peace, and social justice through research, education, and outreach. Since its inception, the Centre has pursued activities relating to the cultural, religious, and philosophical dimensions of peace, social, economic, and environmental justice, peace education, human rights, and the role of international organizations and standards in the quest for peace and justice. The Centre is also interested in the role of the Abrahamic religions of Judaism, Christianity, and Islam and in pointing ways for people to live in peace and harmony in a post-modern world.

The Joint M.A. Program in Peace and Conflict Studies (which is governed jointly by the University of Manitoba and the University of Winnipeg) is housed at the Mauro Centre and the University of Winnipeg's Global College. The Centre is also home to the University of Manitoba's Ph.D. Program in Peace and Conflict Studies which, through the Faculty of Graduate Studies, seeks to prepare leaders in a multiplicity of contexts who can make a difference locally, nationally, and globally.

Graduate students who are enrolled in the Peace and Conflict Studies (PACS) program are eligible to receive numerous scholarships and awards, most of which are funded by donors, and stewarded and administered through the St. Paul's College Foundation. In addition to fundraising and stewardship in support of PACS, St. Paul's College has dedicated an extensive amount of



office and study space for students and faculty who are involved in the Peace and Conflict Studies program.

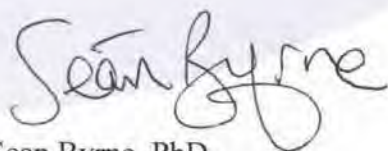
Should the University of Manitoba seek to locate a newly established Master of Human Rights in St. Paul's College, a building currently owned by St. Paul's College Limited, the College's Board of Governors is prepared to consider a proposal to set aside two currently occupied offices on the top floor of its South Wing as well as to permit the University convert two classrooms into a study carrel and meeting area to serve both MHR and PACS graduate students. While this portion of our College's building could be offered without charge through a renewable lease agreement, additional funds would be required to upgrade the faculty offices and study space, as well as to install an elevator to service this area.

Regardless of whether or not the University is seeking to use this space, I join with my colleagues at the Arthur V. Mauro Centre for Peace and Justice in expressing its support for new and ongoing efforts being made towards establishing this new degree.

Yours Sincerely

A handwritten signature in black ink, appearing to read 'C. Adams', with a long horizontal stroke extending to the right.

Christopher J. Adams, PhD
Rector, S. Paul's College
Chair, Board of Directors, Arthur V. Mauro Centre for Peace and Justice

A handwritten signature in black ink, clearly legible as 'Sean Byrne', written in a cursive style.

Sean Byrne, PhD
Director, Arthur V. Mauro Centre for Peace and Justice

Room 128 Education Building
University of Manitoba
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 474-7017
Fax (204) 474-6676
disability_studies@umanitoba.ca
www.umanitoba.ca/disability_studies

Disability Studies

An Interdisciplinary Program

August 4, 2015

Letter of Support, Master of Human Rights Program

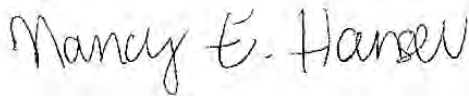
Winnipeg is the cradle of the Canadian disability rights movement. National disability organizations located in Winnipeg were instrumental in the development and ultimate passage of the UN Convention on the Rights of Persons with Disabilities (2010), to which Canada is a signatory.

It is only fitting that the University of Manitoba's Disability Studies Program be actively involved and support the proposed Master of Human Rights. People with disabilities have been part of the Canadian Museum for Human Rights process regarding access and exhibits for the last ten years, through the Council of Canadians with Disabilities.

The Master of Human Rights will provide yet another opportunity for the University of Manitoba's various interdisciplinary programs, among them Disability Studies, to work together. We can share information and insights. Each program will be stronger as we learn and share with each other, including through a new Graduate Social Justice Programs co-ordinating committee.

Social, social justice, citizenship and rights-based disciplines can work together to share information resources, gaining greater depth of knowledge for students as a result. Although the Disability Studies Program is small, we can provide elective courses, guest speakers and thesis committee members for the benefit of MHR students.

Sincerely,



Nancy E. Hansen, PhD
Director, Interdisciplinary Master's Program, Disability Studies
128 Education Building
University of Manitoba, Winnipeg,
Manitoba, Canada, R3T 2N2
Tel. (204)-474-6458 Fax. (204)-474-6676
Nancy.Hansen@umanitoba.ca



UNIVERSITY
OF MANITOBA

Centre for Human
Rights Research

Robson Hall
Winnipeg, Manitoba
Canada R3T 2N2
Fax (204) 474-7580
Phone (204) 474-6156

July 20, 2015

Dear President Barnard,

I am writing to express wholehearted support for the interdisciplinary Master of Human Rights (MHR) program proposal being developed jointly by the faculties of Arts, Law, Social Work and Education.

The idea has been floated in the past, but events have aligned to make this the perfect time to move forward:

- The University of Manitoba's Canada Research Chair in Human Rights (one of only four in Canada) is eager to help lead this initiative.
- The university recently identified human rights as one of seven major research themes and has set ambitious goals to increase the number of graduate students enrolled.
- The opening of the Canadian Museum for Human Rights has drawn international attention to Winnipeg.
- Motions supportive of the MHR have been passed by councils in at least three faculties.
- Donors have tentatively committed to helping support the master's program.

On May 30, 2013, representatives of our research centre and the Mauro Centre for Peace and Justice met with VP John Kearsey to brainstorm about how to take human rights at the University of Manitoba to the next level. We agreed that two missing pieces were a master's degree program in human rights and a University 1 course in human rights. The current initiative is an effort to fill one of those gaps.

Centre for Human Rights Research advisory board members are among the MHR's most enthusiastic supporters, including several faculty members who volunteered to help write the proposal. It is clear to us that increasing the number of graduate students at the University of Manitoba focusing on human rights complements our research centre's mandate to enhance the university's collaborative human rights research capacity.

At a preliminary meeting of MHR stakeholders Nov. 29, 2013, I volunteered to co-ordinate proposal writing. Our research centre will continue to assist with proposal development until the program is approved and a director is appointed. I am also committed to sitting on the committee that will run the new program and providing practical startup advice to the new director, as I do for the director of the National Centre for Truth and Reconciliation. The Centre for Human Rights Research may be able to hire some MHR students as part-time research assistants.

Thank you for your leadership in promoting human rights at this university and please feel free to contact me if you have any questions.

Sincerely,

Prof. Karen Busby
Director, Centre for Human Rights Research



National Centre for
Truth and Reconciliation
UNIVERSITY OF MANITOBA

177 Dysart Road
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 474-6618
NRCTR@umanitoba.ca

August 4, 2015

Dear President Barnard,

I would like to express the National Centre for Truth and Reconciliation's enthusiastic support for the interdisciplinary Master of Human Rights (MHR) program under development by the faculties of Arts, Law, Social Work, Education and Graduate Studies.

Our research and education centre is one of three such centres based at the University of Manitoba that have agreed to assist those five faculties with MHR program development and governance. As you well know, the NCTR was created to preserve forever the memory of Canada's Residential School system and legacy. We will care for a massive electronic archive that will eventually grow to include other Indigenous collections. These materials will be a rich resource for Master of Human Rights students pursuing research related to the history of human rights and new approaches to reconciliation.

The NCTR will likely be able to hire some MHR students as part-time research assistants and collaborate with some students on thesis projects. A few graduates of the program may well end up on our staff. We also foresee many opportunities for joint programming, such as lectures, workshops and summer institutes, where MHR students would interact with the communities served by the NCTR. This is the kind of creative community engagement highlighted in the university's new strategic plan. The opening of our centre and of the Canadian Museum for Human Rights makes this the ideal time to create a new Winnipeg-based master's program in human rights. These complementary initiatives will ensure the University of Manitoba becomes known internationally as a centre for human rights education and research.

The NRTR is committed to providing a representative to sit on the committee that will run this exciting new graduate program.

Please contact me if you would like to discuss this further.

Sincerely,

Ry Moran
Director, National Research Centre for Truth and Reconciliation

Proposed Master of Human Rights – Review Committee Assessment

For the University of Manitoba

Rhoda E. Howard-Hassmann, Ph.D., FRSC, Canada Research Chair in International Human Rights, Wilfrid Laurier University and Balsillie School of International Affairs

John Packer, LL.M., Director of the Human Rights Research and Education Centre and Associate Professor of Law, University of Ottawa

February 9, 2016

We would like to thank the University of Manitoba for inviting us to review its proposal for a Master of Human Rights (MHR). We would also like to thank those many individuals and administrators who prepared the application and arranged our visit, and who took the time to meet with us during our two-day visit on February 1 and 2, 2016.

A. Recommendation to Establish the Proposed Program

Our overall assessment of this proposed degree is positive; indeed, we consider it to be trailblazing. Below, we list the reasons for this positive assessment.

1. Canada needs such a program, which will be the first and only one in the country. It is important and timely and stands to help put UM on the map, nationally and internationally. At the moment, Canadians wishing to attain a non-law master's degree in human rights must travel abroad, mostly to the United States or United Kingdom (where approximately 40 programs of this kind already exist). Thus, UM is likely to attract students from all over Canada to this innovative interdisciplinary degree, which will both draw on and strengthen some of UM's existing programs. Several undergraduate programs in human rights and/or social justice exist across Canada, but there is nowhere in the country where professors in these programs could advise their students to go for graduate training.

2. The MHR is consistent with UM's strategic plan, which includes human rights as one of its six strategic priorities. It is also a very good fit with the city of Winnipeg where, according to the proposal, "a coalition of local organizations is working on a plan to have Winnipeg emerge as a leading city for human rights education." Similarly, it reflects Winnipeg's and Manitoba's history of social justice, progressive public policy and governance.

3. UM possesses a significant comparative advantage in offering this program. It has close associations with the Canadian Museum for Human Rights and is the location of the National Centre for Truth and Reconciliation (NCTR) – both specifically committed to the MHR.

4. UM's connections with and concern for indigenous Canadians will make the proposed MHR very attractive to students. Many individuals and faculties (e.g. law, education, social work) at UM are already actively engaged in practical work with indigenous Canadians. This particular concern might be very attractive to international students, for example from Europe, who are interested in the rights of indigenous peoples, a growing area of interest.

5. The MHR might also be attractive to those interested in the human rights of persons with disabilities, given that NGOs in Winnipeg were instrumental in formulating the Convention on the Rights of Persons with Disabilities. The presence of a dedicated postgraduate program on Disabilities Studies and proximity in Winnipeg to the Manitoba League of Persons with Disabilities, the Council of Canadians with Disabilities, and the Canadian Centre on Disability Studies combine to offer a critical mass of expert resources in this increasingly important field.

6. Representatives from the Faculty of Law also suggested that the MHR might broaden the base of their own students and so enrich their learning environment.

B. Recommended Changes in the Proposed Program

Despite our enthusiastic endorsement of the proposed degree, we recommend that, without in any way undermining its scholarly and critical rigour, the MHR be focused on a more professional and applied orientation. By this we mean the following changes, which we elaborate below in our answers to specific questions.

1. Elimination of the heavy thesis requirement – replacing the long thesis requirement by a standard research paper.
2. Move to a 12 or 16-month program from proposed 24-month program.
3. Strong grounding in knowledge of international law and systems for the protection of human rights (including universal, regional and domestic levels).
4. Training in different types of professional skills, notably writing.
5. Practicum and/or internship (international strongly recommended).
6. Second-language requirement strongly recommended.
7. Addition of further courses (notably, environment, business ethics, human security).
8. Hiring a new professor who can teach both research methods in human rights (as per the proposal) and a course on the international, regional, and domestic systems for the protection of human rights.

C. Answers to Specific Questions Posed by the Letter to Assessors (Note: some of the answers below repeat information already in Sections A and B above)

Comparison with related programs

As noted above, there is no other interdisciplinary master's in human rights program in Canada. Currently, Canadian students must travel abroad to pursue a master's in this field, imposing heavy financial costs. The proposed UM degree might therefore draw not only students from Winnipeg and Manitoba, but also from all of Canada. The degree might also prove to be a draw for foreign students, as the cost would be significantly lower than in the US or UK.

The proposed MHR is competitive with other masters-level programs in this field of which we are aware. There is a substantial body of experienced researchers in human rights or related areas at UM, and a very broad range of course offerings in the field.

The proposed MHR might be very attractive for early or mid-career professionals in human rights-related areas seeking educational upgrades or qualifications. For such persons, it would probably be much more attractive if its duration were 12 or 16 months rather than two years. For those with professional experience, the proposed requirement of a four-month practicum could be waived, so that their commitment would be for only one year.

However, other master's degrees in human rights are usually thoroughly grounded in international relations and international law, including knowledge of systems and institutions of human rights. The best of them also normally include some practical experience and promote acquisition of skills and competencies including multilingualism, preferably acquisition of a second (or even third, fourth or more) language. We recommend that UM follow this model as much as possible.

Breadth and Depth of Curriculum

While the breadth of courses listed as options for students to take is impressive, we are nevertheless concerned about some significant gaps.

We are particularly concerned that students be familiar not only with the international, regional and domestic laws of human rights, but also with the international, regional, and domestic organizations and systems that are mandated to protect human rights through supervisory bodies and available judicial and non-judicial recourses. Indeed, the effective implementation and realization of human rights is increasingly being achieved through non-traditional organisations and institutions such as the World Bank and the World Trade Organization. The range and number of institutions and actors at the domestic level is also increasing. Thus, we believe that the new hire should be able to teach a course in this area, and that this course should be compulsory.

If the MHR includes a compulsory course on human rights organizations and systems, however, that would mean that it would require four compulsory courses in all, leaving only two optional courses. We believe that it is crucial for students to obtain the kind of background that potential employers would expect; thus this change in requirements is justifiable.

We recommend that courses related to the human right to a clean environment be included as options. This is a growing field in human rights and one that relates to climate change; some students might wish to pursue this field as a specialization.

We are concerned that there do not appear to be any offerings from the School of Business or the Department of Economics. Growing areas of concern in international human rights include matters of financial resource collection and use notably in respect of social and economic rights, the role of private actors including for-profit corporate entities, and thus corporate social responsibility (CSR): CSR pertains in particular to Canada's very large extractive industries (mining, logging, etc.) sector. If, as the proposal for the MHR suggests, its students are to be prepared to work as human rights advisors in the corporate sector, then they must be familiar with the latest thinking in CSR and with business ethics in general.

We hope that HMRT7100 "Theory & Practice of HR: Critical Perspectives," which we assume will be a required course, will include some basic grounding in the philosophy of human rights, especially knowledge of Enlightenment philosophy. We also recommend that this course be renamed to remove its promise of "Practice;" the latter should be delivered through dedicated skills elements and a practicum.

We suggest that the proposed optional seminar in professional socialization be made compulsory but non-credit. This seminar should be used to teach professional skills, especially in forms of writing other than academic, such as how to write policy briefs, legislation, and fact-finding reports, fund-raising proposals, and reports for NGOs; how to use traditional media such as writing op-eds; and how to use new forms of social media such as blogs, Facebook and Twitter for advocacy work. The seminar should also teach negotiation skills, in line with the description of the MHR (B-1). Finally, it could also be used to teach academic skills such as how to present at conferences, how to prepare a research grant proposal, and how to write a paper for publication.

As noted above, we recommend that the new assistant professor in human rights should teach a course on the international human rights system as well as a course on human rights research methods. We are assured by the Faculty of Law that several of its professors can offer the necessary course on international human rights law, and we also understand that at least two professors can teach the course currently entitled Human Rights Theory and Practice.

Demand for Graduates

We believe there will be significant demand for graduates from the proposed program, especially if the key changes we suggest; namely, inclusion of a required practicum or internship, and inclusion of a second-language requirement, are instituted.

In the public sector, there will be demands from national, regional and municipal governments, as well as human rights commissions and similar bodies at various levels. There will also be demand from intergovernmental organizations (not only from the United Nations and its affiliated organizations, but also from international financial institutions and regional human rights organizations).

Arguably greater opportunities for employment will arise from the burgeoning “third sector” of non-governmental organizations, civil society and community-based organizations. These entities increasingly require new hires in principal positions to possess Masters-level education in the field of human rights and social justice (as well as proficiency in more than one language).

Private research foundations, think-tanks and think-and-do-tanks of various kinds might also be interested in hiring graduates.

Private corporations also hire human rights advisors and many more are likely to do so in the future, but they will probably require some knowledge of business ethics as well as a minimal understanding of economics.

In Professor Packer’s experience, students with interdisciplinary degrees in human rights are as likely to be employed as students with Masters of Laws degrees. This is likely to be increasingly so.

Excellence of faculty and breadth of expertise

While we were not in a position to assess the qualifications of individual faculty members, we were very favourably impressed by the range of faculty interests. The breadth of fields covered is substantial, and more than enough to satisfy the degree requirements, except for the key course on the international system, as noted above. Many widely published UM scholars, enjoying the recognition and esteem of their peers, appear committed to contribute the proposed program. This will prove a strength for the program as a whole (and possibly spawn valuable interdisciplinary research collaborations and new courses ahead).

There are also several centres and institutes at UM that have solid memberships, established teaching programs and research outputs, as well as exciting outreach activities. These include the Centre for Human Rights Research (which has already established the *Canadian Journal of Human Rights*,) the Mauro Centre for Peace and Justice and the NCTR. Thus, there is an exciting group of research centres at UM, making it a fertile environment within which to locate the MHR.

Adequacy of facilities, space and other resources

The proposed location of the MHR in St. Paul's College is an excellent choice, assuming that St. Paul's will be renovated (as foreseen) including to be fully accessible. We recommend that in the new study areas students be provided with secure, lockable cubicles or drawers, so that they do not have to worry about leaving their own property and/or confidential documents in their research spaces. We applaud St. Paul's proposal to build nearby a post-graduate, culturally sensitive residence for international students.

The co-location with the program on Peace and Conflict Studies and the proximity to Disability Studies (once the latter is able to move) will yield important synergies of both a substantive and practical nature with faculty and students in these programs.

The library has assured the university that it can support this program, and we agree with its assessment. The existence of a dedicated library in St. Paul's College available to MHR students is an additional asset.

We note however the need for sufficient administrative support, notably for the non-credit but compulsory skills course that we propose, and for organization of practicums or internships. While we understand that at the moment the proposal is to have one full-time administrative assistant, we suggest another half-time position to help with the practicums and/or internships, which will be especially important in the initial years when placement relationships will need to be established.

It is important, moreover, that the program not be underfunded; rather, the university should take a bold approach. We suggest that the eight \$2500 scholarships currently proposed for research should also be available for internships. Moreover, we suggest that fund-raisers be instructed to seek support at the level of \$5,000 each for each year's annual intake of 15 students to pursue practicums or internships. There should also be funds made available for invited guest lecturers and other events in order to enrich the program and assure the highest quality which would be competitive with leading, established programs in the world.

In this last respect, we were encouraged by the enthusiastic assessment of UM's fund-raising officer about the prospect of meeting the fund-raising goal for the new MHR, especially if it were more practice-oriented.

In sum, a high quality professionally-oriented program that is fully nationally and internationally attractive and yields candidates for a range of employment opportunities should be properly funded. Reputation-building will be vital; thus the program should not be hamstrung from the start.

Strengths and Weaknesses of the Program Proposal

We have documented the many strengths of the proposed MHR above, and suggested ways to strengthen it.

With regard to weaknesses, we reiterate that there is no need for a heavy thesis requirement in this degree, either for those students aspiring to enter or re-enter a professional career in human rights, or for those aspiring to become academics. Indeed, we believe such a requirement would be unnecessary and make the MHR less attractive to applicants, compared with other programs in the world. Rather, we suggest the MHR stress experiential learning and practical skills, especially writing skills. We suggest that the program be reduced to three or four terms (12 or 16 months) depending on whether a practicum is included: this would include two terms of courses, one term for a practicum, and one term to write a short, possibly publishable thesis.

A research paper of 7,500-10,000 words, for which the standard would be that it was of a quality high enough to be submitted to an academic journal, is more practical, would take less time, and might, if actually accepted by a journal, improve the chances of those graduates wishing to pursue a Ph.D.

A practical advantage of this change in requirements would be that far fewer supervisory resources would be required: one professor could supervise and one could act as second reader, with no need for an oral defense either of the thesis proposal or the finished product. Several individuals to whom we spoke voiced their concerns that, as proposed, the MHR would require supervisory time from faculty members already heavily committed in this regard.

We also encourage introduction of a second-language requirement in the program. As currently proposed, a second language is required only if necessary for the research thesis. We propose that if a second language is not required for the research paper, the student nevertheless should show competence in a language other than English. Some incoming students will already possess such competence. If not, they should be encouraged to gain competence in a “world language”; hence, we propose acquisition of one of the United Nations’ official languages (that is, in addition to English, French, Spanish, Arabic, Chinese, or Russian) or another world language such as German.

Overall Assessment

We recommend that UM proceed to institute an MHR with the modifications that we have suggested. The program should not start before all elements are in place and the required funds are actually available.

APPENDIX E



UNIVERSITY
OF MANITOBA

Physical Plant
Architectural & Engineering Services

89 Freedman Crescent
Winnipeg, Manitoba
Canada, R3T 2N2

ORDER OF MAGNITUDE COSTING

CLASS D

Project: Robson Hall
Room 103 Renovation
Date: August 8, 2017

Req. #: 251c170321-04
Ver. # 1

Client: James Robinson
Faculty of Law

AES Rep: Andrew Lovatt
Architectural and Engineering Services

Background Request:

- Renovation for Master of Human Rights program
- Renovate room from seminar classroom to student study carrels c/w electricity (20)

Program Scope:

- Net Floor Area (s.f.) to be renovated 650
- Schedule TBD
- Include storage room 103A

Project Costing Explanation:

- An 'order of magnitude' cost estimate (Class D) is the first and least accurate projection in the cost estimating process. A high level of contingency has been included as many project parameters are not yet finalized. There are no fees associated with an Order of Magnitude estimate.
- If a more detailed estimate is required, then a Class C estimate and schematic will be provided. This will allow development of more specific and accurate solutions. Fees are associated with this level of investigation.
- At completion of the Class C estimate, the standard 0.5% estimate fee of will charged.

From the date of approval of this document, the approximate time to complete the design will be: **4 months**

Approval:

--	--	--	--	--	--

F O A P A L

\$153,000.00

Cory Fielding
Assistant Director (PP - AES)

James Robinson
Financial Officer

Signature

Signature (Signing Authority on FOAP)

Jaret Klymchuk
Director (PP - AES)

Jonathan Black-Branch
Dean

Jaret Klymchuk Aug 08, 2017

Signature

Signature (Dean / Director)

APPENDIX F

Faculty Advisors

These faculty members have agreed to serve as faculty advisors:

- Anthropology: Kathleen Buddle, Anna Fournier, Derek Johnson, Ellen Judd, Fabiana Li
- Disability Studies: Nancy Hansen
- Education: Jerome Cranston, Charlotte Enns, Michelle Honeyford, Melanie Janzen, Sandra Kouritzin, Robert Mizzi, Nathalie Piquemal, Wayne Serebrin
- English, Film, and Theatre: Jonah Corne, Mark Libin, Adam Muller, Struan Sinclair
- French: Dominique Laporte
- German: Stephan Jaeger
- Labour Studies: David Camfield
- Law: Karen Busby, Shauna Labman, Lorna Turnbull
- Native Studies: Christopher Trott
- Political studies: Tami Jacoby, Kiera Ladner
- Psychology: Katherine Starzyk
- Religion: Kenneth MacKendrick
- Slavic Studies: Myroslav Shkandrij
- Social Work: Maria Cheung, Sid Frankel, Eveline Milliken, Jim Mulvale, Cathy Rocke
- Sociology: Elizabeth Comack, Annette Desmarais, Jason Edgerton, Christopher Fries, Laura Funk, Rick Linden, Gregg Olsen, Tracey Peter, Susan Prentice, Lance Roberts, Russell Smandych, Lori Wilkinson, Andrew Woolford
- Spanish: María Inés Martínez
- Women's and Gender Studies: Janice Ristock, Jocelyn Thorpe

Co-advisors from other faculties:

- Agriculture: Annemieke Farenhorst
- Community Health: Brenda Elias
- Environment and Geography: Bruce Erickson
- Kinesiology and Recreation Management: Sarah Teetzel
- Natural Resources: Shirley Thompson
- Nursing: Benita Cohen

Report of the Senate Planning and Priorities Committee on a Proposal to Establish a Master of Human Rights

Preamble:

1. The terms of reference of the Senate Planning and Priorities Committee (SPPC) are found on the website at http://umanitoba.ca/admin/governance/governing_documents/governance/sen_committees/508.html wherein SPPC is charged with making recommendations to Senate regarding proposed academic programs and is further charged with making recommendations to the President and reporting to Senate on matters requiring prioritization including the prioritization of new or modified programs with significant resource requirements.
2. The SPPC endorsed an earlier version of a proposal to establish a Master of Human Rights program at its meeting on January 30, 2017. The proposal was subsequently considered by Senate at its meeting on April 5, 2017, where, following a lengthy discussion Senate approved a motion to postpone discussion of the proposal indefinitely.
3. At its meeting on November 27, 2017, the SPPC considered a revised proposal to establish a Master of Human Rights program. The proposal has been revised to address several concerns that had been raised by Senate in April.
4. Dr. Mondor, Vice-Provost (Graduate Education) and Dean, Faculty of Graduate Studies, has communicated his support for the revised proposal, in his memo dated November 17, 2017.

Observations:

1. The proposed Master of Human Rights (M.H.R.) would be based in the Faculty of Law. It would, however, be an interdisciplinary program that would draw on expertise from across the University, including, in addition to the Faculty of Law, the Faculties of Arts, Education, and Social Work, the Centre for Human Rights Research, the Mauro Centre for Peace and Justice, and the National Centre for Truth and Reconciliation. The Director of the M.H.R. program would report to the Dean, Faculty of Law, and would serve as Chair of the M.H.R. program committee, which would include, among others, representatives of the four participating faculties (voting) and the affiliated centres (non-voting), as detailed in the Supplemental Regulations included with the proposal.
2. The purpose of the program would be to prepare graduates, "... to integrate human rights perspectives into... careers in the private and/or public sectors by developing research, advocacy, and negotiation skills, as well as professional competencies. The program will emphasize critical engagement with the conception, practice and institutionalization of human rights while preparing students to make ethical, informed, innovative and effective contributions to human rights work locally, nationally and globally."
3. The proposed program would address a need for individuals, including citizens, government and non-government workers, and business leaders, who understand Indigenous, newcomer, disability, linguistic, religious, and gender rights and cultures in a context of changing demographics in Canada. The program would prepare graduates to work in diverse careers, including with (i) civil society organizations; (ii) governmental and international or regional departments and organizations concerned with human rights, justice, immigration and refugees, social services, health, etc.; (iii) Canadian human rights commissions, labour boards, and

ombudspersons; (iv) educational institutions that will design and implement education concerning human rights; and (v) corporations and arts organizations that take human rights into account in their operations.

4. The proposed program would be the only Master of Human Rights program in Canada. It is anticipated that there would be demand for the program from: (i) recent graduates of related undergraduate programs offered at the University of Manitoba and other universities in the province, including in the areas of disability studies, human rights, international development, and peace and conflict studies; (ii) individuals who are working in, or seeking to work in, human rights-related areas and/or decolonization efforts either nationally or internationally; and (iii) individuals wanting to enhance previous education or training in other diverse areas, including public administration, health, law enforcement, disability issues, journalism, the military, and education.
5. A maximum of twenty (20) students would be admitted to the program each year.
6. In addition to the minimum requirements of the Faculty of Graduate Studies, admission requirements would include a four-year Bachelor's degree, with a minimum Grade Point Average of 3.0 on the last 60 credit hours of study, English language proficiency at the same level required for admission to the Master of Laws program, and, preferably, at least one undergraduate course in human rights or equivalent field experience. Applicants would also be required to provide two letters of reference and a statement of interest, as detailed in the proposal.
7. Students would be required to complete 18 credit hours of course work and either (i) a practicum and a major research project or (ii) a thesis. Course work requirements would include three core courses (HMRT 7100 – Theory and Practice in Human Rights, HMRT 7200 – Selected Topics in Human Rights, HMRT 7300 – Human Rights Law) and a minimum of three additional courses from a list of approved electives, including graduate (7000-level) and post-baccalaureate (5000-level) courses, and undergraduate Law courses. Students whose first language is English would also be required to demonstrate working knowledge of a second language in order to graduate, as described in section B-1 of the proposal.
8. The practicum/major research project stream would be a 16-month program and the thesis stream would be a 16- to 24-month program.
9. Establishment of the program would require the introduction of four courses totalling 12 credit hours, as described in the proposal. Otherwise, the proposed program would make use of existing courses from programs across the University, as outlined in Appendix A of the proposal.
10. The total cost of delivering the program would be \$447,331, in Year 4. Resources would be derived from the following sources:
 - tuition and practicum fees , which would generate \$195,381 and \$10,150, respectively, assuming an annual intake of 20 students and taking into account inflation;
 - annual income (\$121,800) from a \$3 million endowment fund for a research chair, to be established with a gift from a private donor(s);
 - annual income (\$80,000) from a \$2 million endowment fund for graduate fellowships and bursaries, to be established with a gift from private donors and, potentially, matching funds (\$40,000) from the Manitoba Scholarship and Bursary Initiative.
11. The SPPC was informed that (i) a \$3 million gift from a family foundation, which would be used to cover costs related to salary and benefits for a Chair in Human Rights, had been secured; (ii) \$500,000 had been raised toward the endowment fund for graduate fellowships and bursaries. The Dean, Faculty of Law, has indicated that he would make it a priority to secure the remaining funds for scholarships and bursaries.

12. Revenues identified in observation 10 would be allocated to (i) salary and benefits for 1.0 FTE faculty position, appointed at the rank of assistant professor (endowed chair) (\$151,073), one 0.5 FTE Office Assistant 3, and one 0.75 FTE Administrative Assistant 2 (total for new administrative staff = \$90,102); (ii) cover a total of 12 teaching-release credits for the graduate program director (6 credit hours), and professors teaching core M.H.R. courses (2 instructors x 3 credit hours); (iii) fellowships and bursaries (\$120,00); (iv) operating costs (\$30,923); and (v) the tax on grant and tuition revenue (\$34,680) and administrative overhead costs (\$20,553).
13. The Faculty of Law would provide \$35,287 in 2019-20 (fiscal Year 1) to cover start-up costs that would be incurred before there was sufficient income from tuition and the endowment fund to fully support the program.
14. The Faculty of Law has sufficient space in Robson Hall to accommodate two additional faculty members, including the program Director, and additional administrative staff who would be hired to support the program. Also, space in the building is being furnished to accommodate twenty graduate student study carrels.
15. The University Library has indicated that it could support the proposed program with the purchase of fourteen monographs to address deficiencies in the current book collection. The cost (\$400) could be covered using existing resources.
16. The committee discussed at some length the difference between the funds raised to date to support graduate student fellowships (\$500,000) and the fund raising target (\$2 million). Recognizing that there is a general need for increased graduate student support across programs at the University and anticipating that the M.H.R. would attract a full complement of students, the committee would strongly encourage the Faculty of Law to continue to work with External Relations to endeavour to raise funds to meet the \$2 million target for the endowment.
17. At its meeting on January 30, 2017, and on the basis of the SPPC's criteria for assigning priority to new programs / initiatives,¹ the Committee recommended that a high priority level be assigned to the proposal for a Master of Human Rights, as the proposed program: is consistent with the existing institutional strategic planning framework.

Recommendation

The Senate Planning and Priorities Committee recommends:

THAT Senate approve and recommend to the Board of Governors that it approve the proposal to establish a Master of Human Rights. The Senate Committee on Planning and Priorities recommends that the Vice-President (Academic) and Provost not implement the program until satisfied that there would be sufficient space and sufficient funding to support the ongoing operation of the program.

Respectfully submitted,

Ada Ducas, Chair
Senate Planning and Priorities Committee

¹ http://umanitoba.ca/admin/governance/media/SPPC_Assigning_Priorities_to_New_Programs-Initiatives.pdf

Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes

Preamble:

1. The Faculty of Graduate Studies has responsibility for all matters relating to the submission of graduate course, curriculum and program changes. Recommendations for new programs or changes are submitted by the Faculty Council of Graduate Studies for the approval of Senate.
2. The Faculty Council of Graduate Studies met on June 24, 2016 to consider a proposal for a new Master of Human Rights program.

Observations:

A new Master of Human Rights program is being proposed. The proposal includes four (4) course introductions. Please see attached for complete details.

Canada's only Master of Human Rights degree program will equip graduates to help address the increasingly complex human rights challenges of the 21st century. It will be broadly interdisciplinary and take advantage of expertise in the University of Manitoba's professional schools, including Law, Education and Social Work. The MHR program will prepare students to integrate human rights perspectives into their careers in the private and/or public sectors by developing research, advocacy and negotiation skills, as well as professional competencies. The program will emphasize critical engagement with the conception, practice and institutionalization of human rights while preparing students to make ethical, competent, innovative and effective contributions to human rights work locally, nationally and globally.

The MHR pulls together existing human rights courses from numerous University of Manitoba faculties to form a coherent program, with the addition of new core courses, a practicum, a major research project and a thesis option.

- **Credential to be granted:** Master of Human Rights
- **Length of program:** Practicum stream-16 months; Thesis stream-24 months
- **Proposed program start date:** 09 / 2019
- **Funding request:** \$57,730 per year.
- **Anticipated external funding for program implementation/delivery:** Total \$8.6 million. The MHR program is seeking support from major donors through the U of M philanthropy department, which has made this program a priority in the university's ongoing capital campaign:
 - \$620,000 renovations to create a dedicated space for MHR students and faculty members in St. Paul's college
 - \$5-million endowed chair to recruit and support a top human rights researcher/teacher (the assistant professor described below).
 - \$3-million endowment fund for MHR student fellowships and bursaries (\$1.5 million from donors to be matched by the Manitoba Scholarship and Bursaries initiative)

Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes

- Raised to date: \$1 million for bursary fund (2 X \$250,000 from donors + matching \$500,000 from government). Left to raise: \$7.6 million: \$6.6 million from donors (\$5 million chair, \$1 million more fellowships/bursaries, \$620,000 renovations), another \$1 million government matching funds for fellowships/bursaries
- **Resource implications (institution):**
 - Budget: approximately \$93,000 in startup funds will be requested from a special U of M operating budget allocation for strategic priorities (“inspiring minds” and “forging connections”), as part of 2018-19 budget submissions due in fall 2017.
 - Space: Renovations are required to the south wing of the St. Paul’s College second floor (see Appendix E) to convert classrooms into study carrel and lounge space, to be shared with PACS grad students.
 - Computer:
 - Students will have access to the St. Paul’s College computer lab.
 - New desktop computers and phones will be required for the co-ordinator, office assistant, new assistant professor and MHR program director.
 - A new printer/fax/scanner will be required for the program.
 - A separate printer will be required in the staff office for confidential materials.
 - IT: The new program should have no significant effect on information services and technology facilities.
 - Libraries: The U of M library system can support this new program with a combination of existing resources and minimal (\$400) expenditure from existing acquisition funds. (See attached resource implication statement.)
 - Student services: The Registrar foresees no problems supporting this program with respect to registration, fee assessment and academic evaluation.
- **Resource implications (staffing):**
 - **Reallocation of existing faculty:** An existing University of Manitoba faculty member will be appointed as founding MHR graduate program director. Dr. Adam Muller has expressed interest in this role. The MHR graduate program director, the chair of a new Coordinating Committee for Graduate Social Justice Programs and professors teaching core MHR courses will receive teaching release from the MHR budget, with the related funds redirected to their home departments. The theory and methods courses will be taught by a rotating roster of interested professors from the partner faculties, including the MHR graduate program director and a new assistant professor. Dr. Annette Desmarais (Canada Research Chair in Human Rights, Social Justice and Food Sovereignty) and Dr. Adam Muller have already expressed interest in teaching theory and leading professional seminars. Canadian Museum for Human Rights curator Armando Perla is currently teaching LAW 3018, which will become the third core course. Faculty members in a number of disciplines are eager to take on additional graduate students beyond those they are able to recruit through their departments. More than 50 faculty members have agreed to serve as advisors for student research. In most cases, they will do so without receiving additional teaching release.
 - **Hiring of new faculty:** A new tenure-track **assistant professor** will be hired as a named chair and appointed to whichever academic department is most closely aligned with her/his area of expertise. A letter of agreement will outline the chair’s

Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes

relationship with the department, including that its tenure and promotion procedures will apply. Candidates for the new position will require expertise in human rights research methods and international, regional and domestic human rights systems. This chair will teach a core credit course (initially methods), oversee the practicum and explore development of further courses, including online options.

- **Administrative services:** A new full-time co-ordinator (Admin. Assistant 2 in the AESES contract) will be hired to support the MHR program, including liaison with practicum hosts, trouble-shooting fieldwork logistics, and organizing professional seminars and the annual research day. This position might be best suited to a dynamic individual with a background in human rights work. A half-time office assistant (Office Assistant 3) will assist with tasks such as expense reporting, payroll, student awards and travel booking. These staff members will also support the Social Justice chair and will work closely with existing office assistants in PACS and Disability Studies.
 - **Resource implications (capital infrastructure and equipment):** We anticipate that the main renovations required to accommodate MHR faculty members and students in St. Paul's College will be covered by donors. However, this new graduate program also makes the need for an elevator in St. Paul's College more urgent, as this upper-floor space and many other areas of the college are not currently physically accessible. The college rector has recently reminded the U of M associate vice-president in charge of facilities about this issue.
- **Proposed tuition fees:** \$5,272 (Canadian students) and \$10,720 (international students) Students taking a language course that involves a lab will pay an extra \$30 fee per term.
 - **Governance:** The MHR program will be a partnership between five faculties (Arts, Law, Education, Social Work, Graduate Studies) and three centres (Centre for Human Rights Research, Mauro Centre for Peace and Justice and National Centre for Truth and Reconciliation) at the University of Manitoba, with support from other faculties.
 - **Location:** The new program will be physically located in St. Paul's College in order to take advantage of synergies with the Peace and Conflict Studies (PACS) programs. Note that St. Paul's College plans to build a new student residence that will include single rooms for graduate students.
 - **Admission criteria:** In addition to the Faculty of Graduate Studies minimum requirements, additional requirements for the MHR are as follows:
 - A four-year bachelor's degree with at least a B average (3.0 GPA) in the last 60 credit hours of study, to be completed before admission. Note that students with a higher GPA may have a greater chance of acceptance in the competitive process.
 - English Language Proficiency :
 - TOEFL - Achieve a minimum iBT (internet based test) score of 100; or a minimum score of 250 computer based test
 - CanTEST - Achieve a minimum band of 5.0 in all four (4) skill areas
 - IELTS - Achieve a minimum score of 7.0 on the Academic Module
 - CAEL - Achieve a minimum 80 overall and 80 on each subtest
 - At least one undergraduate-level course in human rights or equivalent field experience is preferred.
 - Two letters of reference.

Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes

- Statement of interest (maximum two pages) that includes reasons for seeking admission, an outline of the applicant's relevant background, a tentative indication of whether the student is likely to pursue a thesis or practicum, and a potential thesis topic, if applicable.
- **Program requirements:** In addition to the Faculty of Graduate Studies minimum program requirements, students in the MHR are required to complete the following additional requirements:
 - Students will complete 18 course credits and one of the following:
 - a practicum and a major research project or
 - a thesis.
 - The credit courses will consist of three required graduate courses and at least three additional graduate level (7000), law or post-baccalaureate (5000-level) courses from an approved list.
 - Required courses:
 - HMRT 7100/SOC 7160: Theory and Practice of Human Rights (3 credit hours). Students who have already completed SOC 7160 prior to enrolling in the MHR program will be required, in consultation with the MHR program committee, to take an additional graduate-level course to achieve the 18 required credits.
 - HMRT 7200: Selected Topics in Human Rights Research and Methods (3 credit hours)
 - HMRT 7300/LAW 3018: Human Rights Law (3 credit hours). Students are not required to take this course if they have already completed a human rights law course as part of their JD or LLB. In that case, they will be required, in consultation with the MHR program committee, to take an additional graduate-level course to achieve the 18 required credits.
 - Professional seminars (non-credit)
 - Major research project stream:
 - GRAD 7030: Master's Practicum (pass/fail)
 - HMRT 7400: Major Research Project in Human Rights (pass/fail)
 - Thesis stream:
 - GRAD 7000: Master's Thesis
 - MHR students whose original language is English are required to demonstrate working knowledge of a second language by the time of graduation. Note that American Sign Language is among the languages recognized by the program. To satisfy the language requirement, students must either:
 - provide evidence of competence in a second language, such as a high school graduation certificate or transcript in that language, description of work experience in the second language or transcript of advanced education in the second language; or
 - pass a language competency test approved by the MHR program; or
 - complete a program-approved language course and obtain a grade of B or better. This course will be taken in addition to the 18 required course credits. Students who hope to work internationally should consider selecting one of the official languages of the United Nations (Arabic, Chinese, French, Russian and Spanish) or another world language such as German.
- **Intake Information:** Projected enrolment for the first intake is (8). The maximum seat capacity is (15). Anticipated maturity date: September 2021.
 - Year 1: enrolments (8)
 - Year 2: enrolments (15) / Graduate (8)

Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes

- Year 3: enrolments (15) / Graduates (15)
- Year 4: enrolments (15) / Graduates (15)
- Year 5: enrolments (15) / Graduates (15)
- **UM Graduate Program Approvals:**
 - September 9, 2015: Faculty of Graduate Studies Academic Programs Committee (APC) approved the proposal to proceed to external review.
 - February 1-2, 2016: Site visit for external review.
 - April 6, 2016: Faculty of Graduate Studies APC approved the full program proposal.
 - May 18, 2016: Faculty of Graduate Studies approved the full program proposal.
 - June 24, 2016: Faculty of Graduate Studies Faculty Council approved the program proposal

Course Introductions

HMRT 7100 Theory and Practice of Human Rights: Critical Perspectives

+3

This course critically analyzes, from an interdisciplinary perspective, the theory and practice of human rights as a framework for social justice. The course examines historical and current human rights struggles to better understand the potential, politics, challenges and limitations of the international human rights framework. Students may not hold credit for both SOC 7160 and HMRT 7100.

HMRT 7200 Selected Topics in Human Rights Research and Methods

+3

This seminar course will explore multidisciplinary approaches to qualitative, quantitative, legal, and/or community-based research methods, as applicable to academic human rights research and projects overseen by governmental and nongovernmental organizations. Particular attention will be paid to the intricacies of ethically, politically and culturally sensitive research.

HMRT 7300 Human Rights Law

+3

Critical and constructive study, at an advanced level, of a significant major subject or set of topics in Human Rights Law. Restrictions: Must be enrolled in one of the following programs: Faculty of Law, Master of Human Rights. This course is cross-listed with LAW 3018. Students may not hold credit for both LAW 3018 and HMRT 7300.

HMRT 7400 Major Research Project in Human Rights

+3

The Major Research Project is primary research on a human rights topic that leads to an original 7,500 to 10,000 word paper that could be submitted for publication. The student will also present the research results at a student symposium.

NET CREDIT HOUR CHANGE

+12

Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes

Recommendations

THAT Senate approve the Report of the Faculty Council of Graduate Studies on Program and Curriculum Changes [dated June 24, 2016] regarding the establishment of a Master of Human Rights.

Respectfully submitted,

Acting Dean, Dr. Todd A. Mondor, Chair
Graduate Studies Faculty Council

/py



AGENDA ITEM: Proposal to Establish an Endowed Research Chair in
Interprofessional Collaborative Practice

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the establishment of an endowed research Chair in Interprofessional Collaborative Practice [as recommended by Senate, December 6, 2017].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The establishment of Chairs at the University is governed by the policy on *Chairs and Professorships*. The policy states that:

- Chairs and Professorships are established to advance the University's academic goals and objectives. (Section 2.3)
- A Chair normally must, at its establishment, be fully funded from sources outside of the University's regular operating budget. The funding for a Chair normally must be sufficient to cover the full salary and benefits of the incumbent and an appropriate level of unrestricted research/scholarly support. (Section 2.4(a))
- For Chairs... funds may be provided by way of an endowment or through a schedule of annual expendable gifts for a defined period of not less than five years, or by an appropriate combination of endowment and annual expendable gifts. (Section 2.5)

The Rady Faculty of Health Sciences is proposing to establish an endowed research Chair in Interprofessional Collaborative Practice. The Chair would be affiliated with the Office of Interprofessional Collaboration, in the Faculty, which has a related mandate to advance excellence in health care through innovative research and professional health education that supports collaborative practice.

The Chair would be appointed at the rank of Assistant Professor, Associate Professor, or Professor and would hold an academic appointment in one of the Faculty's constituent Colleges (including the College of Dentistry, which includes the School of Dental Hygiene, and the Colleges of Medicine, Nursing, Pharmacy, and Rehabilitation Sciences). The individual would be appointed to the Department/College that was most appropriate given his or her discipline/background. The appointment would be for a period of five years and would be renewable subject to a successful performance review, as outlined in the terms of reference.

RESOURCE REQUIREMENTS:

The Chair would be supported in part by the revenue from a \$3 million endowment fund, established with a portion of the transformational gift recently made to the Rady Faculty of Health Sciences by a private donor, Dr. Ernest Rady, which would generate approximately \$126,000 annually. In addition, the Office of the Vice-President (Research and International) would contribute up to \$50,000 annually, according to the academic rank of the person appointed to the

Chair. In total, there would be \$155,000 - \$175,000 available annually to support the Chair, including (i) salary and benefits of a full-time faculty appointment, at the rank of Assistant Professor, Associate Professor, or Professor, and (ii) the professional and teaching/ research/ scholarly activities of the Chair.

IMPLICATIONS:

The purpose of the Chair in Interprofessional Collaborative Practices would be to provide leadership, research and scholarship, education, and mentorship in interprofessional collaborative practice for patient- and family-centred health care. The strategic objectives of the research Chair would be to:

- provide leadership in interprofessional collaborative practice research and scholarship with in the Rady Faculty of Health Sciences;
- train and mentor the next generation of thought leaders who will transform the Manitoba health system into a high-performing interprofessional collaborative network focused on delivering state-of-the-art patient-centred care;
- advance knowledge that will directly improve quality of patient care, patient safety, retention of health-human resources, and deliver cost efficiencies.

CONSULTATION:

In accordance with the University policy on Chairs and Professorships, this proposal has been endorsed by the Provost and Vice-President (Academic) and by the Senate Committee on University Research. The proposal was considered and endorsed by Senate on December 6, 2017.



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"/>	Provost and Vice-President (Academic)	July 7, 2017
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate Committee on University Research	October 13, 2017
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate Executive	November 22, 2017
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate	December 6, 2017
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: Senate

Submission approved by: University Secretary

Attachments

- Proposal for an endowed research Chair in Interprofessional Collaborative Practice



207 Administration Bldg
Winnipeg, MB
R3T 2N2 Canada
Phone: +204-474-6915
Fax: +204-474-7568

UNIVERSITY
OF MANITOBA

Office of the Vice-President
(Research and International)

MEMORANDUM

TO: Mr. Jeff Leclerc, University Secretary

FROM: Digvir Jayas, Vice-President (Research and International)
and Chair, Senate Committee on University Research

DATE: October 13, 2017

SUBJECT: Proposal to establish a Chair in Interprofessional Collaborative Practice

A handwritten signature in black ink, appearing to read 'Digvir Jayas', is written over the 'FROM' line.

Attached is the proposal to establish a Chair in Interprofessional Collaborative Practice. The Vice-President (Academic) and Provost, and the Senate Committee on University Research (SCUR), have endorsed this proposal, in accordance with the University's policy on *Chairs and Professorships*.

Please include this report and recommendation on the next Senate agenda. Please feel free to contact me should you require any further information.

Thank you.

DSJ/nis
Encl.

JUL 07 2017



UNIVERSITY
OF MANITOBA

Office of Provost & Vice-President (Academic)

OFFICE OF THE VICE-PRESIDENT
(RESEARCH AND INTERNATIONAL)

208 Administration Building
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 480-1408
Fax (204) 275-1160

Date: July 7, 2017

To: Digvir Jayas, Vice-President (Research and International)

From: Janice Ristock, Provost and Vice-President (Academic)

Re: Proposal for a Chair in Interprofessional Collaborative Practice

On behalf of the Rady Faculty of Health Sciences, Dr. Brian Postl has submitted a proposal to establish a Chair in Interprofessional Collaborative Practice.

The policy on Chairs and Professorships specifies that:

- (1) Chairs are established to advance the University's academic goals and objectives;
- (2) Chairs be funded by way of an endowment or through annual expendable gifts for at least five years, or by a combination of endowment and annual expendable gifts;
- (3) Chairs shall normally be attached to a department, faculty school, college, centre or institute and the goals of the Chair shall be consistent with that unit;
- (4) The establishment of a Chair normally shall not be tied to the appointment of a particular person;
- (5) Individuals appointed to the Chair shall normally have the academic qualifications commensurate with an appointment at the rank of Assistant Professor, Associate Professor, or Professor; and
- (6) The initial term of the appointment of the chair shall be 3 to 5 years, and if renewal is permitted, such renewal shall be subject to a successful performance review and the availability of funds.

The proposed Chair satisfies the above requirements. Funding will be derived from a \$3 million endowment.

I support this proposal from the Rady Faculty of Health Sciences and request that you present it to the Senate Committee on University Research for consideration and recommendation to Senate and, in turn, the Board of Governors.

If you have any questions or concerns, I would be pleased to meet with you.



UNIVERSITY OF MANITOBA | Rady Faculty of Health Sciences

Max Rady College of Medicine
Office of the Dean
230 Basic Medical Sciences Building
745 Bannatyne Avenue
Winnipeg, Manitoba
Canada R3E 0J9
Phone: 204-789-3485
Fax: 204-789-3661

June 29, 2017

Dr. Janice Ristock
Provost and Vice-President (Academic)
208 Administration Building
University of Manitoba
Winnipeg, MB R3T 2N2

Dear Dr. Ristock;

RE: Chair in Interprofessional Collaborative Practice

The Rady Faculty of Health Sciences seeks to establish a Chair in Interprofessional Collaborative Practice.

This Chair is supported by a \$3 million endowment which is a part of the transformation gift made by Dr. Ernest S. Rady. It will provide leadership; research and scholarship; education; and mentorship in interprofessional collaborative practice for patient- and family-centred health care. The Chair's focus will build upon collaborative relationships between educational and practice systems promoting excellence in patient care, quality, and safety.

The Rady Faculty of Health Sciences Council Executive met and approved this amendment to the professorship on June 20, 2017.

Enclosed are the Chair's Terms of Reference for your approval.

I look forward to your response in due course. Please let me know if you require any additional information.

Sincerely,

Dr. Brian Postl
Dean and Vice Provost, Rady Faculty of Health Sciences



**PROPOSAL TO ESTABLISH A CHAIR
IN INTERPROFESSIONAL COLLABORATIVE PRACTICE
IN THE RADY FACULTY OF HEALTH SCIENCES
AT THE UNIVERSITY OF MANITOBA**

EXECUTIVE SUMMARY/PREAMBLE:

In accordance with the procedures and mechanisms for establishing chairs at the University of Manitoba, the following is presented:

TYPE OF APPOINTMENT: Chair

NAME OF CHAIR: Chair in Interprofessional Collaborative Practice

PURPOSE AND OBJECTIVES OF CHAIR:

The Chair will provide leadership; research and scholarship; education; and mentorship in interprofessional collaborative practice for patient- and family-centred health care. The Chair's focus will build upon collaborative relationships between educational and practice systems promoting excellence in patient care, quality, and safety.

The Chair will provide leadership in interprofessional collaborative practice research and scholarship within the Rady Faculty of Health Sciences.

The Chair will train and mentor the next generation of thought leaders who will transform the Manitoba Health System into a high performing interprofessional collaborative network focused on delivering state-of-the-art patient-centred care.

The Chair will advance knowledge that will directly improve quality of patient care, patient safety, retention of health-human resources, and deliver cost efficiencies.

By delivering on these strategic objectives, the Rady Faculty of Health Sciences will become recognized for its leadership and excellence in promoting and facilitating interprofessional collaborative practice and quality of patient-centred care.

RELATIONSHIP TO THE PROPOSING UNIT

Within the Rady Faculty of Health Sciences, the Colleges of Dentistry (which includes the School of Dental Hygiene), Medicine, Nursing, Pharmacy, and Rehabilitation Sciences are collectively focused on excelling in education, research, and health care delivery. The shared vision of the Rady Faculty of Health Sciences is: To advance excellence in health care through innovative research and health professional education that supports collaborative practice. This vision resulted in the development of the Office of Interprofessional Collaboration (OIPC), with whom the Chair will be closely aligned. A dedicated chair in interprofessional collaborative practice will ensure that the shared vision of the colleges within the Rady Faculty of Health Sciences can be supported and realized. This position will be open to a member of any health profession represented within the Rady Faculty of Health Sciences.

THE METHOD BY WHICH THE CHAIR WILL BE FUNDED:

A total of \$155,000 to \$175,000 will be available annually to support the Chairholder and the activities. The \$3 million endowment will generate approximately \$126,000 per year, which will leverage up to \$50,000 (depending on the academic rank of a recruited chairholder), in support annually from the university's Vice-President Research and International.

With this level of annual funding available, we will be in a position to launch a competitive international search to recruit the most qualified candidate in the field.

GENERAL AND SPECIFIC REQUIREMENTS FOR THE CHAIR:

In accordance with the policy and procedures for establishing chairs at the University of Manitoba, individuals appointed to the Chair in Interprofessional Collaborative Practice will have the following qualifications:

- Canadian citizen or permanent resident
- Expertise in collaborative practice and interprofessional education
- PhD in a related field and a licensed health professional; or MD, DMD, or PharmD with appropriate training to be a researcher/educator
- Holding a current academic appointment at the rank of Assistant Professor or higher
- History of excellence in research as evidenced by a strong publication record, and acquisition of national or international peer reviewed grants and contracts
- History of mentoring students, junior colleagues, or investigators
- History of effective and productive collaboration in interprofessional health education and patient-centred care

TERM OF APPOINTMENT:

- The initial term of the appointment will be five years, biennial and final year progress report

- Internal midterm evaluation
- The renewal of the appointment for an additional term(s) will be subject to a successful review of the incumbent's performance commensurate with the mandate of the Chair, such a review to be carried out during the fourth year of the term.

A successful performance review will provide evidence of the following:

- Personal research productivity in the form of external grants, presentations, and peer-reviewed publications. It is expected that funding from one or more national agencies would be expected along with additional funding from local sources.
- Evidence of mentoring including having one or more full-time research trainees or supervision of clinical fellows in their research year.
- Evidence of research productivity and impact commensurate with a research Chair in the Rady Faculty of Health Sciences.
- Evidence of linkages, collaboration and interprofessional research within the University

PREAMBLE:

Interprofessional collaborative health care has become a focus in practice and health profession education programs in Canada and internationally due to an increasing emphasis on improved patient outcomes; quality and safety; professional satisfaction and well-being; organization efficiency and innovation; and system cost effectiveness and responsiveness. Collaborative care is defined as occurring "...when multiple health workers from different professional backgrounds provide comprehensive services by working with patients, their families, caregivers, and communities to deliver the highest quality of care across settings" (WHO, 2010). Interprofessional education (IPE) is a teaching strategy to prepare and inspire students to strive towards providing excellent collaborative care across practice settings. Increasingly, health profession programs are required to include and demonstrate interprofessional collaboration in their curricula for accreditation purposes. The Deans of the Rady Faculty of Health Sciences created and endorsed a consultation unit called the Office of Interprofessional Collaboration (OIPC) which is tasked with the development of a curriculum focused on enriching collaborative skills. The vision of the OIPC is to be recognized for its culture of interprofessionalism and where the Rady Faculty of Health Sciences graduates and faculty are competent interprofessional practitioners and scholars.

Interprofessional collaboration is an area of research and scholarly development in both education and practice. Securing a Chair in Interprofessional Collaborative Practice will help the Rady Faculty of Health Sciences to achieve its goal of becoming recognized for interprofessional collaboration education that facilitates excellence in patient care through an integrated approach by health professionals.

OTHER PROVISIONS:

- 1) The selection and appointment of an individual to the proposed Chair shall be conducted in accordance with section 2.3 of University Policy on Chairs and

Professorships

- 2) The duties and responsibilities of the individual appointed to the proposed Chair will be in accordance with 2.4 of University Policy on Chairs and Professorships.
- 3) Annual reporting requirements shall also be in accordance with the University Policy on Chairs and Professorships. In addition to the reporting requirements stipulated in this policy, the Chair holder shall provide an annual report of activities to the President of the University. In turn, the President shall provide a copy of said report to individuals or organizations that have contributed to the establishment of the Chair, and that have specifically requested this information.
- 4) The Chair holder will have an appointment in the Department/College within the Rady Faculty of Health Sciences most appropriate given his/her discipline/background, and will have an affiliation with the Office of Interprofessional Collaboration. The Chair holder will participate in an appropriate amount of teaching activity, including undergraduate and graduate students, where appropriate.
- 5) The role of the Chair will be to contribute significantly to the body of research and scholarship in the Rady Faculty of Health Sciences. Accordingly, the appointment of the Chair will be made on the recommendation of the Rady Faculty of Health Sciences and Office of Interprofessional Collaboration, and shall be conducted in accordance with the University policy in Academic Appointments and the guidelines for the establishment of chairs.
- 6) It is understood that the Chair would be structured with a five year maximum term with an option of renewal subject to satisfactory performance of the incumbent, but also with the understanding that the research focus could be changed at such intervals according to the changing needs of the Rady Faculty of Health Sciences and subject to approval by the University of Manitoba.

February 22, 2017

Revised July 6, 2017



AGENDA ITEM: Graduate Students "Gradzette Fee" Reallocation

RECOMMENDED RESOLUTION:

That the Board of Governors approve the reallocation of the current UMGSA fee from "The Gradzette" to "The Manitoban"

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The UMGSA currently contracts The Manitoban to publish The Gradzette, and the UMGSA Council has expressed a clear interest in instead partnering with The Manitoban to distribute news to Graduate Students in the existing newspaper. Graduate Students already pay a levy for The Manitoban, as well as for The Gradzette, this motion seeks to merge these two fees.

RESOURCE REQUIREMENTS:

No additional resource required

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

No real implication to any party, outside of the change of funding available to The Manitoban.

ALTERNATIVES:

N/A

CONSULTATION: *[delete if not applicable]*

UMGSA Council originally passed the motion on September 27th, 2017, which was then approved by UMSU Council on November 23rd, 2017.

UMGSA Council Meeting Minutes

Wednesday, September 27th, 2017 - 5:30 PM - UMGSA Lounge

1. Call to Order (5:35pm).

2. Approval of the Agenda

Note: Agenda Items for Concurrence Without Debate

Any item that has a beside it denotes an item intended for Concurrence Without Debate. These items include reports and other routine matters, and are considered accepted or adopted by the UMGSA Council without debate or a vote. Any Council Member who wishes to remove any item so-noted from the list of items for Concurrence Without Debate may do so by contacting the Council Chairperson prior to the meeting, or by requesting that it be removed when the Chair asks if there is any opposition to accepting these items for Concurrence Without Debate, immediately prior to the motion to approve the agenda as presented or as amended.

MOTION: BIRT the UMGSA Council approves the agenda for the September 27th, 2017, UMGSA Council Meeting as presented.

Linguistics/Animal Science (Carried).

3. Approval of the Minutes: The minutes of the August 23rd, 2017, UMGSA Council Meeting are included as Appendix I to the council meeting agenda.

MOTION: BIRT the UMGSA Council approves the minutes from the August 23rd, 2017, UMGSA Council Meeting as presented.

Native Studies/Human Nutritional Sciences (Carried).

4. Committee Reports

4.1. Executive Committee Report:

- Fall Orientation was a success.
- Executives attended the International Centre Orientation.
- The President and other Executives visited departments and faculties during Orientation which helped to build relationships with new graduate students.

4.2. Finance Committee Report:

- Finance Committee has been spending the majority of their time processing Travel Grants.

4.3. Bylaws and Policy Committee Report:

- The UMGSA Conference Grant policy has been revised.
- Policies relating to elections and the use of social media are being discussed.

4.4. Events Committee Report:

- Fall Orientation, organized with FGS and Student Life, was a success.
- The UMGSA Fall Orientation Social was well attended.
- The UMGSA is currently collaborating with UFMF in creating a program called GradTalks which will air on Tuesday mornings. Students interested in participating should contact Obi.
- The UMGSA's Halloween Social will be October 27th.

4.5. Campaigns Committee Report:

- The committee has been discussing ThinkGrad membership.
- The U-Pass can present issues to graduate students in exceptional circumstances who need to opt-out or into the fee; any concerned students should contact Albert.
- The UMGSA is running a campaign to raise awareness about textbook prices for graduate students. If you purchase an expensive textbook, take a picture of your receipt and send it to Albert.
- Suggestion that the textbook campaign advocates moving towards an open-source textbook model like there is in British Columbia.
- The Campaigns Committee endorsed a Canada-wide sexual violence policy for university campuses.
- Question as to how this policy and others relates to the current events concerning the accusations against former music professor Steve Kirby; the University has policies in place for these situations but they can be improved. We can make room on coming Council agendas to have further discussion on this issue.

4.6. Awards Committee Report:

- The UMGSA Awards Luncheon on September 25th honoured this year's recipients of the UMGSA Student and Teaching awards.
- Next month is Academic Integrity Month.

4.7. Indigenous Ad-Hoc Committee Report:

- The Committee is working with the Indigenous Community to find out the best way to consult with them.
- The Committee will meet before the next UMGSA council meeting.

5. Senate Report

Nothing to report. Next Senate meeting is the first week of October.

6. Executive Reports

- 6.1. July Executive Reports (Appendix II)
- 6.2. August Executive Reports (Appendix III)
- 6.3. August ThinkGrad Conference Report (Appendix IV)

7. Departmental Reports

- Native Studies has a call for papers from anyone (Indigenous or non-Indigenous) regarding topics or issues that affect Indigenous people. All types of submissions are

welcome. It is free to apply and past participants have had their work published as a result of their application.

8. Unfinished Business

None.

9. New Business

9.1. Approval of Amendments to the Graduate Student Membership of FGS

Committees and its Faculty Council: Three student appointments need to be amended in order to be in compliance with a few policy requirements which were overlooked when these appointments were originally approved. The amendments are as follows:

1. Colin Graydon will replace Uzzal Liton on the FGS Awards Committee.
2. Andrew Plesniarski will replace Chandan Howlader on the FGS Executive.
3. Andrew Plesniarski will replace Chandan Howlader on the FGS Council.

MOTION: BIRT the UMGSA Council approves these three revisions to the membership of FGS Committees and its Faculty Council.

Mathematics/Linguistics (Carried).

9.2. Approval of Graduate Student Representatives on UMSU Committees: Graduate Student representatives appointed to serve on UMSU Committees need to be approved by the UMGSA Council. The three appointed representatives are as follows:

1. Albert Boakye will serve on the U-Pass Committee.
2. Chandan Howlader will serve on the U-Pass Committee.
3. Richard From will serve on the Member Services Committee.

MOTION: BIRT the UMGSA Council approves these three appointments to UMSU Committees.

Entomology/Kinesiology & Recreation Management (Carried).

9.3. Approval of an Amendment to the Orientation Budget: Until very recently, the UMGSA incurred all costs for our Orientations, including for lunches, and running Orientation in collaboration with the Faculty of Graduate Studies has provided significant savings. Due to budget limitations, FGS requested that the UMGSA provide some funds toward providing lunches during the UMGSA Orientation. The UMGSA Executive agreed that a contribution of \$600 toward one of the two Grad Orientation lunches was reasonable and appropriate, because these costs are more than covered by greater-than-budgeted revenue from the sale of ad space in our UMGSA Handbooks. FGS still paid for about two thirds of all food costs, and even when costs went up from the original estimates, they took on all of those additional costs.

MOTION: BIRT the UMGSA Council approves the addition of \$600 to the Orientation budget, to cover this contribution toward food for one of the Grad Orientation lunches.

Psychology/Biological Sciences (Carried).

9.4. Approval of an Addition to the Budget for ThinkGrad Membership Fees: The UMGSA is a member of ThinkGrad, formerly known as the GU15, which is a collaborative group of graduate student associations across Canada. Until now, there have been no membership fees, and we have only paid the costs of attending the group's

conferences. ThinkGrad is preparing to incorporate in the near future, and will then be hiring a part-time coordinator to enhance the group's collaboration efforts, to create and maintain a website for the group, and to assist member associations when hosting ThinkGrad conferences. Our graduate student population here at the UofM is small enough that we will pay the lowest tier rate of membership fees, which are set at \$800 per year. Larger grad student associations will be paying two or three times as much, but we will all share equally in the benefits of continued collaboration with this group. This \$800 membership fee will not be due until April, and will cover membership in the group for the 2018-2019 academic year. Though it is a payment covering the subsequent budget year, because it needs to be paid in April, it falls under this year's budget. As a member, the UMGSA can collaborate with other graduate student associations in discussing issues facing graduate students across Canada. For example, ThinkGrad members could partner in lobbying government bodies to solve issues faced by graduate students.

MOTION: BIRT the UMGSA Council approves \$800 for ThinkGrad membership fees for the 2018-2019 academic year, to be paid in April of 2018.

Anthropology/Linguistics (Carried with one opposed).

9.5. Approval of an Amendment to the Committee Policy Dealing with the Membership of the Finance Committee: Approved in principal by the Finance Committee, and approved in this final form by the Bylaws & Policy Committee, the Committee recommends the addition of “no fewer than” and also “a minimum of” to the rules regarding membership for the Finance Committee in the Committee Policy Manual. This will make the Finance Committee's membership rules consistent with all other similar committees, and properly reflect the actual composition of the Committee now and in past years. The full proposed and existing wording of this section of the UMGSA Committee Policy is included as Appendix V to this council meeting agenda.

MOTION: BIRT the UMGSA Council approves the revised wording of the Committee Policy dealing with the Membership of the Finance Committee as written.

Mathematics/Kinesiology and Recreation Management (Carried).

9.6. Approval of an Amendment to the Financial Policy Dealing with Conference Grants: Approved in principal by the Finance Committee, and approved in this final form by the Bylaws & Policy Committee, the Committee recommends significant revisions to the Conference Grant section of the Financial Policy. One major change is that applicants will be able to claim combined food and in-city travel costs only in the form of \$65 per-diems. The revisions as a whole will make the application process much simpler for applicants, as well as for those who review the applications. This will also make the application process more consistent, and will often result in applicants being able to reliably claim more money for reimbursement than under our current policy and procedures. The full proposed and existing wording of this section of the UMGSA Financial Policy are included as Appendix VI to this council meeting agenda.

- Question as to how many receipts the committee have to sort through, and why the per diem amount is being raised to \$65. The Finance Committee decided on \$65 per day to accommodate in-city travel expenses and to allow attendees flexibility in their travel arrangements according to their needs.

- Concern is raised that \$25 would allow for too much leisure travel at the UMGSA's expense, and that over the years the amount of funding that the UMGSA allows could continue to increase as a result of this motion. The \$25 per diem increase would not allow students to claim any amount in excess of the pre-existing funding cap, which would not change as a result of this motion and therefore would not set a precedent for funding increases in the future. The concern about a \$25 increase being too high for transportation is echoed by other members of council.
- Question as to whether students declare funding received from FGS, their department or their supervisor in their applications, and whether this change could allow students to claim more than their total costs for a conference. The UMGSA will not provide funding beyond the total deficit incurred from a conference.
- Question as to how the Committee can know the total cost of a conference if students do not provide receipts. Claiming the per diem amount would not allow students to exceed the pre-existing limits for UMGSA Conference funding.
- Comments that a \$65 per diem is reasonable, and in keeping with per diems in government and professional industries. \$65 per day is easy to spend in expensive cities. If students want to cut costs by taking public transportation and by staying in inexpensive accommodations, that is their personal choice, but not all students may feel comfortable making the same choices.

MOTION: BIRT the UMGSA Council approves the revised wording of the Financial Policy dealing with Conference Grants as written.

Anthropology/Law (Carried).

9.7. Proposal for Strategic Redirection Regarding the Gradzette and The Manitoban:

The Gradzette has had very low readership for at least a few years, and ceased to produce a print edition early last year as a consequence. Grad student research will be better-promoted through the UMGSA website, which will also boost the visibility and use of our website's other promotions and resources. The UMGSA will shift the already-existing student fees that currently go to The Manitoban for production of the Gradzette to The Manitoban directly. This change will provide better coverage of Grad student issues in The Manitoban, a very valuable half-page of no-cost UMGSA advertising in every issue, as well as advertising on The Manitoban website. If approved by the UMGSA Council, this change in fees will be ratified by UMSU Council and then by the Board of Governors, in accordance with provincial legislation. This change will not increase the fees paid by Grad students, but will only change the use of this existing levy.

MOTION: BIRT the UMGSA disband the Gradzette, transfer the promotion of graduate student research to our own website, and change the current student levy for the Gradzette so that it will directly fund The Manitoban instead.

Human Nutritional Sciences/Entomology (Carried).

10. Announcements

10.1. Next Council Meeting: Wednesday, October 25th, 2017 - 5:30PM - UMGSA Lounge

11. Adjournment (6:33pm).

<i>Position/Department</i>	<i>Name</i>	<i>Signature</i>
President	Carl Neumann	Present
VP Internal	Chandan Howlader	Present
VP Academic	Mohammad (Emrul) Hasan	Present
VP External	Albert Boakye	Present
VP Marketing & Events	Obiajulu Nnaemeka	Present
VP Health Science	Andrew Plesniarski	Absent
Exec-At-Large (Non-voting)	Richard From	Present
Senator 1	Silvia Araujo	Present
Senator 2	D Skye Kushner	Present
Council Chairperson (No Vote)	Karalyn Dokurno	Present
Office Manager (No Vote)	Ruth Prokesch	Present
Office Assistant (No Vote)	Jayne Hammond (Minute Taker)	Present
<i>Agric & Food Science</i>		
Agribusiness & Agric. Economics	Allan Walker	Absent
Animal Science	Yue (Yvette) Shang (Co-Council) Dipana Maharjan	Both Present
Biosystems Engineering	Ikra Iftekhar Shuvo	Regrets
Entomology	Thais F. Silva Guimaraes	Present
Food Science	Pamela Drawbridge	Pamela sent Regrets Proxy: Huiqin (Mia) Wang
Human Nutritional Sciences	Matt Granger	Present
Plant Science	Kenny So (Co-Council) Win Jian (Daniel) Chan	Both Present
Soil Science	Mick Runzika	Absent
<i>Architecture</i>		
Architecture	None	None
City Planning	Andrew Treger (Co-Council) Felipe Mogollon	Both Present
Interior Design	Eugenia Amoako	Present
Landscape Architecture	Alyssa Magas	Alyssa sent Regrets Proxy: Krista Renwick
<i>Arts</i>		
Anthropology	Analucia Vucic	Present

Economics	Hubert Scarlett	Absent
English, Film & Theatre	Shaylyn Maharaj-Poliah Kasey Morgan (Co-Council)	Present
Linguistics	Irina Volchok	Present
Native Studies	Laura Forsythe	Present
Political Studies & Public Admin	Anderson Agbugba (Co-Council) Ryan Werbicki	Both Absent
Psychology	Michelle Ward (Co-Council) Brenna Henrikson	Present
Sociology	Abdul-Bari Abdul-Karim	Absent
<i>Management</i>		
Management – PhD and MSc	Zulfiquer Ali Haider	Absent
Management – MBA	Adeoye Babatunde (Co-Council) Han Kang	Both Absent
<i>Education</i>		
Education – PhD – Ad hoc	Kazutoshi (Koe) Yoshino	Present
Education – Admin, Foundations & Psych.	Catherine Draper	Absent
Education – Curriculum, Teaching & Learn	Erica Hildebrand	Absent
<i>Engineering</i>		
Civil Engineering	Alexander Afuberoh	Absent
Electrical & Computer Engineering	Nozhan Bayat (Co-Council) Ehsan Tahmasebian	Both Absent
Mechanical Engineering	Shahriar Bagheri	Shariar sent Regrets Proxy: Robabeh Abbasi Hauestini
<i>Environment, Earth & Resources</i>		
Environment & Geography	Tonya Burgers (Co-Council) Maddie Harasyn	Both Present
Geological Sciences	Cody Ross	Regrets
Natural Resources Institute	Anderson Assuah (Co-Council) Rajib Biswal	Rajib Present (left at 6:00pm)
<i>Graduate Studies</i>		
Applied Health Sciences	Nick Kosmenko (Co-Council) Brittany Semenchuk	Present
Biomedical Engineering	Ahmed Elwali	Present (left at 5:53pm)

Peace and Conflict Studies	Nour Maghanaoui	Absent
<i>Kinesiology & Recreation Mgmt.</i>		
Kinesiology & Recreation Mgmt.	Laura Ceccarelli (Co-Council) Yash Rawal	Both Present
<i>Nursing</i>		
Nursing	Josie Bolainatz	Absent
<i>Science</i>		
Biological Sciences	Gwangseok Yoon	Present
Computer Science	Md Momin Al Aziz (Co-Council) Md S. R. Mahdi	Mahdi sent Regrets
Mathematics	Jane Breen	Present
Microbiology	Mac Kohlmeier	Present
Physics & Astronomy	Jaseer Ahmed	Jaseer sent Regrets Proxy: Kyle Monkman
Statistics	Kelly Ramsay	Present
<i>Social Work</i>		
Social Work – Indigenous Knowledge	Kyra Wilson	Present (arrived at 5:55pm)
<i>UMSU (Non-Voting)</i>		
President or Designate		Absent
<i>CUPE 3909 (Non-Voting)</i>		
President or Designate	Abdulrazaki Abi	Absent
<i>FGS Rep (Non-Voting)</i>		
Dean or Designate	Dr. Todd Mondor	Absent
<i>Student Life (Non-Voting)</i>		
Office of Student Life	Cora Dupuis	Absent
<i>Guests</i>		
Native Studies (possible Councilor)	Timothy Maton	Present
Linguistics (incoming Councilor)	Iuliia Rezvukhina	Present
Chemistry (potential new Councilor)	Haben Gabir	Present

President

Date

Executive-at-Large

Date



AGENDA ITEM: *UMSU Bannatyne Fee Correction*

RECOMMENDED RESOLUTION:

That the Board of Governors approve a change to UMSU fees assessed to students on the Bannatyne Campus and make them equal to those of Fort Garry Campus students, effective Fall Term 2018, and going forward.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

For as long as recent records show (pre 1999), students at the Bannatyne Campus were assessed a lesser rate of UMSU fees than those on the Fort Garry Campus. This change existed in the old fee assessment has been included in Aurora now as well. In November of 2015 UMSU Council presented the Board with a new fee assessment schedule, with the intent of standardizing fees for all students. Unfortunately, due to a clerical error in the submission, specific wording was omitted that authorized the Registrar's Office to set the new fee, and override the existing 50% assessment.

RESOURCE REQUIREMENTS:

Minimal resources, Registrar's Office is aware of this intent to change the assessment.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

No implication outside of an impact on UMSU's operating budget

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 checked="" type="checkbox"/>	<u>Tanjit Nagra, UMSU President</u>	<u>Dec 15/17 JM</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Finance, Admin., & HR</u>	<u>January 16, 2018</u>
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____

Submission prepared by: Mark Stewart - UMSU Executive Assistant

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

Attachments

PRESIDENT'S REPORT: January 30, 2018

GENERAL

The University of Manitoba was the presenting sponsor of the Royal Society of Canada's annual Celebration of Excellence (COE) in Winnipeg from November 23-26. In conjunction with the COE, a day long symposium entitled "*Climate Change: From Challenges to Opportunities*" was held at the Fort Garry campus, with some 300 attendees hearing keynotes presented by: Dr. David Barber (Environment and Geography), Mr. Michael Spence (Mayor, Town of Churchill), and two panels, addressing the 'challenges' and 'opportunities' afforded by our changing climate.

The University of Manitoba once again has been named one of Manitoba's Top Employers by the editors of Canada's Top 100 Employers. The University was selected as a result of its commitment to celebrating its employees' achievements, a range of employee benefits and supports, its work in national reconciliation efforts and its commitment to diversity and inclusion, among other factors.

Arianna Huffington, founder of *The Huffington Post*, founder and CEO of Thrive Global, is the recipient of the 2018 International Distinguished Entrepreneur Award (IDEA), hosted by the Associates of the Asper School. Ms. Huffington will receive the award at the gala dinner at Winnipeg's Royal Bank of Canada (RBC) Convention Centre.

On February 6, 2018, the University of Manitoba will be hosting *Reconciliation through Recognition*, a public lecture by Phil Fontaine and Kathleen Mahoney, followed by a reception. The lecture will take place at 6:30 p.m. in the Robert Schultz Theatre, St. John's College, and will focus on a new project that is seeking to alter the narrative of Canada as a country of two founding nations (English and French) to one that reflects the foundational contributions of Indigenous peoples to the formation of Canada and in so doing, will improve the context for discussion and action on commitments already made to reconciliation, building nation-to-nation relationships and rights to self-determination.

The University of Manitoba speaker series, Visionary Conversations, will mark Black History Month by exploring the question of whether Black Canadians are equitably represented in positions of power and influence. This event will take place on Tuesday, February 13 at 7:00 p.m. at the Canadian Museum for Human Rights.

The 2018 Distinguished Alumni Award winners were announced Friday, January 12. Winners are: Paul Soubry [BComm/84] Lifetime Achievement Award; Dr. Lorrie Kirshenbaum [BSc/86, MSc/88, PhD/92] Professional Achievement Award; Tina Jones [BEd/89] Community Service Award; Jan Lederman [BA/74, LLB/77] Service to the University of Manitoba Award; and Dr. Shayne Reitmeier [BSc/13, MD/17] Outstanding Young Alumni Award. We hope all members of the Board of Governors will be able to attend The Distinguished Alumni Awards Celebration of Excellence on Tuesday, May 10, 2018 and help us celebrate the achievements of our Alumni.

ACADEMIC MATTERS

- Jitendra Paliwal, biosystems engineering, was presented with the 2017 Technical Excellence Award by Engineers Geoscientists Manitoba, given in recognition of outstanding leadership, mentorship, service to the profession and technical contributions to the field of engineering.

- Johnathan Payton, environment and geography, was awarded Prairie Division of the Canadian Association of Geographers (PCAG) Early Career Distinction Award.
- Feiyue Wang, environment and geography, was awarded the Stairs Lectureship in Chemistry in November 2016 by Trent University. The Stairs Lecture in Chemistry is a biennial lecture series where Trent University invites a distinguished scientist to speak on their research and to showcase the field of Chemistry.
- Gary Stern, environment and geography, received the Governor General of Canada's Polar medal. The Ceremony will happen sometime in early 2018.
- David Barber, environment and geography, was awarded the Officer to the Order of Canada and Honorary Degree in Science from Université Laval.
- Jake Ayre, agribusiness student, was one of two Canadian students to win the Canadian Seed Trade Association Future Influencer competition.
- Four Asper students received Manitoba Aboriginal Youth Achievement Awards (MAYAA) in November 2017. The annual awards recognize academic accomplishment, community involvement, culture, business and athletics. The Manitoba Aboriginal Youth Achievement Awards (MAYAA) selection process is unique in that recipients are chosen by committees consisting of Aboriginal youth from the community. The students, Lila Yarechewski, Antoine Allard, Kara Thorvaldson and Kristi Perrin, are all members of Indigenous Business Education Partners, a community of Indigenous students at the Asper School.
- Alyssa Archibald, medicine student, was awarded the Canadian Medical Hall of Fame (CMHF) Award. The awards are given annually to one student at each of Canada's 17 medical schools. They recognize students who demonstrate leadership through community involvement, superior communication skills, academic excellence and interest in advancing knowledge.
- The University of Manitoba's renowned Indigenous Health Collection is marking its 20th anniversary. Housed in the Neil John Maclean Health Sciences Library on the Bannatyne campus, it's the only stand-alone collection devoted solely to Indigenous health at an academic health sciences library in Canada.

RESEARCH MATTERS

- Dr. Catherine Cook (First Nations, Metis, Inuit Health), Vice-Dean, Indigenous Health, Rady Faculty of Health Sciences, and Dr. Samar Safi-Harb (Physics and Astronomy), Canada Research Chair in Supernova Remnants Astrophysics were named Women's Executive Network 2017 Canada's Most Powerful Women: Top 100 Award winners in the 'trailblazers and trendsetters' category. This award recognizes and celebrates the extraordinary accomplishments of women in Canada who are proven achievers and strong contributors to their organizations, their fields of endeavour and their communities.
- Dean of Science, Dr. Stefi Alison Baum has been named a Fellow of the American Association for the Advancement of Science (AAAS). AAAS is the world's largest general scientific society and publisher

of several academic journals including Science, the largest paid circulation of any peer-reviewed general science journal in the world. Election as an AAAS Fellow is an honour bestowed upon AAAS members by their peers. This year 396 members were recognized for their scientifically or socially distinguished efforts to advance science or its applications.

- Dr. Pourang Irani (Computer Science), Canada Research Chair in Ubiquitous Analytics and his team of collaborators received \$1.65 million in funding from the Natural Sciences and Engineering Research Council of Canada's CREATE program (Collaborative Research and Training Experience) to fund the Visual Automated Disease Analytics (VADA) program. Upwards of 86 graduate students in the VADA program will create interactive visualization and automated tools that process data, helping policy makers to manage chronic disease, and quickly detect and prevent infectious disease outbreaks.
- The Churchill Marine Observatory (CMO) consists of two parts: the oil in sea ice mesocosm (OSIM) and the estuary corridor (EC). The EC part of the CMO project, which is led by Dr. Gary Stern (Environment & Geography), received funding of \$1,571,567 through the Western Diversification Program (WDP). The EC will be used to supply seawater to the OSIM as well as provide a cable connection that is required to transmit continuous physical and chemical oceanographic data from a tethered observatory located at the mouth of the Churchill Estuary. When complete, CMO will employ 4 to 6 technicians and train 20 to 30 highly qualified personnel (summer students, graduate students and postdoctoral fellows) each year.
- The 13th Annual Undergraduate Research Poster Competition was held on October 27, 2017. The event gave 100+ students the opportunity to practice their presentation skills and present the discoveries they are making. The competition showcased the work of more than 100 students. Judges assess each project based on official judging criteria determining winners for cash prizes in five different categories: Social sciences/humanities; health sciences, natural sciences; creative works and applied sciences.
- Manitobans challenged themselves to think in new ways, from new perspectives, and to work together to find solutions to the biggest problems they can imagine in the final stage of the Game Changer competition, with winners announced on November 14. Team Hour Off captured the grand prize of \$10,000 with their winning idea. They answered the question, "With technology filling all our free time, how can we reclaim boredom as a productive or creative force?" Their solution was to create a societal movement to encourage people to be "screen free" for one hour a day to make a daily incremental change. They were also the People's Choice award winners (\$500). Team members were: Kira Pearson (Asper School of Business), Piesebel Berlane Pasco (Faculty of Science), and Indigo Adam-Grant (Asper School of Business). Second place went to Team Just A Warm Sleep (\$5,000) and Team Degreezy took third place (\$2,500).

The competition, in its third year, was open to students and post-doctoral fellows from all disciplines and at all post-secondary institutions in Manitoba as well as all Manitobans over the age of 16. An initiative of the Office of the Vice-President (Research and International), the competition is co-organized by the Stu Clarke Centre for Entrepreneurship and the Technology Transfer Office. For more details on the competition, visit umanitoba.ca/gamechanger.

- Distinguished Professor Dr. Cheryl Rockman-Greenberg (Pediatrics and Child Health, Children’s Hospital Research Institute of Manitoba) was inducted into the Canadian Medical Hall of Fame in the category of Leadership in Health Promotion, Illness Prevention and Care. Greenberg’s research on the treatment of hypophosphatasia has attracted international attention. She is currently the Canadian leader in this field, conducting clinical trials of a novel enzyme replacement therapy, and is also active and the lead for Canada in the International hypophosphatasia registry.
- Dr. Lysa Porth, (Guy Carpenter Research Chair in Agriculture Risk Management and Insurance) Director of the Warren Centre in the Asper School of Business, is leading an interdisciplinary and international research team that received \$988,000 from Agriculture and Agri-Food Canada’s Agriculture Risk Management and Insurance AgriRisk program, a Growing Forward 2 Business Risk Management initiative. This project led by Saskatchewan Cattlemen’s Association and Alberta Beef Producers involves an interdisciplinary research team with members from the University of Manitoba, University of Waterloo, Nanyang Technological University (Singapore), SCOR reinsurance company and Airbus Defence and Space (France), along with cooperation from Saskatchewan Crop Insurance Corporation and Agriculture Financial Services Corporation.
- Five delegations of international visitors were hosted in September to November 2017.
- Ten Memoranda of Understanding (MOU) and/or agreements were signed with international partners in Sept-Nov 2017.

Date/Reporting Period	Activity/Project	Who (students, partners, faculties)	Participation and/or Awards
October 16 - November 30, 2017	Intercultural Development and Leadership Program	International and Domestic Students	8
October 16 - November 30, 2017	Volunteer Language Exchange Program	International and Domestic Students	54
October 16 - November 30, 2017	International Student Mentorship Program	International and Domestic Students	56 (mentors) 68 (mentees)

- Sixty-five research projects led by fifty-seven investigators were awarded a total of \$10,467,400. Those projects awarded \$25,000 or more are:

PI	Sponsor	Title	Awarded
Belmonte, Mark (Biological Sciences)	Bayer CropScience	Protecting plants against fungal pathogens	\$25,300
Collins, Benjamin (Anthropology)	SSHRC Insight Development	Refining the middle-to-later stone age transition: The perspective from Grassridge Rockshelter, South Africa	\$74,900

Cui, Victor (Business Admin)	SSHRC Insight	Inter-firm collaboration, competition and firm innovation performance	\$145,917
Delay, David (Social Work)	SSHRC Insight Development	Exploring the narrative constructions of men as perpetrators/victims of intimate partner violence: Comparing police, probation officers and service user narratives of men's reporting experiences	\$34,027
Desmarais, Annette (Sociology)	SSHRC Insight	Changing farmland tenure and food sovereignty on the Canadian Prairies	\$252,243
Dolinsky, Vernon (Pharmacology and Therapeutics)	Children's Hospital Foundation of Manitoba Inc.	Epigenetic biomarkers and the mechanistic basis of childhood obesity	\$36,750
Domaratzki, Michael (Computer Science)	NSERC	Use of probabilistic graphical models in bioinformatics	\$25,000
Dow, Karen (Civil Engineering)	NSERC	CFD validation of nozzle performance for chilled beam design	\$25,000
Dubois, Danielle (Religion)	SSHRC Insight Development	Marguerite Porete in the French, English and Italian historical record, 15th-20th century	\$41,771
Elias, Brenda (Community Health Sciences)	SSHRC Partnership	Looking after each other: A dignity promotion project partnership for those living with FASD	\$2,500,000
Fayek, Mostafa (Geological Sciences)	NSERC	Developing new tools for assessing the regional tectonic setting of uranium deposits as a driver for exploration	\$167,024

Fayek, Mostafa (Geological Sciences)	AREVA Resources Canada Inc.	Assessing the geochronology, geochemistry and regional tectonic setting of uranium deposits as drivers for exploration	\$90,000
Forget, Evelyn (Community Health Sciences)	SSHRC Insight Development	The labour market and its alternatives: Investigating Manitoba's minimum income experiment	\$34,347
Gole, Aniruddha (Electrical and Computer Engineering)	Mitacs Inc.	GPU platforms for highly parallel EM simulations	\$58,000
Hoppa, Robert (Anthropology)	SSHRC Insight	Reconsidering growing old in the past: New palaeodemographic reconstructions	\$166,617
Jafari Jozani, Mohammad (Statistics)	Mitacs Inc.	Wind turbine power curve modelling for reliable power prediction using isotonic regression and different loss functions	\$45,000
Jiang, Changmin (Supply Chain Management)	SSHRC Insight	Assessment of the International Civil Aviation Organization's basket of measures to reduce aviation CO2 emissions	\$108,126
Kelly, Debbie (Psychology)	Research Manitoba	Do age-related declines in inhibitory control and memory impair cognitive functioning?	\$73,500
King, Regine (Social Work)	SSHRC Insight Development	True healing is healing together: Lessons about reconciliation processes in post-genocide Rwanda	\$59,001

Komenda, Paul (Internal Medicine)	Manitoba Renal Program (MRP)	Optimal approaches to chronic kidney disease case funding in Indigenous communities: A cluster randomized clinical trial	\$200,000
Komenda, Paul (Internal Medicine)	Research Manitoba	Optimal approaches to chronic kidney disease case funding in Indigenous communities: A cluster randomized clinical trial	\$200,000
Komenda, Paul (Internal Medicine)	Seven Oaks Chronic Disease Innovation Centre	Optimal approaches to chronic kidney disease case funding in Indigenous communities: A cluster randomized clinical trial	\$50,000
Komenda, Paul (Internal Medicine)	University of British Columbia	Optimal approaches to chronic kidney disease case funding in Indigenous communities: A cluster randomized clinical trial	\$450,000
Liao, Chi (Accounting & Finance)	SSHRC Insight Development	The impact of peer effects on financial risk taking	\$49,695
Main, Kelley (Marketing)	SSHRC Partnership Development	Distinguishing the types of flow	\$130,632
McKinnon, Lyle (Medical Microbiology)	Research Manitoba	The role of integrin $\alpha 4\beta 7$ in HIV acquisition and pathogenesis	\$73,500
Milne, Brooke (Anthropology)	SSHRC Insight	The analytical quandry of chert quarries: A multi-scalar approach using GIS modeling, archaeo-geophysics. lithic provenance and debitage analysis to understand Palaeo- Eskimo lithic	\$283,666

		technological organization and novice skill on southern Baffin Island	
Mizzi, Robert (Physiology & Pathophysiology)	SSHRC Insight	Out There: A Study of LGBTQ Educators Working Overseas	\$30,566
Moussavi, Zahra (Electrical and Computer Engineering)	Mitacs Inc.	Visual enhancement in normal and abnormal visual system	\$90,000
Mundy, Christopher (Centre for Earth Observation Science)	Dalhousie University	Observing and responding to pressures on arctic marine ecosystems services - Project #4 (Cycle 2)	\$40,000
Namaka, Michael (Pharmacy)	Mitacs Inc.	Testing of cannabinoid oil extracts in an experimental autoimmune encephalomyelitis (EAE) animal model of multiple sclerosis (MS)-induced neuropathic pain (NPP)	\$30,000
Ng, Koi Yu Adolf (Supply Chain Management)	SSHRC Insight	Climate change adaptation planning for ports	\$256,015
Ng, Marcus (Internal Medicine)	Health Sciences Centre	Rapid eye movement sleep in the evaluation of epilepsy surgery	\$70,000

Perry, Raymond (Psychology)	SSHRC Insight	Attribution-based motivation treatments and mind mapping: A curriculum intervention program to facilitate academic engagement for college students in online learning environments	\$173,328
Rajapakse, Athula (Electrical and Computer Engineering)	Mitacs Inc.	IEC 61850-based centralized intelligent station-level protection for power systems with multi-technology distributed energy resources	\$60,000
Rosen, Nicole (Linguistics)	SSHRC Insight	Mapping linguistic variation on the Canadian Prairies	\$224,333
Shkandrij, Myroslav (German & Slavic Studies)	SSHRC Insight	The Ukrainian "Galicia" division: Framing the narratives	\$81,099
Shooshtari, Shahin (Community Health Sciences)	Mitacs Inc.	Evidence-informed planning and evaluation of community transitions: Impact on health and quality of life	\$133,333
Sinclair, John (Natural Resources Institute)	SSHRC Insight	Creating a sustainable society: Understanding the interrelations among participatory governance, learning and social action	\$237,032
Sorensen, John (Chemistry)	NSERC	Development of a procedure for the extraction and purification of rutin from buckwheat forage: A laboratory study required for the	\$25,000

		industrial production of rutin	
Starzyk, Katherine (Psychology)	SSHRC Insight	The reconciliation barometer: A tool for tracking reconciliation between Indigenous peoples and others in Canada	\$192,430
Thiyam-Hollander, Usha (Food and Human Nutritional Sciences)	NSERC	Valorization of brewer's spent grain and Canadian beer through the identification of antioxidant characteristics	\$25,000
Thompson, Shirley (Natural Resources Institute)	SSHRC Partnership	Northern sustainability teaching lodges in remote First Nation Communities	\$2,500,000
Wang, Luming (Marketing)	SSHRC Insight Development	Choice architecture: The effect of cross-classification on consumer choice	\$49,460
Waterman, Jane (Biological Sciences)	Mitacs Inc.	Novel applications of technology to Arctic wildlife research and management	\$80,000
Wilkinson, Lori (Sociology)	SSHRC Insight	Finding home: The secondary migration of refugee children, youth and their families in Canada	\$166,720

Wittmeier, Kristy (Pediatrics and Child Health)	Research Manitoba	BRIGHT coaching: A health system to empower families of preschoolers with developmental disabilities	\$136,397
Yuan, Qiuyan (Civil Engineering)	NSERC	Development of operational enhancements for biological nutrient removal to an SBR wastewater treatment system using pH-ORP-T sensor	\$25,000
Yuan, Wenlong (Business Admin)	SSHRC Insight	The impact of narcissistic CEOs and the CEO-TMT interface on corporate entrepreneurship strategy and firm performance	\$106,482

ADMINISTRATIVE MATTERS

- Human Resources launched an online toolkit to assist employees with managerial responsibilities.
- UM Careers, the University's new electronic recruitment system, was launched on November 6, allowing for the online posting of and application for employment opportunities.
- The University and UNIFOR reached a four-year collective agreement.
- The *Pedestrian and Cycling Plan* for the Fort Garry campus has been finalized in alignment with the University of Manitoba's *Sustainable Transportation Strategy*. This multi-year plan for pedestrian and cycling infrastructure improvements builds on Visionary (re)Generation and the Sustainability Strategy 2016-2018 goals to create a pedestrian and cycling-friendly environment, and support and enhance transportation access to campus. It is based on the results of transportation surveys, field studies, pedestrian and cycling traffic counts and input from the University community with approximately 500 faculty, staff and students participating in open houses during July and December of 2017. The Plan identifies gaps in the existing network and provides priorities and recommendations for upgrades and new segments of pedestrian cycling pathways. Based on the Plan, identified pedestrian and cycling infrastructure improvements can be scheduled and phased to coincide with other infrastructure projects such as road renewal.

- Parking Services, the Office of Sustainability and Marketing Communications Office (MCO) have launched a Transportation Hub at umanitoba.ca/transportation which features all things transportation at the University. This site brings together information that in the past was housed on various University web pages or provided via MCO communications. This one-stop-shop makes it easier for students, staff, faculty and visitors to find up-to-date information on how to get to campus by busing, biking, walking and carpooling as well as parking options for vehicles, carpoolers and cyclists. The site also includes information on how to get around campus using the pathway system, the tunnels or the campus shuttle, and other related information such as the Safe Walk Program. Temporary changes to routes or service disruptions due to construction or special events are also reported at this site.
- The University of Manitoba has reached its six-month goal of 250+ campus users on the [GoManitoba](#) online ride-matching site. In addition, GoManitoba users were encouraged to track their travel through the month of November for a chance to win prizes. Participants were asked to track at least ten days' worth of trips in their Commute Calendar for the month of November. Green Action Centre selected dozens of prize winners from the successful participants of the challenge, several of which were affiliated with the University of Manitoba. The increasing number of carpoolers to campus has led to the addition of ten carpool stalls in B Lot on the Fort Garry campus and two carpool stalls in E Lot on the Bannatyne campus.
- The Biodiversity Study of the University of Manitoba's riparian areas has been completed and provides a baseline of the current state of the University's 53.4 hectares of river bottom forest found at Fort Garry campus and the research stations. The forests contain important vegetative species that support the integrity of the riverbanks, provides habitat for a wide range of wildlife species and represents a significant carbon sink. Field investigations found the river bottom forests at Glenlea Research Station and Ian N. Morrison Research Farm to be healthy, with the Fort Garry campus forest areas including Southwood lands to be in varying states. The biodiversity study along with the campus tree inventory will provide a baseline from which to assess the impacts of disease and invasive species such as the green ash bore and buckthorn, form the basis of a future conservation plan, and factor into the University's upcoming Climate Action Strategy.
- Elder Marlene Kayseas hosted a traditional feast and blessing ceremony in Migizii Agamik during the fall equinox. The blessing ceremony acknowledged all upcoming campus projects for the next year. Representatives from the Associate Vice-President (Administration) unit responsible for facilities planning and development participated in the event.
- The construction of Churchill Marine Observatory (CMO) commenced in May 2017, has been delayed due to the closure of the rail line in June 2017 as construction material could not be transported to site. The University has negotiated an agreement with the contractor to use a Cat Train (modified winter road) for the transport of material to Churchill. This has increased the overall cost of the project but it does allow for work to recommence in the spring of 2018 rather than be subject to even more lengthy delays.
- All University of Manitoba employees (full time, part time, term, faculty and staff) were required to complete Accessibility Training (Customer Service) by November 1, 2017 to be compliant with the Customer Service Standard and the Accessibility for Manitobans Act. By the deadline, 90% of UM employees were trained. As new employees are hired, training will continue. To date 6151 people have completed the training.

- After extensive consultation and review, the travel and business expense claims procedures were revised in December 2017. Highlights of the changes include:
 - Users are no longer required to send in paper receipts – they need only upload the receipts to Concur, the University’s travel and expense management tool
 - Users have more flexibility in airfare booking methods and airfare classes
 - Per diem and mileage rates have been increased
 These changes are in addition to changes made in April to decentralize approvals over hospitality expenses and to remove daily meal claim restrictions.
- On January 4, 2018, multiple vendors and media outlets began extensive reporting on a security vulnerability in the main chip, or CPU, in most modern computers around the world. The University developed a patch management program, based on what patches are available from vendors, with a completion target of Sunday January 14, 2018. The University will continue to monitor and install patches as they become available from any vendors that did not distribute patches by the target completion date.
- As at December 31, 2017, the market value of the University Investment Trust (endowment fund) reached \$715.5 million, compared to \$660.2 million a year ago at this time. The growth was due to an annual investment return of 8.94%, and \$17.3 million in new donations received over the calendar year.

EXTERNAL MATTERS

- For the period of April 1, 2017 to December 31, 2017, the University has raised \$25,406,439.96 towards the 2017/2018 fiscal year.
- As of December 31, 2017 we have raised \$308,740,734.53 in philanthropic gifts, exceeding our cumulative campaign goal for 2017/2018 of \$305 million. We are continuing discussions with the provincial government regarding a \$150 million commitment towards our \$500 million goal for the Front and Centre campaign.
- Examples of gifts in the last reporting period include:
 - On December 8, Chancellor Emeritus Arthur Mauro [BA/49, LLB/53, LLM/56, LLD/87] announced a \$5 million gift from the Mauro Family Foundation, to endow a cross-faculty Chair in Human Rights and Social Justice and support local and international peace-building initiatives. The Mauro Family Foundation’s history of generosity with the UM is extensive. Dr. Mauro and the Mauro Family Foundation previously donated \$2.7 million to establish the Arthur V. Mauro Centre for Peace and Justice and numerous scholarship funds.
 - The late Inga Storgaard [BA/1959, BEd/1962] made a gift in her will to the University of Manitoba for \$1.7 million in support of both the Faculty of Education and the Department of Plant Science, Faculty of Agricultural and Food Sciences.

- Bruce D. Campbell [BSA/1958, LLD/2007] and Lesley Campbell's ongoing support of the Faculty of Agricultural and Food Sciences was renewed with a gift of \$250,000 to the Bruce D. Campbell Farm & Food Discovery Centre.
- The late Barbara R. Chase [BA/1982] has made a gift in her will of more than \$231,000 to establish an endowed bursary in Fine Arts.
- The College of Pharmacists of Manitoba has provided a gift of \$160,700, representing the amount pharmacists have donated through their annual licensing renewal, to enhance the undergraduate program in the College of Pharmacy.
- Stan T. K. Cheung [BSA/1969, MSc/1971, PhD/1975, LLD/1991] has made a further contribution in support of the Department of Animal Sciences with a gift of \$150,000.
- Deloitte LLP has supported I.H. Asper School of Business classroom refurbishments with a gift of \$150,000.
- Julia Liu has made an endowed gift of \$100,000 in support of the Transport Institute.
- The Concord Projects Foundation has given \$100,000 to support both the Stanley Pauley Engineering Building and classroom refurbishment in the I.H. Asper School of Business.
- Significant events and activities in the last reporting period include:
 - The Alumni Forum was held on November 4, for graduates to share their thoughts on how best to define the University of Manitoba story. Approximately 60 people attended and expressed their appreciation for being asked to contribute to the UM story. A follow-up event will be held in 2018 to examine further the outcomes.
 - The Alumni Winter Forum was held December 1, bringing together past Alumni Association Board members, University Board of Governors' representatives, UM leadership and special guests. Approximately 80 people attended.
 - The National Centre for Truth and Reconciliation (NCTR) hosted MP for Saint Boniface – Saint Vital and Manitoba Liberal Caucus Chair Dan Vandal for a tour.
 - The Honourable Navdeep Bains, Minister of Innovation, Science and Economic Development visited the Fort Garry campus and participated in an open-invitation, moderated question and answer event with students on January 8.
- Upcoming events and activities include the following:
 - The Seniors Alumni Learning for Life Program's winter session will run February 14 – March 7th.
 - The President, Vice-President (External), and Acting Associate Vice-President, Donor Relations, will be travelling to Hong Kong and Shanghai February 24-March 3 to meet with donors and to host an Alumni event.