

**OPEN SESSION****Minutes of a Meeting of the Board of Governors held at 4:00 p.m. on January 27, 2004 in  
160 Continuing Education Complex**

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**Present:**

Mr. W. Anderson, Chair  
 Ms. M. Albl  
 Mr. S. Alwis  
 Mr. A. Black  
 Dr. H. Duckworth  
 Mr. K. Frederickson  
 Dr. J. Hoskins  
 Mr. C. Kozier  
 Mr. G. Lane

Dr. W. Norrie  
 Mr. T. Sargeant  
 Dr. T. Secco  
 Ms. J. Simons  
 Dr. E.J.E. Szathmáry  
 Ms. S. Van Schie  
 Mr. D. Ward

**Also Present:**

Mr. J. Ahorro, UMSU Assessor  
 Ms. E. Goldie, V.P. (External)  
 Dr. R. Kerr, V.P. (Academic) & Provost  
 Dr. J. Keselman, V.P. (Research)  
 Ms. D. McCallum, V.P. (Administration)

Mr. T. Moyle, Support Staff Assessor  
 Mr. J. Leclerc, A/University Secretary  
 Ms. C. Keachie, Governance Specialist  
 Dr. P. Blunden, for Dr. R. Roy, UMFA  
 Assessor

**Regrets:**

Ms. E. Gordon  
 Ms. L. Meeches  
 Ms. J. Plater  
 Ms. E. Prosser

Dr. R. Roy, UMFA Assessor  
 Dr. I. Smith  
 Dr. V. Dhruvarajan

**Absent:**

Ms. D. Young

**1. ANNOUNCEMENTS**

- 1.1 Mr. Anderson announced that Mr. Frederickson will be honoured later this year with a National Aboriginal Achievement Award. Mr. Anderson congratulated Mr. Frederickson on behalf of the Board of Governors.
- 1.2 Mr. Anderson also announced that Mr. Sargeant has been appointed Chair of the Clean Environment Commission. Mr. Anderson congratulated Mr. Sargeant on

behalf of the Board of Governors.

## FOR ACTION

### 2. MINUTES: November 24, 2003

#### 2.1 Approved as circulated

It was moved by Mr. Frederickson, seconded by Dr. Szathmáry:

**THAT the minutes of the November 24, 2003, Board of Governors Open Session meeting be approved as circulated.**

**CARRIED**

#### 2.2 Business Arising - none

### 3. FROM EXECUTIVE COMMITTEE - none

### 4. FROM ACADEMIC AFFAIRS COMMITTEE

#### 4.1 Report of the Senate Committee on Awards dated October 28, 2003, Part A

It was moved by Dr. Secco, seconded by Mr. Sargeant :

**THAT the Board of Governors approve eight new awards, 14 award amendments and three award withdrawals as set out in Appendix "A" of the Report of the Senate Committee on Awards Part A [dated October 28, 2003].**

**CARRIED**

#### 4.2 Report of the Senate Committee on Awards dated October 28, 2003 Part B

In its report dated October 28, 2003, the Senate Committee on Awards noted that it had received one award offer which does not meet the published guidelines: "The Human Ecology Endowment Fund Scholarship for Aboriginal Students", which would provide scholarships to Aboriginal students in the Faculty of Human Ecology subject to certain conditions. This award does not meet the published guidelines because it appears to be discriminatory under Policy 419 on "Non-Acceptance of Discriminatory Scholarships, Bursaries or Fellowships". Letters of support have been received from the Aboriginal Student Centre and the Acting Dean of the Faculty of Human Ecology, and no objections to the Bursary were raised by Senate at its December 3, 2003 meeting when it recommended that the Board of Governors approve this bursary.

It was moved by Dr. Secco, seconded by Mr. Ward:

**THAT the Board of Governors approve the Human Ecology Endowment Fund Scholarship for Aboriginal Students, as set out in Appendix "A" of**

**the Report of the Senate Committee on Awards Part B [dated October 28, 2003].**

**CARRIED**

4.3 Report of the Senate Committee on Awards dated November 25, 2003

It was moved by Dr. Secco, seconded by Mr. Ward:

**THAT the Board of Governors approve nine new awards, seven award amendments and one award withdrawal as set out in Appendix "A" of the Report of the Senate Committee on Awards Part A [dated November 25, 2003].**

**CARRIED**

4.4 Program Proposal: Post-Baccalaureate Diploma in Performance - School of Music

The School of Music is proposing the introduction of a 30 credit hour (1 year) Post-Baccalaureate Diploma in Performance. The program will provide advanced training for selected students in performance. The program's design is based on the Post-Baccalaureate Diploma in Education. Core requirements are in performance-related areas, including major practical study, a public recital, and an ensemble, with the remaining credits being selected from current course offerings. The School plans to offer the program within the existing budgetary framework of the School of Music.

It was moved by Dr. Secco, seconded by Dr. Norrie:

**THAT the Board of Governors approve the proposal of the School of Music to introduce a Post-Baccalaureate Diploma in Performance [as endorsed by the Report of the Senate Committee on Curriculum and Course Changes dated August 19, 2003 and the Report of the Senate Planning and Priorities Committee dated October 27, 2003, and as approved and recommended by Senate on December 3, 2003].**

**CARRIED**

4.5 Ph.D. in Cancer Control

The Faculty of Graduate Studies is proposing the introduction of a Ph.D. Program in Cancer Control. The program will be offered by the Faculty of Nursing and the Department of Community Health Sciences of the Faculty of Medicine. The program will provide specialty training for doctoral students in which they will apply knowledge and skills needed to meet practice requirements evolving from changes in health care relating to cancer, including cancer prevention, cancer control, and palliative care.

It was moved by Dr. Secco, seconded by Mr. Kozier:

**THAT the Board of Governors approve the introduction of a Ph.D. Program in Cancer Control [as endorsed by the Faculty Council of Graduate Studies on May 21, 2003 and recommended by the report of the Senate Planning**

and Priorities Committee dated October 27,2003, and as approved and recommended by Senate on January 7, 2004].

CARRIED

4.6 Program Proposal: Bachelor of Allied Health Science (Medical Laboratory Science) Faculty of Medicine

The Faculty of Medicine is proposing the introduction of a Bachelor of Allied Health Science (Medical Laboratory Science). The program will consist of University 1 plus a two-year Red River College Diploma plus a degree completion year. A degree completion year is also proposed for those who are currently practicing with a diploma.

It was moved by Dr. Secco, seconded by Mr. Ward:

**THAT the Board of Governors approve the Proposal of the Faculty of Medicine to introduce a Bachelor of Allied Health Science (Medical Laboratory Science) [as endorsed by the Report of the Senate Committee on Curriculum and Course Changes dated August 19, 2003 and the Report of the Senate Planning and Priorities Committee dated October 27, 2003, and as approved and recommended by Senate on January 7, 2004].**

CARRIED

4.7 Program Proposal: Bachelor of Allied Health Science (Medical Imaging) Faculty of Medicine

The Faculty of Medicine is proposing the introduction of a Bachelor of Allied Health Science (Medical Imaging). The program will consist of University 1 plus a two-year Red River College Diploma plus a degree completion year. A degree completion year is also proposed for those who are currently practicing with a diploma.

It was moved by Dr. Secco, seconded by Dr. Norrie:

**THAT the Board of Governors approve the Proposal of the Faculty of Medicine to introduce a Bachelor of Allied Health Science (Medical Imaging) [as endorsed by the Report of the Senate Committee on Curriculum and Course Changes dated October 6, 2003 and the Report of the Senate Planning and Priorities Committee dated October 27,2003, and as approved and recommended by Senate on January 7, 2004].**

CARRIED

4.8 Name Change - Department of Family Studies

In his letter dated November 26, 2003, Acting Dean Sevenhuysen of the Faculty of Human Ecology noted that the Faculty Council, at its meeting of May 9,2003, approved the following motion:

"THAT the name of the Department be changed from the Department of

Family Studies to the Department of Family Social Sciences."

The change in name was proposed to more accurately reflect the type of scholarly work and research being undertaken by the department.

It was moved by Dr. Secco, seconded by Mr. Kozier:

**THAT the Board of Governors approve the name change of the Department of Family Studies to the Department of Family Social Sciences, [as recommended by the Faculty Council of Human Ecology on May 9, 2003, and approved by Senate on January 7, 2004].**

**CARRIED**

4.9 Name Change - Department of Mechanical and Industrial Engineering

At its meeting of September 10, 2003, the Faculty Council of Engineering approved the following recommendation of the Department Council of Mechanical and Industrial Engineering:

"THAT the name of the Department be changed from the Department of Mechanical and Industrial Engineering to the Department of Mechanical and Manufacturing Engineering."

The change in name was proposed to reflect changes in the program curriculum that is offered to students.

It was moved by Dr. Secco, seconded by Mr. Black:

**THAT the Board of Governors approve the name change of the Department of Mechanical and Industrial Engineering to the Department of Mechanical and Manufacturing Engineering, [as recommended by the Faculty Council of Engineering on September 10, 2003, and approved by Senate on December 3, 2003].**

**CARRIED**

4.10 Proposed Site for a new building for Pharmacy (with facilities for Faculties of Medicine and Dentistry)

The Senate Planning and Priorities Committee ("SPPC") was given an opportunity to review site proposals for a new Pharmacy Building on the Bannatyne Campus. SPPC has recommended that the building be located on the A lot site.

It was moved by Dr. Secco, seconded by Mr. Sargeant:

**THAT the Board of Governors approve the site on lot A on the Bannatyne Campus for the new Pharmacy Building [as recommended by the Senate Planning and Priorities Committee in its report dated December 2, 2003,**

and as approved and recommended by Senate on January 7, 2004.

**CARRIED**

4.11 Director of Libraries: Appointment and Review

The appointment of the Director of Libraries was originally covered under Policy 1010, Appointment of Deans of Faculties and Directors of Schools approved May 20, 1982. In November 1996 the policy was revised and specifically covered "Deans of Faculties (including the Continuing Education Division) and Directors of Schools of the University (including the Natural Resources Institute)". The procedures for the appointment of the Dean of Graduate Studies were also stipulated.

When Policy 1010 was revised in 1996, it was with the intent of developing a new policy for the appointment and review of the Director of Libraries. Following extensive consultation with various constituencies, the current policy and procedures were developed.

Mr. Leclerc noted that page 172 of the agenda (Director of Libraries: Appointment and Review Draft Policy), after the word "Implementation" it should read, "President delegated to Vice-President (Academic) and Provost". This wording was including in the revised policy but was missed in the current draft.

It was moved by Dr. Secco, seconded by Mr. Frederickson:

**That the Board of Governors approve a new policy for the Appointment and Review of the Director of Libraries.**

**CARRIED**

5. **FROM FINANCE AND ADMINISTRATION COMMITTEE**

5.1 International Student Fees - differential fees

In February, 2002, the Council on Post-secondary Education advised Dr. Szathmáry that, effective September 2002, "universities and colleges are free to set additional tuition levels for foreign students, at your discretion."

In April, 2002, the University engaged in a process of review that included consultation through an Advisory Committee on International Student Fees formed to review international student fees at the University of Manitoba. The mandate and results of the committee work was expressed in the Committee Report, dated March 28, 2003. As an addendum to this report, tables to reflect enrolment and tuition statistics effective fall 2003 (Tables 1-6) and tables to depict the potential financial impact of the recommendations made in the Committee Report (Table 7 & 8) were included in the agenda material.


The Committee Report recommended that the differential fee charged to all international undergraduate students be increased from the current 75% to 100% of the tuition fee charged, effective September, 2004. The report further

recommended that the differential fee charged to all international graduate students be increased from the current 75% of the tuition fee to 100% of the tuition fee, and that the practice of rebating 100% of the differential fee charged to the graduate student be discontinued, effective September, 2005.

Based on the current graduate fees (which were summarized in Table 1 for the academic year 2003/04 and included in the agenda material), the proposed increase in international fees would leave the University of Manitoba with the third lowest international fees among Canadian medical-doctoral Universities after Memorial University and the University of Saskatchewan. From an international, not provincial, perspective, the view continues to be that fee levels in Canada are low compared with the broad spectrum of international fees, and that quality is an important factor to students.

The Committee Report also recommended that the incremental revenue generated by these fee changes be allocated in a manner that supports international student accessibility as well as the delivery of programs and services to international students.

A lengthy discussion took place among members of the Board of Governors regarding the increase in International Student differential fees.

It was noted that many graduate students get full financial support (\$12,500 - 19,000/year). At present, graduate students pay \$3,950 in tuition; this policy would move the amount to \$7,800. A question was asked regarding who would be paying for the increased fee. Graduate students get stipends from University of Manitoba sources; they also get funding from research grants. If the new fee is imposed, students will be living off \$6,900; this may result in research grant monies put towards the additional \$3950. It was further noted that ~~by~~ taking  more money from the international students in tuition, would result in taking more money from research grants of individual faculty members. Some Board members felt that the Faculties of Engineering, Science, and Agricultural and Food Science would have their research capabilities greatly affected, as these faculties have the highest number of International Graduate Students.

It was also mentioned that some people simply cannot pay the new fees even though they may be the best and brightest (those which the University of Manitoba would like to recruit); there does not seem to be a definite plan as to where the money generated by the increased international student fees would be allocated.

It was indicated during the discussion that Masters students are the majority of international students. They pay full fee in year one only; in year two they pay a continuing fee of \$600.00; Ph.D. students pay full fee in first two years only (not last two of a four year program).

A suggestion was raised that some of the money should be put into recruitment (money from increased fees), if a portion of the money came back to faculties to support students.



Mr. Black and Dr. Secco (who had moved and seconded the original motion presented to the Board of Governors) agreed to separate the motion into two motions, thereby voting on each separately. Mr. Sargeant asked that the part 2 of the motion be tabled to a future meeting when the issues raised at this meeting have been addressed.

It was moved by Mr. Black, seconded by Dr. Secco:

**THAT the Board approve that, the differential fee charged to all international undergraduate students be set at 100% of tuition fees charged, effective September, 2004 to provide funds necessary to support the related programs, student services and international activities.**

**CARRIED**

It was moved by Mr. Sargeant, seconded by Mr. Kozier:

**THAT the recommendation regarding international graduate student fees be tabled and brought back to a future meeting, with further information from the administration responding to concerns raised by the Board of Governors.**

**CARRIED**

5.2 Policy: Nepotism

The proposed Nepotism Policy has been developed by the Human Resources Department, after broad consultation with unionized and non-unionized employee groups.

The existing policy on nepotism does not reflect the requirements of the current Human Rights Code of Manitoba. The proposed policy complies with provincial legislation in that the employment of relatives in direct reporting relationships is not prohibited; rather, workplace accommodations are contemplated to ensure that conflicts of interest are identified and alternate processes are activated.

It was moved by Mr. Black, seconded by Mr. Ward:

**THAT the Board of Governors approve the revised Policy: Nepotism effective April 1, 2004.**

**CARRIED**

5.3 Policy: Vacation Plan for Managerial, Professional and Confidential Support Staff

This proposed policy update for the Vacation Plan is required as a result of the changes to the Hours of Work and Overtime Policy. The latter policy has moved from the concept of five days of vacation in lieu of overtime to five days of vacation in exchange for self directed work.

This proposed revision to the Vacation Plan also includes some minor updates to the current version dated January, 1992, that reflect changes to support staff



collective agreements since that time.

This new policy will comply with provincial legislation (Employment Standards Code). The University has consulted with the non-union policy advisory committee on the changes necessary to the Hours of Work and Overtime Policy and the changes that would be necessary in the Vacation Plan Policy.

It was moved by Mr. Black, seconded by Dr. Hoskins:

**THAT the Board of Governors approve the updated Policy: Vacation Plan for Managerial, Professional and Confidential Support Staff.**

**CARRIED**

5.4 Policy: Hours of Work and Overtime Policy for Managerial, Professional and Confidential Support Staff

This proposed policy update for the Overtime Policy is required as the current policy does not comply with the provisions of the Employment Standards Code. The new policy has moved from the concept of five days of vacation in lieu of overtime to five days of vacation in exchange for self directed work.

This proposed revision to the Vacation Plan also includes some minor updates to the current version dated January of 1992, that reflect changes to support staff collective agreements since that time.

This new policy will comply with provincial legislation (Employment Standards Code). The University has consulted with the non-union policy advisory committee on the changes necessary to the Hours of Work and Overtime Policy.

It was moved by Mr. Black, seconded by Mr. Alwis:

**THAT the Board of Governors approve the updated Policy: Hours of Work and Overtime for Managerial, Professional and Confidential Support Staff.**

**CARRIED**

5.5 Policy: Vacation Entitlement Policy for Academic Staff

The current policy 715 Vacation Entitlement and Statutory Holidays deals with two unrelated issues. It is recommended that the University have separate policies on vacation entitlement for academic staff and holidays for all staff. The revised policy complies with provincial legislation and outlines the competitive position that the University wishes to maintain in effort to recruit and retain academic staff. It also separates the procedural matters from the policy issues.

It was moved by Mr. Black, seconded by Dr. Duckworth:

**THAT the Board of Governors rescind the current policy 715 Vacation Entitlement and Statutory Holidays and approve the revised Policy:**

**Vacation Entitlement Policy for Academic Staff effective April 1, 2004.****CARRIED**5.6 Student Referendum: Faculty of Pharmacy

A referendum was held on October 21st, 2003 concerning a \$100/year contribution to the Faculty of Pharmacy Endowment Fund. There were 195 students eligible to vote and of these 134 voted "yes" and 22 voted "no" for continuing the contributions and increasing the fee by \$10.00 to \$100/year. No ballots were spoiled.

It was moved by Mr. Black, seconded by Dr. Norrie:

**That a \$100/year student contribution be assessed on students in the Faculty of Pharmacy for a three year period effective September, 2004 as outlined in a letter from Dr. David M. Collins, Dean, Faculty of Pharmacy.**

**CARRIED**6. **NEW BUSINESS** - none**FOR INFORMATION**7. **FROM EXECUTIVE COMMITTEE**7.1 Student Referendum: School of Medical Rehabilitation

A referendum was held on October 21st, 2003 by students in the Masters of Occupational Therapy Program concerning students fees to the School of Medical Rehabilitation. The students voted in favour of contributing \$50.00/year to the School of Medical Rehabilitation Endowment Fund and \$200.00/year to the Student Initiatives Fund. There were 31 students eligible to vote. Of these 26 voted "yes" and 0 voted "no" for the \$200.00 fee, and 24 students voted "yes" and 2 students voted "no" for the \$50.00 fee. The Executive Committee approved this recommendation on behalf of the Board at its December 9, 2003 meeting.

8. **FROM ACADEMIC AFFAIRS COMMITTEE**8.1 Statement of Intent: Master of Arts in School Psychology

The Faculty Graduate Studies is proposing a new Master of Arts degree in School Psychology.

The purpose of this new two-year post-graduate degree program in psychology is to train specialists who will provide psychological services in schools in Manitoba or elsewhere in Canada.

The introduction of this new program would require additional financial support

from the Council on Post-Secondary Education.

8.2 Statement of Intent: PhD Program in Peace and Conflict Studies

The Faculty Graduate Studies and the Arthur V. Mauro Centre for Peace and Justice at St. Paul's College are proposing a new Ph.D program in Peace and Conflict Studies.

This program will offer advanced students access to a unique interdisciplinary, research-based doctoral program drawing on academic resources currently housed in a variety of departments and faculties. Overall, the program will encompass the analysis of resolution of conflicts; peace research that examines the root causes of violence, social conflicts, and social inequalities; and a commitment to community-building and social justice.

Much of the resource needs of this new program are now in place. Nonetheless, it is possible that modest additional resources will be requested in the full program proposal.

8.3 Statement of Intent: PhD Program in Applied Health Sciences

The Faculty Graduate Studies is proposing a new Ph.D program in Applied Health Sciences.

The proposed program is a multi-faculty, research-based program, which will be offered through the cooperation of the Faculty of Physical Education and Recreation Studies, the Faculty of Nursing, the Faculty of Human Ecology, and the School of Medical Rehabilitation. A major objective of the program is to offer a unique multi-dimensional research-based doctoral program allowing the combination of knowledge bases in the Applied Health Sciences which complement one another.

Much of the resource needs of this new program are now in place. Nonetheless, it is possible that modest additional resources will be requested in the full program proposal.

8.4 Academic Schedule 2004-2005

The 2004-2005 academic schedule was prepared by the Director of Student Records and was included in the agenda material. It has been reviewed by each Faculty and School, and the Director of Admissions. It has also been reviewed regarding religious holidays. The schedule was approved by Senate on December 3, 2003.

9. **FROM FINANCE AND ADMINISTRATION COMMITTEE** - none

10. **FROM OTHER COMMITTEES** - none

11. **REPORTS**

11.1 Report of the President

Dr. Szathmáry noted that the UMFA general meeting which was held on January 22, 2004, resulted in the approval of the UM-UMFA Bargaining protocol.

11.2 Report of the UMSU President

Mr. Alwis informed the Board of Governors that Celebration Week was underway with many events planned. Mr. Alwis indicated that among the lineup of events there would be showcases provided by the School of Music, coffee houses, buskers, and multicultural events. Mr. Alwis commented that there would be a speaker series, including keynote speakers Michael Landsberg, and Sue Johanson.

12. **OTHER INFORMATION** - none**MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION**

It was moved by Dr. Secco, seconded by Mr. Black:

**THAT the meeting move to Closed and Confidential Session.**

**CARRIED**

**MOTION TO ADJOURN**

It was moved by, Dr. Duckworth, seconded by Mr. Kozier:

**THAT the meeting adjourn.**

**CARRIED**

  
Chair

  
University Secretary

