

**Minutes of a meeting of a meeting of Senate held on the above date at 1:30 p.m.  
Remotely via Zoom Audio Conference**

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**Members Present**

Dr. M. Benarroch,  
Chair  
Mr. D. Abad  
Dr. C. Adams  
Prof. J. Anderson  
Ms. N. Andrew  
Mr. J. Asaminew  
Acting Dean D. Asper  
Mr. A. Azeez  
Prof. M. Ballard  
Dean S. Baum  
Ms. L. Best  
Prof. R. Biscontri  
Dr. J. Blatz  
Prof. P. Blunden  
Prof. T. Bone  
Prof. N. Boorberg  
Rectrice S. Bouffard  
Very Rev. R. Bozyk  
Dean D. Brown  
Mr. B. Bukich  
Prof. T. Chen  
Prof. N. Cicek  
Prof. S. Clark  
Dr. C. Cook  
Prof. R. Currie  
Ms. J. Dela Cruz  
Prof. S. Dhingra  
Ms. C. Dika  
Prof. M. Domaratzki  
Mr. Wm. Dowie  
Dean N. Dyck  
Prof. E. Eftekharpour  
Mr. D. Erickson  
Prof. A. Farrell-  
Morneau  
Prof. M. Faubert  
Prof. R. Field  
Prof. C. Figley  
Prof. J. Frank  
Prof. M. Gabbert  
Prof. M. Garcia-  
Holguera  
Mr. M. Garrett

Ms. A. Ginter  
Prof. G. Hicks  
Dean G. Jacoby  
Dr. D. Jayas  
Ms. L. Johnson  
Dean E. Jurkowski  
Mr. J. Kearsey  
Ms. E. Kalo  
Dean A. Kelekis-  
Cholakis  
Ms. A. Khan  
Prof. R. Koop  
Mr. D. Lamont  
Prof. J. Lavoie  
Prof. D. Lobb  
Prof. K. MacKendrick  
Prof. M. McKenzie  
Prof. K. Main  
Prof. S. Mallory-Hill  
Acting Dean D.  
Mandzuk  
Prof. C. Miller  
Mr. A. Morakis  
Ms. C. Neilson  
Mr. D. Ness  
Prof. K. Nixon  
Ms. L. O'Hara  
Prof. D. Oliver  
Mr. J. Pablo  
Prof. S. Passmore  
Prof. J. Peeler  
Ms. S. Penner  
Mr. B. Petrelli  
Dean S. Pflugmacher  
Lima  
Ms. S. Phillips  
Mr. E. Podaima  
Prof. S. Prentice  
Dean L. Raman-Wilms  
Prof. M. Rastegar  
Prof. T. Reeve  
Dr. J. Ristock  
Ms. J. Ritchie  
Ms. H. Ritter  
Ms. G. Romund  
Ms. L. Schnarr

Mr. M. Shaw  
Acting Dean L. Simard  
Prof. C. Simonot-  
Maiello  
Ms. L. Slegers  
Ms. H. Smeltzer  
Prof. M. Smith  
Mr. G. Sobie  
Prof. J. Sorensen  
Prof. R. Souleymanov  
Prof. V. Sparks  
Mr. R. Talukder  
Prof. M. Tamtik  
Dean J. Taylor  
Prof. G. Thompson  
Prof. G. Tranmer  
Prof. C. Trott  
Dean R. Urbanowski  
Prof. D. Walker  
Prof. D. Watt  
Mr. P. Wheatley  
Acting Dean K.  
Wilson Baptist  
Dean M. Yellow Bird  
Mr. J. Leclerc,  
University Secretary  
Dr. S. Coyston,  
Recording Secretary

**Assessors Present**

Mr. J. Adams  
Ms. O. Dingwall  
Dr. D. Hiebert-Murphy  
Prof. S. Kirkland  
Prof. R. Lastra  
Mr. N. Marnoch  
Dr. T. Mondor  
Mr. C. Pantel  
Ms. S. Sekander  
Prof. G. Smith  
Ms. K. Smith  
Dr. D. Stewart  
Dr. M. Torchia  
Ms. B. Usick

**Regrets**

Prof. A. Alessi-Severini  
Ms. E. Dicks  
Dr. J. Doering  
Acting Dean T.  
Falkenberg  
Dr. G. Glavin  
Prof. E. Haque  
Prof. D. Ireland  
Prof. D. Mackey  
Chancellor A. Mahon  
Ms. M. Nguy  
Dean B. Postl  
Ms. D. Radi  
Prof. C. Reitano  
Dean. M. Scanlon  
Prof. A. Schultz  
Prof. J. van Lierop

**Absent**

Mr. R. Abir  
Prof. C. Anderson  
Prof. O. Botar  
Mr. C. David  
Prof. I. Jeffrey  
Ms. M.-L. Lê  
Prof. Q. Mujawar  
Prof. G. Prehna  
Prof. A. Raouf  
Ms. E. Ratel  
Prof. K. Scott  
Acting Dean N.  
Sepehri  
Ms. A. Spearman  
Mr. E. Teklemariam  
Mr. C. Villa

**Also Present**

Mr. J.P. Burak  
Mr. R. Daudet  
Ms. C. Davidson  
Ms. P. Gareau  
Ms. J. Lynn

Ms. P. Trupish  
Ms. S. Utsunomiya  
Ms. M. Watson  
Ms. M. Yoshida

The Chair informed Senate that the Speaker of the Senate Executive Committee was Professor Cary Miller, Faculty of Arts.

The Chair thanked Acting Dean Simard, Faculty of Graduate Studies, who would retire from the University at the end of December, for her contributions to the University, including her service on Senate the last two years.

President Benarroch said it was the final Senate meeting for Mr. Marnoch, Registrar, who would retire from the University following forty-two years of service, including eighteen years as Registrar. He thanked Mr. Marnoch for his measurable commitment to the University, to students and their success, and for the dedication and expertise he had brought to his role. He wished Mr. Marnoch happiness and health in his retirement.

The Chair invited Ms. Schnarr to offer a tribute to Mr. Marnoch.

Ms. Schnarr recognized Mr. Marnoch for the breadth of knowledge and experience he had brought to the role of Registrar, and for leading the University's transition from manual processes to enterprise-level software platforms, including student information systems, exam scheduling and room booking software, and online degree audit. Mr. Marnoch had also contributed to his profession, including as President and Chair of the Western Association of Registrars of the Universities and Colleges of Canada, from 2011 – 2013. On behalf of the University, Ms. Schnarr thanked Mr. Marnoch for his compassion and commitment to students' success and for his outstanding contributions and dedicated service, including volunteering to delay his retirement following the onset of the COVID-19 pandemic in March. She wished him good health and many happy returns in his retirement.

There was a round of applause from Senators.

Mr. Marnoch thanked President Benarroch and Ms. Schnarr for their remarks. He said the most difficult aspect of implementing or changes changing systems was the challenge to meet the needs of various stakeholders. He acknowledged the capable staff who had supported him in this work. Mr. Marnoch said it had been a privilege to serve over the last forty-two years.

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

**II MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE**

- 1. Report of the Senate Committee on Curriculum and Course Changes on Course and Program Changes** Page 4

The Chair indicated that, in keeping with past practices, members should contact the Office of the University Secretary with any minor corrections to the Report of the Senate Committee on Curriculum and Course Changes.

- 2. Revision to 2021 Summer Term Academic Schedule, College of Nursing** Page 255

**Professor Miller MOVED, on behalf of the Senate Executive Committee, THAT Senate approve:**

- **the Report of the Senate Committee on Curriculum and Course Changes on Course and Program Changes;**

- a revision to the 2021 Summer Term Academic Schedule, College of Nursing.

**CARRIED**

President Benarroch thanked faculty, staff, and members of Senate committees for the important and significant amount work that had been completed, to bring forward undergraduate course and curriculum changes to Senate.

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

1. **Report of the Senate Committee on Awards** Page 256  
**[October 22, 2020]**
2. **Request to Increase Admission Target, Bachelor of** Page 264  
**Nursing, College of Nursing** (*for consultation*)

The Chair reminded Senators, that, under the *Admission Targets* policy, it is the President who approves changes to, or the introduction of, enrolment limits following consultation with the dean or director and with Senate and the Board of Governors, subject to the provisions of the provincial *Programs of Study Regulation*. He asked if there were questions or comments concerning a proposal from the College of Nursing, to increase the admission target for the Bachelor of Nursing program, to incorporate students admitted to the University of Manitoba's program delivered at the University College of the North.

Senate did not raise any concerns with the request.

### **IV REPORT OF THE PRESIDENT**

**Page 277**

President Benarroch called attention to several items in the federal government's recent Fall Economic Statement 2020. First, the government would eliminate interest on the federal portion of Canada Student Loans for 2021 – 2022, to address the impact of COVID-19. Second, it would spend \$447.5 million on the Canada Summer Jobs program, in the same year. Universities Canada the U15 would clarify whether institutions would have access to funds to employ students. Finally, the government had signalled there would be stimulus funds for infrastructure projects but had not provided details. In consultations with federal officials, representatives of the University, Universities Canada, and the U15 had been advised there would be infrastructure funds for universities and information would be provided in future. In the coming months, the government's focus would be on COVID-19 and preparations for the distribution of a vaccine.

President Benarroch said the provincial government had provided additional Manitoba Scholarship and Bursary Initiative (MSBI) funding, which would be distributed before the end of March 2021. Donor Relations had identified funds that could be matched through the MSBI program. Based on this, the University would be announcing a new program to provide additional bursary support to students, to be administered by the Financial Aid and Awards Office.

President Benarroch said, at the request of the province, the University had recently presented to the Treasury Board on the University's financial situation and on areas of focus for the University.

President Benarroch commented on bargaining recently concluded with the University of Manitoba Faculty Association (UMFA), acknowledging it had been a difficult round and complicated by the pandemic. President Benarroch said he and his Executive Team remained committed to finding ways to improve salaries over time, and find solutions that would be more sustainable. The current situation, which had seen salaries negatively impacted by inflation over the last five years, had been created over a period of time and had been accelerated over the last number of years. President Benarroch said he requested flexibility from the Minister of Finance in response to the Province's mandate, but appeals to the Province were not successful.

President Benarroch committed to continue to communicate with government on the need for competitive compensation as the University enters the next round of negotiations with UMFA. He said a committee had been struck to review salary scales for some groups of faculty, which had been identified as an issue in recent negotiations.

President Benarroch invited Dr. Cook, Vice-President (Indigenous), to provide a presentation, *Update on the Development of the Office of the Vice-President (Indigenous)*. A copy of the presentation is appended to the minutes of the meeting.

Mr. Dowie said the University of Manitoba Graduate Students' Association would launch an Indigenous outreach working group and was looking forward to working with the Office of the Vice-President (Indigenous).

Dr. Benarroch said he was fortunate coming into his position as President, to work with Dr. Cook in her role as Vice-President (Indigenous), to learn from her, and to be able to seek her advice.

## **V      QUESTION PERIOD**

Senators are reminded that questions shall normally be submitted in writing to the University Secretary no later than 10:00 a.m. on the Friday preceding the meeting.

No questions were received.

## **VI      CONSIDERATION OF THE MINUTES OF THE MEETING OF NOVEMBER 4, 2020**

**Dean Jurkowski MOVED, seconded by Professor Chen, THAT the minutes of the Senate meeting held on November 4, 2020 be approved as circulated.**

**CARRIED**

## **VII      BUSINESS ARISING FROM THE MINUTES - none**

## **VIII      REPORTS OF THE SENATE EXECUTIVE COMMITTEE AND THE SENATE PLANNING AND PRIORITIES COMMITTEE**

### **1.      Report of the Senate Executive Committee      Page 287**

Senate Executive met on November 18, 2020. The Executive Committee discussed a draft Senate Assessment Survey developed by the University Secretary. The comments of the Committee were incorporated in the document included with item X (1) on the December Senate agenda. Other comments of the committee accompany the reports on which they were made.

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

Professor Watt said the Senate Planning and Priorities Committee (SPPC) had met on November 30, 2020, to discuss a proposal from the Faculty of Arts, for a Bachelor of Arts (Honours) in Linguistics, and three draft Reports of the SPPC, which would be brought forward to a future Senate meeting. Other comments of the committee accompany the reports on which they were made.

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

### **1.      Reports of the Faculty Council of the Price Faculty of Engineering**

#### **a)      RE: Revisions to Preliminary Engineering Program and Admission Requirements, B.Sc. in Engineering Degrees      Page 288**

##### **(i)      Report of the Senate Committee on Curriculum and Course Changes      Page 296**

Professor Smith said the Senate Committee on Curriculum and Course Changes (SCCCC) had met on October 9, 2020, to consider changes to the Preliminary Engineering Program, Price Faculty of Engineering. Several revisions had been proposed in response to course changes made by other units, including recent changes to Chemistry courses that involved the separation of laboratories from lectures (Senate, May 13, 2020). Also, the list of Written English Courses for Engineering Studies would be modified to remove several Political Studies courses that could no longer be used to meet the University's Written English (W) requirement.

Professor Smith said the SCCCC had endorsed the changes to the Preliminary Engineering Program.

##### **(ii)      Reports of the Senate Committee on Admissions      Page 297**

Ms. Schnarr said Engineering students were required to complete one course from the list of Written English Courses for Engineering Students,

which was used in the calculation of the Adjusted Grade Point Average for admission to an Engineering degree. As Professor Smith had described, the list would be revised to remove six 2000-level Political Studies courses.

**Ms. Schnarr MOVED, on behalf of the committees, THAT Senate approve the Reports of the Senate Committee on Curriculum and Course Changes and the Senate Committee on Admissions concerning revisions to (i) the Preliminary Engineering Program and (ii) advanced entry admission requirements for the Bachelor of Science in Engineering degrees, with curriculum changes effective September 1, 2021 and admission changes effective for the Fall 2022 intake.**

**CARRIED**

- b) **RE: Articulation Agreement Proposal, University of Manitoba, B.Sc. Degrees in Engineering – UCSI College, American Degree Transfer Program** Page 299

Professor Oliver said the Price Faculty of Engineering was proposing to establish an Articulation Agreement with UCSI College, in Kuala Lumpur, Malaysia, which would, in effect, extend an existing Articulation Agreement with UCSI University and a thirty-year partnership between the two institutions. Consistent with the current agreement with UCSI University, ten students would be admitted to the Faculty under the agreement, after completing two years of study at UCSI College. The framework of the Articulation Agreement had been reviewed and updated, to meet current standards for Articulation Agreements.

- (i) **Report of the Senate Committee on Curriculum and Course Changes** Page 311

Professor Smith said the SCCCC had met on October 9 and 28, 2020, to consider the proposal to establish the Articulation Agreement, which would renew a long-standing partnership between the Faculty and the UCSI Group and would allow students to transfer from UCSI College, rather than UCSI University. To qualify for admission to the Faculty under the agreement, students would be required to: (i) complete a minimum of sixteen (16) courses at UCSI College, including a minimum of eight (8) Preliminary Year courses, up to the maximum number of approved courses, as set out in the course mapping form; (ii) achieve a minimum Adjusted Grade Point Average of 3.0 on a 4.5 scale, for courses applicable to a B.Sc. in Engineering; (iii) not exceed 18 credit hours of courses graded “D” or “F,” within those courses; and (iv) satisfy the University’s admission requirements, including the English language proficiency requirements. Students would enter Year 3 and would complete the remaining course and credit hour requirements for their degree at the University.

Professor Smith said a maximum of ten students would be admitted under the Articulation Agreement, in any given year, and the students

would be distributed across the four departments in the Faculty. The SCCCC was confident, therefore, that there would be capacity in the program for these students and they would not displace domestic students.

Professor Smith said the SCCCC had endorsed the proposal to Senate.

**(ii) Report of the Senate Committee on Admissions** Page 313

Ms. Schnarr said the Senate Committee on Admissions (SCADM) had considered the admission regulations for the Articulation Agreement, at its meeting on October 27<sup>th</sup>. In addition to other admission requirements noted above, she said students would be required to achieve a grade of C or better on the sixteen (16) courses required for admission.

Ms. Schnarr said SCADM had recommended the Articulation Agreement, for approval.

**(iii) Report of the Senate Planning and Priorities Committee** Page 314

Professor Watt said the SPPC had considered the proposal at its meeting on September 28<sup>th</sup>. The Faculty had assured the committee that students admitted under the Articulation Agreement would not fill spaces that would otherwise be filled by students admitted through regular admission categories, including Manitoba students. The students would enter Year 3, when there would be capacity given there normally was some enrolment attrition in Years 1 and 2.

Professor Watt said the current Senate-approved Articulation Agreement with UCSI University would expire in May 2021 and would be replaced by the proposed agreement with UCSI College. The long-standing partnership with the UCSI Group was important, as it allowed the Faculty to maintain its international exposure and improve the student experience, among other benefits.

Professor Watt said the Faculty had indicated that no new resources would be required to support the Articulation Agreement.

**Professor Watt MOVED, on behalf of the committees, THAT Senate approve an articulation agreement between the University of Manitoba, Price Faculty of Engineering, and UCSI College, Kuala Lumpur, Malaysia, concerning advanced standing in Bachelor of Science in Engineering degree programs at the University of Manitoba, for students who have completed a minimum of sixteen courses, including eight Preliminary Year courses, in the American Degree Transfer Program at UCSI College, for a five-year term effective Fall Term 2021.**

**CARRIED**



2. **Reports of the Faculty Council of Graduate Studies on Course, Curriculum and Regulation Changes**

a) **RE: Faculty of Architecture** Page 316

Acting Dean Simard said the Faculty of Architecture was proposing to increase the minimum scores required on English language proficiency tests for admission and to allow faculty members from outside the Faculty of Architecture to be members of students' advisory committees. Also, it was proposing to delete references to "optional courses" from the supplemental regulations concerning the Co-operative / Internship program for the Master of Architecture, Master of City Planning, Master of Interior Design, and Master of Landscape Architecture programs.

b) **RE: Department of Environment and Geography** Page 324

Acting Dean Simard said the Department of Environment and Geography would revise supplemental regulations for its Masters and Doctoral programs, to provide clarity on matters concerning who could serve as a Co-advisor, the composition of advisory committees, admission requirements for applicants to the Doctoral program, processes related to the Ph.D. proposal defences, background of Ph.D. applicants, and student presentations.

c) **RE: Faculty of Graduate Studies, Individual Interdisciplinary Studies** Page 349

Acting Dean Simard said the Faculty of Graduate Studies was proposing changes to the supplemental regulations for the Master's and Doctoral programs in Individual Interdisciplinary Studies, to provide clarity, improve efficiency, and to allow students to transfer from the Master's to the Ph.D. program.

d) **RE: Department of History** Page 367

Acting Dean Simard said the Department of History would introduce a mandatory course, HIST 7110 – Advanced Historical Methodologies and modify HIST 7190 – Studies in United States History since 1877. The Joint Master of Arts in History would be modified to require HIST 7100, as a common course for all students in the program.

e) **RE: Faculty of Law, Master of Human Rights** Page 372

Acting Dean Simard said the Faculty of Law was proposing modifications to the Master of Human Rights, to streamline processes in the program, including admissions processes.

f) **RE: Department of Occupational Therapy** Page 389

Acting Dean Simard said the Department of Occupational Therapy was proposing two course modifications, OT 6122 – Foundations of Health

and Well-Being and OT 6300 – Analysis of Occupation, to change the grading mode from a letter grade to a pass/fail grade. The Department was also proposing changes to the admission process, to clarify how the results of applicants' CASPer Test would be used.

**g) RE: Department of Physics and Astronomy Page 397**

Acting Dean Simard said the Department of Physics and Astronomy was proposing to modify two courses, PHYS 7370 – Radiation Therapy Physics and PHYS 7400 – Linear Systems of Imaging. The course titles were revised to facilitate the tracking of accreditation standards for the Medical Physics program.

**h) RE: Department of Preventive Dental Science Page 413**

Acting Dean Simard said the Department of Preventive Dental Science was proposing to modify the Master of Science in Preventive Dental Science (Orthodontics) to require DDSS 7030 – Advanced Oral Radiology. The course introduced advanced, state-of-the-art skills in oral radiology. The change would result in an increase to the required number of credit hours for the program, from 39 to 40 credit hours.

**i) RE: Department of Sociology and Criminology Page 417**

Acting Dean Simard said the Department of Sociology and Criminology was proposing to modify the Ph.D. in Sociology, to allow SOC 7470 – Evaluating Social Programs as an acceptable research methods course.

**Acting Dean Simard MOVED, seconded by Professor Mallory-Hill, THAT Senate approve the Reports of the Faculty Council of the Faculty of Graduate Studies on Course, Curriculum and Regulation Changes from the following units, effective for the next available term:**

- Faculty of Architecture
- Department of Environment and Geography
- Faculty of Graduate Studies, Individual Interdisciplinary Studies
- Department of History
- Faculty of Law, Master of Human Rights
- Department of Occupational Therapy
- Department of Physics and Astronomy
- Department of Preventive Dental Science
- Department of Sociology and Criminology.

**CARRIED**

## X **ADDITIONAL BUSINESS**

### 1. **Senate Assessment Survey** *(for discussion)*

Page 421

Mr. Leclerc said the Senate Assessment Survey would be used to gather information from Senators that would be used to inform a review of Senate processes and committee structures. The review, which had the support of the President and the Provost, would be carried out by the Office of the University Secretary. The objective of the review would be to determine whether current processes and structures were the most effective for serving the needs of Senate, as the University's academic governing body. As Dr. Ristock had observed at Senate Executive, the review would also provide an opportunity to consider revised structures, to allow Senate to be involved in discussions in different areas not represented or covered within existing structures.

Mr. Leclerc said the Senate assessment survey had been developed with assistance from Professor Peter, Department of Sociology and Criminology, Faculty of Arts, and feedback provided by the Senate Executive Committee had been incorporated. The survey would be administered early in the New Year, following which, the results would be shared with Senate Executive and Senate for discussion of the next steps.

Ms. Neilson asked whether the survey required review by a Research Ethics Board (REB), as there appeared to be some potential for indirectly identifying information. Mr. Leclerc said the question had also be raised at Senate Executive. He had confirmed that an REB review was not required, as the survey would be completed as part of a review of administrative processes, for quality and process improvement. The Office of the University Secretary would work with Professor Peter, who would administer the survey and whose research team would anonymize any self-identifying information before it was shared more broadly, including with Senate Executive and Senate.

President Benarroch invited Senators to send comments on the Senate assessment survey to Mr. Leclerc. Mr. Leclerc also invited Senators who were interested in participating in the Senate review to contact him.

### 2. **Recommendations from the COVID-19 Recovery Steering Committee**

#### a) **Temporary Revision to Admission Requirements for the Doctor of Dental Medicine, Dr. Gerald Niznick College of Dentistry**

Addendum, Page 2

On behalf of the COVID-19 Recovery Steering Committee and the Dr. Gerald Niznick College of Dentistry, Dr. Mondor presented a request to modify the requirements for admission to the Doctor of Dental Medicine degree. The College was requesting, first, that the Dental Aptitude Test (DAT) score not be required in the vetting of applicants to receive an interview and, second, that, if the score continued to be unavailable due to public health restrictions, the requirement be waived altogether. He

said the request had been endorsed by the Steering Committee and was supported by the President and the Provost.

**Professor Faubert MOVED, seconded by Dean Kelekis-Cholakis, THAT Senate approve a temporary revision to the admission requirements for the Doctor of Dental Medicine, Dr. Gerald Niznick College of Dentistry, to waive the Dental Aptitude Test (DAT) requirement, as appropriate, only for the 2021 – 2022 admission cycle, effective upon Senate approval.**

Professor Blunden said he supported the proposal. He requested that, in future, Senate Executive be given an opportunity to provide input on proposals considered by the COVID-19 Steering Committee, to ensure Senate Executive was informed of the proposals. He proposed that, where there were time constraints, an electronic distribution might be appropriate. President Benarroch and Dr. Ristock agreed this would be a reasonable approach.

**CARRIED**

**b) Proposed Grading Accommodation for  
Fall 2020 and Winter 2021**

Addendum, Page 6

Dr. Mondor thanked members of the COVID-19 Recovery Steering Team, the Academic Team, and members of the Student Senate Caucus for their collaborative discussion of potential grading accommodations for students. He said the proposal before Senate had been endorsed by the Steering Committee and was supported by the President and Provost.

Dr. Mondor said the proposed grading accommodation would give students an option to deal with potential negative effects on their academic performance that might arise due to stresses associated with negotiating a remote learning environment and other situations some students might have that were connected to that. The Steering Committee had felt that the proposed approach would allow students to select a grading accommodation without compromising academic standards and integrity. Also, it would not affect students' course load, which was important where full time enrolment was required to hold student loans and other funding, for example.

Dr. Mondor said the recommendation was to allow students to exclude, from their University of Manitoba Grade Point Average, either up to one grade received in the Fall Term and up to one grade received in the Winter Term or up to one grade received in a spanned course that ran through both the Fall and Winter Terms. The University of Manitoba (UM) Grade Point Average would be used for any assessments that used a Grade Point Average, including for progression, probation, required withdrawals, and to determine eligibility for University of Manitoba student awards. The excluded grade(s) would remain on the transcript and would be used where academic regulations specified minimum course grade

requirements for progression and prerequisites. Students would have until the end of the 2021 Winter Term to make their exclusion decisions.

**Professor Biscontri MOVED, seconded by Professor M. Smith, THAT Senate approve, effective upon approval, a grading accommodation for the 2020 Fall Term and the 2021 Winter Term, to give students the choice to exclude from their University of Manitoba Grade Point Average either:**

- a. up to one (1) grade received in the Fall Term, and up to one (1) grade received in the Winter Term, or**
- b. up to one (1) grade received in a spanned course which runs through both the Fall and Winter Terms.**

Professor Blunden was concerned that the recommendation was coming from a committee that was not a committee of Senate. Given that students would have until the end of the 2021 Winter Term to make a decision about whether to exclude a grade, he suggested there was no urgency for Senate to make a decision, and he suggested that the proposal should be referred back to the Senate Executive Committee for consideration at its meeting on December 9<sup>th</sup>, so it might bring forward a recommendation to Senate in January 2021.

Professor Gabbert concurred. He recalled that, in March, Senate Executive had had extensive discussions concerning grading accommodations for students, in the context of the COVID-19 pandemic. He said Senate Executive should continue to be involved in such discussions and it was not acceptable for ad hoc committees to recommend items directly to Senate.

Professor Mallory-Hill observed that courses were offered with various credit hours. She enquired about any potential implications of the recommendation for programs accredited by external governing bodies, including for graduates when they subsequently registered for professional licensing examinations.

Dr. Mondor said, while excluded grades would not be used in the calculation of students' UM Grade Point Average, the grades would be retained on students' transcripts and could be used internally for progression purposes or when students applied to other institutions, in future. Dr. Mondor suggested the recommendation might be amended to specify that students could exclude up to 3 credit hours from their UM Grade Point Average in each of the Fall and Winter Terms or up to 6 credit hours in a spanned course that runs through the Fall and Winter Terms. Professor Oliver noted, however, that most Engineering courses were 4 credit hours.

Mr. Wheatley raised a concern that the proposal might devalue University of Manitoba degrees, for future graduates and current alumni, particularly if courses required for a particular profession were not retained in student records.

Dr. Mondor emphasized that the letter grades earned by students would be retained on the transcript, even where students elected to have certain grades excluded from the calculation of the UM Grade Point Average. Letter grades would continue to be used for any assessments for progression that required a minimum letter grade, as specified in the academic regulations for any given program. The adjusted UM Grade Point Average would be used where a minimum Grade Point Average was required for program progression, probation, suspension, and requirements to withdraw.

Professor Oliver, who was a member the Standing Committee, confirmed the proposal had no implications for accreditation or degree outcomes for Engineering programs, as students would continue to be required to achieve a minimum passing grade of “C” in prerequisite and required courses. Adopting the recommendation would minimize bureaucracy for staff and students, to deal with a broad issue for compassionate reasons.

Professor Chen supported the proposal because it recognized the conditions students are making decisions in, in the context of the pandemic and remote learning. She said it was important for the University to support students who had constraints, including student visas or band registration, for example, which meant voluntarily withdrawing from courses, in which they might have performed better under different circumstances, was not an option given the financial implications of doing so.

Professor Chen agreed it was important to respect governance processes but did not agree that Senate’s decision on the current proposal could be delayed until January, given the urgency of the proposal for students who were making end-of-term decisions under significant stress. These decisions might include whether to voluntarily withdraw from a course or risk a failing grade. Having a decision on the proposal now would allow students to make informed decisions about whether to remain in a course knowing they would have the option to exclude the grade at the end of the 2021 Winter Term and about how to allocate time and energy to other courses. Students should have this information in the final weeks of the current term, prior to the final examination period. Delaying a decision until the January Senate meeting would create additional stress for students.

Ms. Dela Cruz supported Professor Chen’s remarks regarding the urgency of having a decision on the proposal, so students could make decisions for the next term. The Student Senate Caucus had considered alternative approaches to grading accommodations in response to students’ concerns about the turmoil caused by remote learning and, previously, the possibility of a strike by University of Manitoba Faculty Association members. Ms. Dela Cruz said the University of Manitoba Students’ Union had received many petitions from students related to mental health, remote learning, the pandemic, and tuition. Senate approval of the proposed grading accommodation would provide students with a measure of relief.

Professor Faubert asked whether other universities were providing similar grading accommodations for students. Dr. Mondor said some institutions had approved pass/fail grading options. The University of Manitoba was the only institution to approve a grade exclusion option, aside from the University of Winnipeg, which had adopted the approach last spring, following the decision at the University of Manitoba.

Dean Taylor said he supported the recommendation, in principle. He asked if the Steering Committee had discussed whether students could exclude of an “F” grade resulting from a disciplinary decision from the calculation of the UM Grade Point Average.

Dr. Mondor said the Steering Committee had not discussed this. He recalled that grading accommodations approved by Senate Executive last Spring specified that students could not make declaration on grades subject to a disciplinary inquiry until that process was concluded.

**Professor Oliver MOVED, seconded by Professor Chen, THAT the motion be amended to specify that the options to exclude a grade are not applicable to grades with a DISC notation.**

Professor Blunden restated his view that the proposal required thoughtful consideration by the Senate Executive Committee, which, he suggested, was illustrated by motion to amend. He contended that, because students would have until the end of the 2021 Winter Term to make decisions about whether to exclude a grade(s), it would be appropriate to defer the matter to the January Senate meeting, to allow Senate Executive to consider the proposal at its meeting on December 9<sup>th</sup>.

Several other Senators countered that the proposal was urgent and required a prompt decision prior to final examinations in the Fall Term, to address significant levels of stress for some students, and to make it possible for students, including those who might have applied for graduation at the end of the current term, to make informed decisions about their courses.

The Chair called for a vote on the amendment to the motion.

**CARRIED**

The Chair called for a vote on the main motion.

**CARRIED**

President Benarroch said that, in future, where urgent matters related to COVID-19 required a decision at Senate, Senate Executive would first be given an opportunity to consider the proposals, following a process that would not delay Senate review.

## **XI     ADJOURNMENT**

President Benarroch wished Senators a happy holiday. He observed that 2020 had been a difficult year; one unlike any other that had turned everyone's lives upside down. He expressed his hope that 2021 would be a very different year, when people would be able to come together once again, to do the work of the University in person. He encouraged Senators to take time over the holidays to rest, reflect, and recover, and to spend times with family and friends, whether virtually or in person.

The meeting was adjourned at 3:11 p.m.

These minutes, pages 1 to 16, together with the agenda, pages 1 to 432, the addendum to the agenda, pages 1 to 6, and the presentation, *Update on the Development of the Office of the Vice-President (Indigenous)*, comprise the minutes of the meeting of Senate held on December 2, 2020.



# Update on the Development of the Office of the Vice-President (Indigenous)

**Presentation to Senate**

**December 2, 2020**

**Dr. Catherine Cook**



**University  
of Manitoba**

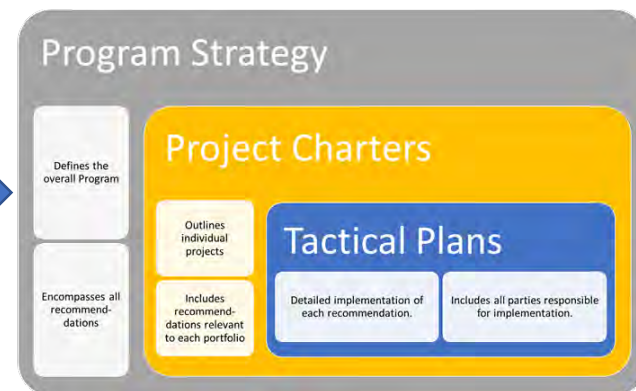
# Context



What We Heard



Report and  
Recommendations



Implementation



# Indigenous Representation in University Governance, and Executive and Senior Leadership

## Office of the President and University Secretary

### Team Members

Jeff Leclerc (Project Lead)	Cary Miller (Co-Lead)
Laura Forsythe	Marcia Yoshida
Carla Loewen	Chris Trott
Christine Lenze	Kerry McQuarrie Smith



# Indigenous Representation in University Governance, and Executive and Senior Leadership

- 1.5: “Establishing a joint BoG / Senate Standing Committee on Indigenous Initiatives and Achievement”.
  - Scan other Universities.
  - The BoG / Senate group needs to be focused on strategic/ big picture issues.
  - Plan to consult with Elders once more work on this is done.

1.6: "Ensuring that all relevant Senate and BoG Committees have Indigenous representatives or representation from an ally who has successfully completed advanced Indigenous training".

- Advancing a recommendation to add Indigenous representation to Senate Committee on Nominations.
- Discussed a concept that would amend Senate regulations to allow for voting Indigenous representation on Senate without amending UM Act.
- Rec'd an update on work being undertaken to review Senate Committees; were advised that the matter of Indigenous representation will be part of that review.



# Indigenous Leadership and Community

## Office of the Vice-President (Indigenous)

Team Members	
<b>Ruth Shead (Project Lead)</b>	<b>Melanie MacKinnon (Co-Lead)</b>
Nicole Stonyk	Leslie Spillett
Katherine Davis	Debra DiUbaldo
Debra Beach Ducharme	Michelle Driedger
Stephanie Scott	



# Indigenous Leadership and Community

- 2.2 is: Establish an Elder-in-Residence to support the Office of the VP(I)
  - After many discussions within the team, outcome is that Dr. Cook will be bringing together a group of Elders to start the recruitment process in consideration of the teams' advice.
- 2.3 Establish a permanent Indigenous Advisory Circle at UM
  - Discussed purpose and limitations of the IAC
  - Next steps:
    1. Invite Dr. Cook to an upcoming project team meeting to address some of our questions and concerns around these challenges;
    2. Draft Terms of Reference
    3. Develop Budget



# Faculty Partners for Reconciliation

## Office of the Provost and Vice-President (Academic)

### Team Members

<b>David Mandzuk (Project Lead)</b>	<b>Marcia Anderson (Co-Lead)</b>
Val Williams	Laurie Schnarr
Adrienne Carriere	Diane Hiebert-Murphy
Vanessa Lillie	Michael Yellow Bird
Moni Fricke	Thomas Falkenberg
Jesse Boiteau	Lisa O'Hara
Kaila Johnston	Todd Mondor



# Faculty Partners for Reconciliation

- Debra Beach Ducharme joined the team and is representative for the Bannatyne campus.
- Discussion centered around the first three commitments:
- 1) faculties needing to develop their own reconciliation action plans,
  - 2) faculties appointing Indigenous administrative leads, and
  - 3) faculties increasing their Indigenous representation on committees.
- Next meeting:
  - Physical and virtual space as it relates to faculty partnerships, and
  - Faculty connections with the National Centre for Truth and Reconciliation





# Supportive Environment for Indigenous Faculty, Students, Staff and Guests

## Office of the Vice-President (Administration)

### Team Members

<b>Meghan Menzies (Project Lead)</b>	<b>Christine Cyr (Co-Lead)</b>
Wanda Wuttunee	Lee-Anne Van Buekenhout
Sarah Olson	Ashley Edson
Denise Proulx	Brooke Bunn
Marla Robson	



## Supportive Environment for Indigenous Faculty, Students, Staff and Guests

- Staffing changes that created some delays due to transitioning from one project lead to another as well as a new Vice-President (Administration)
- Have started monthly meetings with the team and have created working groups to address each recommendation.
- Working groups will meet in-between team meetings to advance the recommendations, updating the tactical plan as action items are addressed.



# Recognizing Indigenous Change Makers

## Office of the Vice-President (External)

Team Members	
<b>Andrea Bilash (Project Lead)</b>	<b>Ruth Shead (Co-Lead)</b>
Justin Rasmussen	Maya Simpson
Nickita Longman	Andrea Danelak
Leah Fontaine	Lee-Anne Van Buekenhout
Karen Meelker	Ashley Richard
Ilana Simon	Mylene Gamache
Carolyn Basha	



## Recognizing Indigenous Change Makers

- The team reviewed and provided input on the Terms of Reference, Project Charter and Tactical Plan.
- Key areas of discussion included:
  - The importance of language and language needing to be defined.
  - Fundraising for Indigenous focused initiatives.
  - The need to define and highlight why Indigenous specific positions are required within External Relations.
  - Team noted that Elders, Knowledge Keepers should be invited to meetings from time to time for their input and guidance.



# Research that is Respectful of Indigenous Peoples and Context

## Office of the Vice-President (Research and Intn'l)

### Team Members

#### Adele Perry (Project Lead)

Ashley Edson

Raymond Frogner

Kerrie Hayes

Josée Lavoie

Myrle Ballard

#### Frank Deer (Co-Lead)

Amanda Fowler-Woods

Linda Diffey

Brian Rice

Shauna Mulligan



# Research that is Respectful of Indigenous Peoples and Context

**Commitment:** Develop a Framework to Establish Community-Faculty partnerships for research and development."

- The groups has many areas they plan to address, including, but not limited to:
  - *Understanding how research relationships with communities may be established.*
  - *Ethics, communities & eldership in the research process,*
  - *Indigenous methodologies,*
  - *University support to serve Indigenous researchers (faculty, graduate programs, communities, etc.),*
  - *Lack of understanding within Ethics for the way Indigenous communities communicate and share*
  - *Concern that Indigenous is understood as FN/I/M peoples*





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