

BOARD OF GOVERNORS

Tuesday, January 26, 2021 at 4:00 p.m.

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

By Zoom Webconference

OPEN SESSION

Please email regrets to shelley.foster@umanitoba.ca no later than 9:00 a.m. the day of the meeting.

OFFICE OF THE UNIVERSITY SECRETARY



**University
of Manitoba**



Manitoba
Industry-Academia
Partnership

Board of Governors

26th January 2021

Outline

- Horizon Manitoba Initiative
 - origin
 - objectives

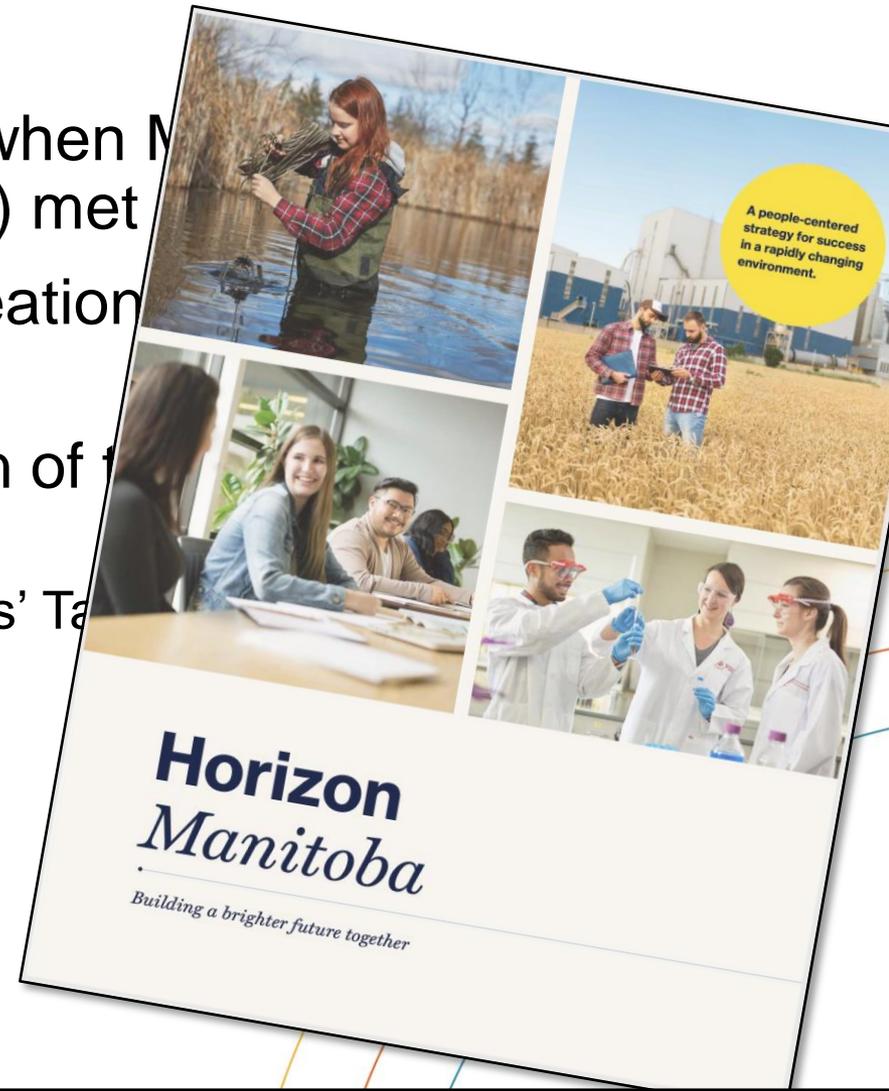
Outline

- Horizon Manitoba Initiative
 - origin
 - objectives
- Manitoba Industry-Academia Partnership (MI-AP)
 - origin
 - governance
 - objectives
 - activities to date
 - future activities

Horizon Manitoba Initiative

Origin

- began in the fall of 2018 when MIAA presidents (or designates) met
- this meeting led to the creation of the Horizon Manitoba initiative
- the UW led the production of the Horizon Manitoba report
 - approved by the Presidents' Table



Horizon Manitoba Initiative

Objectives

One

Build an inventory of successful industry-education partnerships and determine how best to further develop and leverage these partnerships.

Four

Create a “work-integrated learning initiative,” with the aspirational goal of creating an opportunity for all post-secondary students to experience work-integrated learning.

Two

Determine the full scope of the economic impact of the post-secondary education sector in Manitoba and its contribution to local economies, to better understand how PSIs can align with Manitoba’s economic and social goals and how government and business can respond to R&D breakthroughs.

Five

Develop a robust, forward-looking, and dynamic labour market tool that recognizes the unique regional needs of employers and that many of our graduates will have multiple careers, work in small-to-medium-sized organizations and in jobs that we have not yet imagined.

Three

Continue to build upon the Manitoba Collaborative Indigenous Education Blueprint, and work in partnership with Indigenous communities, government, business, towards significantly increasing Indigenous participation in the post-secondary sector and in the labour market.

Six

Develop a system to track and analyze student moment from secondary education into and throughout the post-secondary system, in order to better understand the link between student choices and career pathways.

MI-AP

Origin

- UM, UW, RRC, and BCM collaborated to prepare a proposal to submit to WED to fund some key activities in the HM report
- focussed on three objectives in the HM report

Horizon Manitoba Initiative

Objectives

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Develop a system to track and analyze student moment from secondary education into and throughout the post-secondary system, in order to better understand the link between student choices and career pathways.

MI-AP

Origins cont'd

- submitted proposal in July 2019
- received notification of funding late July 2019
- secured 2.2M\$ from WED over 3 years
- UM is administering the funds

MI-AP

Governance

- project is managed by a steering committee

- Jay Doering, UM (Chair)
- Darren Fast, UM
- Mark Torchia, UM
- Christine Watson, RRC
- Jino Distasio, UW
- Bram Strain, BCM



WED
Sean Barr
Lorne Pelletier
Kerry Harris
Gerry Marques

- steering committee meets monthly

MI-AP

Objectives

1. Accelerating opportunities for Indigenous and non-traditional students
2. Identify opportunities for post-secondary students to experience work-integrated learning through apprenticeships, co-op placements, or applied research projects
3. Stimulating economic growth through technology transfer and innovation

MI-AP

Budget

- total budget of \$4,360,415.

• WED	\$2,200,000.	[cash]	
• BCM	\$720,000.	[cash]	
• UM	\$624,723.	} in kind	
• RRC	\$516,095.		
• UW	\$299,597.		

MI-AP

WED Funded Items

- salaries and benefits
 - 5 employees for (3+1) years
- operations
 - engagement tables
 - AIMDay events
 - Aboriginal Education Awards management
- Marketing

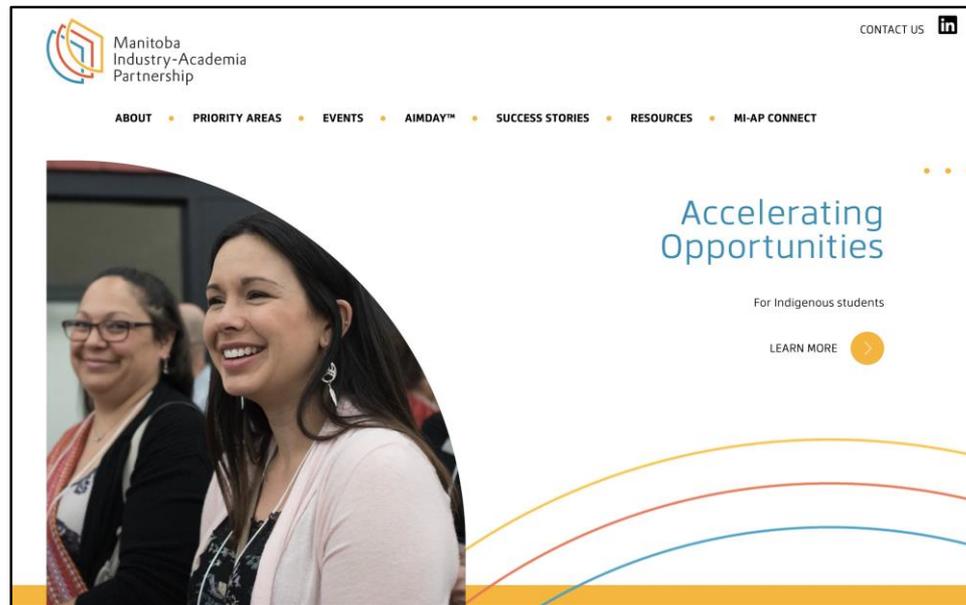
MI-AP

Staffing

- Myrna Grahn – Project Manager
- Minli Huang – Marketing Associate
- Elaine Edgar – Project Assistant
- Denise Tardiff – Indigenous Stakeholder Liason
- Colin Ijebor – Program and Policy Lead, WIL

MI-AP Branding

- logo and webpage: miap.ca



MI-AP Objective 1

Accelerating opportunities for Indigenous and non-traditional students

- WED proposal provides 375k\$ over three years to BCM's "Aboriginal Education Awards" program
 - 125k\$ disbursed Jan 2020
 - 125k\$ disbursed this month
- Note: BCM has provided >2400 awards to Indigenous students since 2001 totaling almost 6M\$

MI-AP Objective 2

Opportunities for post-secondary students to experience work-integrated learning

MI-AP WIL Operations Committee

- UM: Gail Langlais, Erica Jung
UW: Lynn Bailey, Hugh Grant
RRC: Nadine Ogborn, Dusty Ritchie
- meetings held: Jul 24 2020, Oct 26 2020, Feb 18 2020

WIL Roundtable

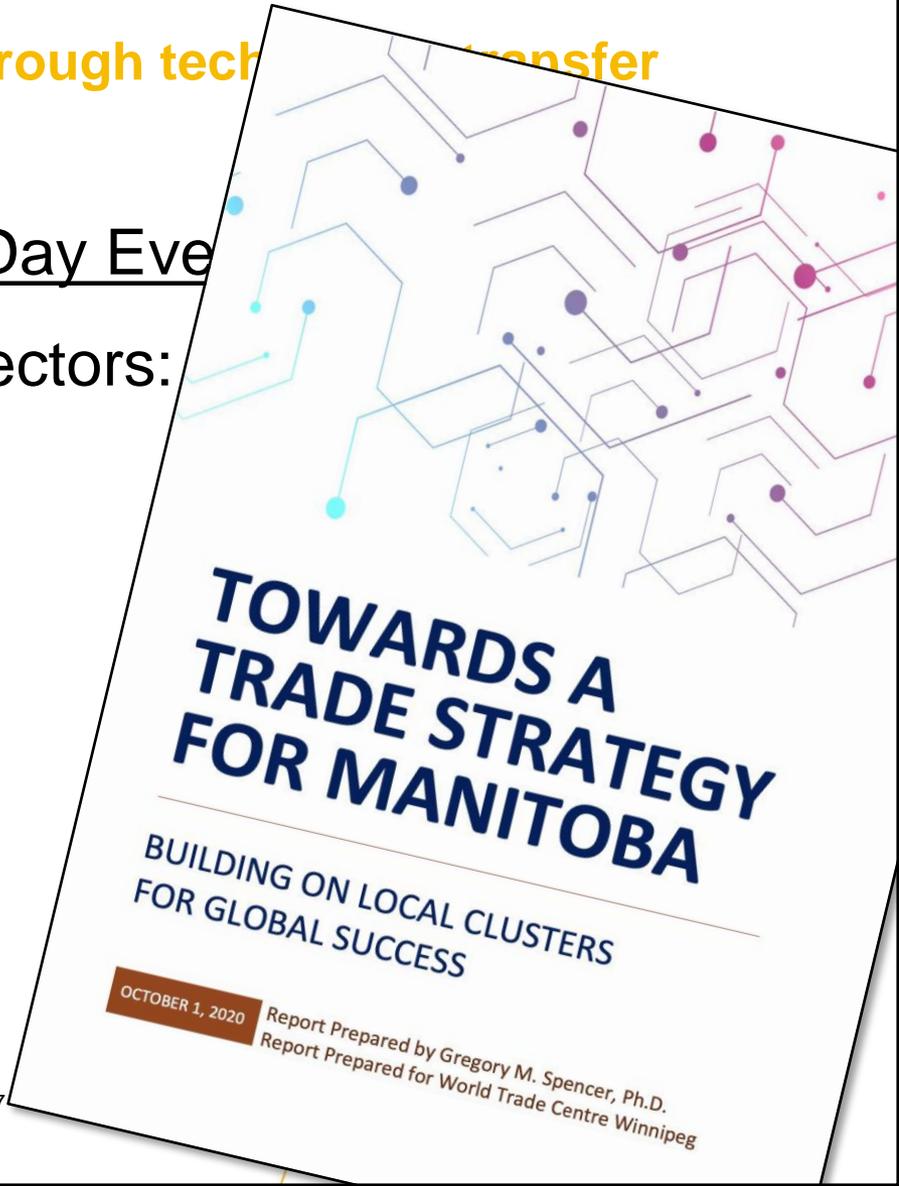
- held Nov 17 2020
- work integrated learning has been identified as a key item in the sector “engagement table” discussions

MI-AP Objective 3

Stimulating economic growth through technology transfer and innovation

“Engagement Tables” + AIMDay Events

- conversations with many sectors:
 - Agricultural
 - Aerospace
 - Biosciences
 - Creative and Cultural
 - Manufacturing
 - Mining & Metals
 - Transportation and Logistics



TOWARDS A TRADE STRATEGY FOR MANITOBA

BUILDING ON LOCAL CLUSTERS
FOR GLOBAL SUCCESS

OCTOBER 1, 2020

Report Prepared by Gregory M. Spencer, Ph.D.
Report Prepared for World Trade Centre Winnipeg

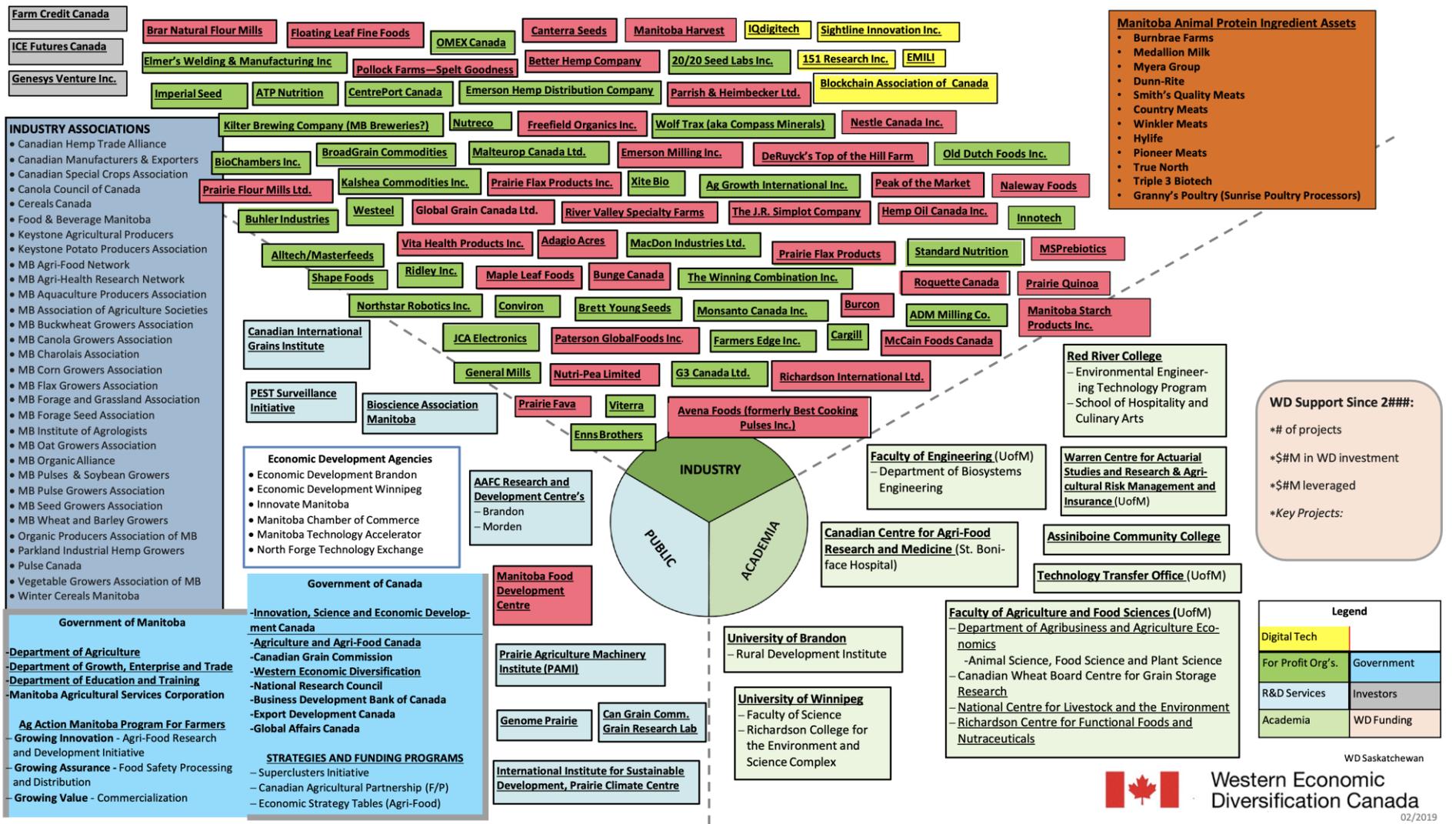
MI-AP Objective 3

Stimulating economic growth through technology transfer and innovation

Industry Sector “Engagement Tables”

- Digital Agricultural [Jun 22 2020, Dec 2 2020]
- Heavy Equipment and Vehicle Manufacturing [Sep 15 2020, Feb 23 2021]
- Post-Secondary and Media Production [Jan 27 2021]
- MB North Industry [Feb 11 2021]
- Advanced Manufacturing [Mar 3 2021]
- MB Health Cluster [Mar 17 2021]
- Proteins [2021]
- ???

MANITOBA PLANT INGREDIENT ASSET MAP V02.0



MI-AP Objective 3

Stimulating economic growth through technology transfer and innovation

AIMDay™

- creation of Uppsala University
- **Academic Industry Meeting Day**
- “Specific questions raised by external organisations form the meeting day agenda. The university then matches these requests with the academic expertise at their disposal.”

MI-AP Objective 3

Stimulating economic growth through technology transfer and innovation

AIMDay™ Events

- kickoff [Oct 1 2020]
- Digital Agriculture [Oct 1 2020]
- Heavy Equipment and Vehicle Manufacturing [Jan 26 2021]
- Sustainable Protein [Feb 2021]
- Construction Association [Mar 2021]

MI-AP 2-minute Video

<https://vimeo.com/467847612>



Manitoba Industry-Academia Partnership

P: 431.276.9629

E: info@miap.ca

Mailing Address

410 – 100 Innovation Drive
University of Manitoba
Smartpark Innovation Hub
Winnipeg, Manitoba
Canada R3T 6A8

BOARD OF GOVERNORS OPEN SESSION

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AGENDA ITEM

Presenter

Page

Est. Time

1. **ANNOUNCEMENTS**

4:00 p.m.

2. **PRESENTATION**

2.1 Manitoba Industry-Academia Partnership

J. Doering

2

4:05 p.m.

FOR ACTION

3. **APPROVAL OF THE AGENDA**

Chair

25

4:15 p.m.

4. **MINUTES (OPEN)**

4.1 Approval of the Minutes of the December 1, 2020
OPEN Session as circulated or amended

Chair

27

4:20 p.m.

4.2 Business Arising - none

Chair

5. **UNANIMOUS CONSENT AGENDA**

Chair

4:20 p.m.

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

5.1 From Senate for approval

5.1.1 Establishment of Manitoba Crop Protection Chair in
Weed Management

M. Benarroch

35

(consent)

5.1.2 Reports of the Senate Committee on Awards

M. Benarroch

a) October 22, 2020

46

(consent)

b) November 12, 2020

56

(consent)

5.2 From Senate for Information

5.2.1 Implementation of Master of Supply Chain Management
And Logistics

M. Benarroch

66

(consent)

FOR INFORMATION

6. **NEW BUSINESS**

6.1 Report from the President

M. Benarroch

69

4:25 p.m.

6.2 Report on Remote Supports Provided for Students

J. Ristock

77

4:35 p.m.

FOR APPROVAL

7. **FROM FINANCE, ADMINISTRATION, & HUMAN RESOURCES**

BOARD OF GOVERNORS OPEN SESSION

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<u>AGENDA ITEM</u>	<u>Presenter</u>	<u>Page</u>	<u>Est. Time</u>
7.1 Employee Accessibility Procedure	K. Lee	80	4:40 p.m.
7.2 Spending Rate of the University Investment Trust For Fiscal 2021/2022	K. Lee	95	4:50 p.m.
8. FROM SENATE			
8.1 Proposal to Establish the Earth Materials and Archaeometry Centre	M. Benarroch	98	4:55 p.m.
<u>FOR DISCUSSION</u>			
9. Request to Increase Admission Target, Bachelor of Nursing College of Nursing	M. Benarroch	121	5:00 p.m.

MOTION TO MOVE TO CLOSED & CONFIDENTIAL SESSION



**Minutes of the OPEN Session of the
Board of Governors
Held by Web Conference on December 1, 2020 at 4:00 p.m.**

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

J. Anderson	C. Andrusiak	D. Archer	M. Benarroch	J. Dela Cruz
J. DeSouza-Huletey	L. Hyde	K. Lee	C. Loewen	L. Magnus
A. Mahon	T. Matthews	N. Murdock	K. Osiowy	S. Prentice
L. Reimer	S. Sekander	K. Smith	J. Taylor	

Absent: C. Onyebuchi

Assessors: J. Morrill S. Woloschuk

Officials: N. Andrew C. Cook S. Foster D. Jayas
A. Konowalchuk L. McKinley G. Pasioka J. Ristock

1. ANNOUNCEMENTS

The Chair welcomed everyone to the meeting. On behalf of the Board, he congratulated a number of people who have recently received awards.

Mr. Paul Soubry Jr. was recognized by the Association of Fundraising Professionals as Outstanding Volunteer Fundraiser. Mr. Soubry was the Chair of the University's enormously successful Front and Centre campaign. At the same event, Mr. Kearsey received the Outstanding Fundraising Professional Award.

Dr. Brian Postl and the Honourable Janis Johnson were appointed as members of the Order of Canada.

Dr. Catherine Cook was honoured by the College of Family Physicians of Canada (CFPC) and Foundation for Advancing Family Medicine with the Calvin L. Gutkin Family Medicine Ambassador Award for her vision, innovation, communication skills and relationship-building with national and international organizations and working groups that support and positively influence the ever-changing role of the family physician and family medicine in Canada.

2. PRESENTATION

2.1 The Path Forward: UM Response to the Report on Sexual Violence, Harassment and Discrimination

The Chair noted that Ms. Andrew had previously committed to providing an update to the Board on the progress toward implementation of the recommendations set out in the Path Forward Report.

Ms. Andrew said that 17 of the report's 43 recommendations have been implemented to date, including the launch of the Sexual Violence Resource Centre, and she expects ten more to be implemented before the end of this fiscal year. She explained that the recommendations were organized into 18 projects under four main work streams:

1. Training;
2. Policy & Procedure;
3. Continuous Improvement; and
4. Strategic Planning.

Ms. Andrew summarized the risks that could impact implementation of the recommendations as shown in the following table.

Risk	Impact	Mitigation
Resourcing Challenges	Implementation delays and slowed progress	Identifying needs and securing commitments early
Faculty Availability	Low buy-in, resistance, and implementation delays	Implementing recommendations that require extensive facilitation in later years of the project
COVID-19 disruption	Implementation delays	Prioritizing the projects that can be implemented in the current operating environment

Notwithstanding the risks described above, Ms. Andrew expressed confidence that all recommendations can be implemented with five years. The Chair thanked her for her presentation.

FOR ACTION

3. APPROVAL OF THE AGENDA

It was moved by Dr. Reimer and seconded by Ms. Hyde:

THAT the agenda for the December 1, 2020 meeting be approved as circulated.

CARRIED

4. **MINUTES (Open) Session**

- 4.1 Approval of the Minutes of the September 29, 2020 Open Session as circulated or amended

It was moved by Dr. Reimer and seconded by Dr. Prentice:

THAT the minutes of the September 29, 2020 Open session be approved as circulated.

CARRIED

- 4.2 Business Arising

There was no business arising from the minutes.

5. **UNANIMOUS CONSENT AGENDA**

It was moved by Ms. Loewen and seconded by Ms. DeSouza-Huletey:

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

5.1.1 THAT the Board of Governors approve the closure of the Centre for Research and Treatment of Atherosclerosis, effective upon Board approval [as recommended by Senate, October 7, 2020].

5.1.2a) THAT the Board of Governors approve three new offers, two amended offers, and the withdrawal of four offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated June 11, 2020].

5.1.2b) THAT the Board of Governors approve five 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 [dated August 25, 2020].

5.1.2c) THAT the Board of Governors approve four new offers, five amended offers, and the withdrawal of two offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated September 24, 2020].

The Board of Governors received for information the following:

- *Report on the Code of Conduct Declarations for 2020-2021*
- *Report to Senate Executive on the Review of the Summer Term Academic Schedule and Academic Schedule for 2021 Summer Term*
- *Implementation of Bachelor of Science (Major) in Data Science*
- *Closure of Master of Science in Textile Sciences*
- *Report to Senate Executive on the Review of the Summer Term Academic Schedule and Academic Schedule for 2021 Summer Term*

- *Extension of Suspension of Admissions to B.Sc. (Hons.) and B.Sc. (Maj.) in Biotechnology, P.B.Dip. in Agrolgy, and Integrated B.Mus./B.Ed., President's Approval*
- *Changes to Admission Targets: Increase to Admission Target, Bachelor Kinesiology, and Suspension of Admissions to Bachelor of Human Ecology in Family Social Sciences, including the After-Degree Program*

CARRIED

FOR INFORMATION

6. NEW BUSINESS

6.1 Report from the President

Dr. Benarroch spoke to the federal government's financial update statement announced the previous day, which was heavily focused on COVID. He said it did signal some positive elements, including a deferral on interest on student loans for another year and approximately a \$457 million increase into a summer jobs program. He noted that he will wait to see the details to determine if the University can create jobs for students that will allow it to apply for some of that funding. He added that the statement also signaled a major infrastructure program that would be in place over a five-year period with a significant amount of funding available. He noted that some of the funds will be directed to universities to focus on sustainability and greening campuses. He said the University has identified \$100 million in infrastructure projects in those areas, as well as others that may qualify for this funding.

Dr. Morrill expressed concern that there was no mention of negotiations with UMFA in the President's written report. She said that members of the University community want to know how the University plans to deal with the impacts of the agreement reached on how members of UMFA feel, and with nothing mentioned in the President's report, she felt it suggests that there is nothing wrong and nothing that needs to be addressed.

Dr. Morrill provided a brief summary of the steps UMFA took in advocating for financial compensation to offset the impact of COVID-19 on its members. She noted that UMFA felt it was bargaining with the provincial government rather than the University. She stated that the wage opener negotiations and ensuing mediation, resulted in an offer of a zero percent increase to salaries and a token payment to offset expenses incurred by UMFA members related to COVID-19, which she felt was inadequate to cover those expenses.

Dr. Morrill said UMFA had agreed to bring this offer to its members for a vote and with record turnout the agreement was ratified. Dr. Morrill said that after the vote members of UMFA felt very unsupported by the Administration and the resulting negative emotions still remain.

President Benarroch said that the practice has been that labour relations matters are not

discussed in Open Session of Board meetings, which is why the negotiations were not mentioned in the President's Report. He said he was happy that Dr. Morrill raised it and was comfortable speaking to the situation.

He acknowledged that this round of negotiations was extremely difficult as was the timing of it. He noted the many conversations that were held with the Board throughout negotiations, even during the final day of mediation, that he had several conversations with the provincial government trying to find a different path forward. He said he had made clear with the government and the Board, the importance of improving the wage situation and did not succeed this time, in spite of working until the very last minutes to make it happen. He said he remains committed to making sure that UMFA members are paid appropriately, though in the current environment it is difficult to achieve this quickly.

Dr. Benarroch said that he and the Provost have been meeting with faculty councils and heard loud and clear that what Dr. Morrill described is in fact how many faculty are feeling and they have a legitimate reason to feel that way. He expressed his disappointment in the outcome of these negotiations, noting it is not the result the University wanted. He said he is committed to finding a better way moving forward.

Dr. Benarroch noted that a similar situation had occurred with doctors and nurses in the province over years and government eventually stepped in and made major settlements with those two bodies to increase their wages. He said the University's situation with wage structure has happened over many years and the PSSA accelerated what was already a longstanding problem. He noted that University faculty members over the last five years will have received an average of only 0.35 percent salary increases per year, while the rate of inflation in Canada was about 1.7 percent. He said that on cost of living alone, faculty have lost 1.35 percent per year. He noted that this does not account for increases that faculty at other universities received in the same period, which is important as these are the institutions with which the University competes to attract and retain faculty. President Benarroch said he understands how people are feeling, and will work over the next months to find a different way forward to a better solution.

Members of the Board expressed appreciation for this exchange as it is important understand how people are feeling. Dr. Benarroch said he would deliver this information the following day to Senate, adding that it has been heartbreaking to listen to faculty members express their feelings about this. He noted that moving forward is something we all have to work on together, as it cannot be done if we do not find better ways to interact and cooperate. He said there is more work to do with government and with the Board, and noted that the government has asked for some analysis on academic salaries in Canada, which may be a promising sign.

The Chair thanked Dr. Morrill for raising this issue.

FOR APPROVAL

7. FROM FINANCE, ADMINISTRATION, & HUMAN RESOURCES

7.1 Amendments to the Governance Documents for the University of Manitoba Pension Plan (1993)

Ms. Lee reported that the Finance, Administration, and Human Resources Committee reviewed the proposed amendments on November 19. She said the Committee recommends that the Board of Governors approve them.

Ms. Andrew stated that the University of Manitoba Pension Plan (1993) (plan) Governance Document was substantively reviewed every three years. She said the proposed amendments are intended to improve clarity and documentation of processes around signing authority and member elections. Ms. Andrew introduced Mr. Bernard Gold, Director of the Pension Office, who would be able to answer questions.

It was moved by Ms. Lee and seconded by Dr. Reimer:

THAT the Board of Governors approve the amendments to the University of Manitoba Pension Plan (1993) (Plan) Governance Document.

A question was raised about the potential control risk in the proposed change in signing authority to require only one signature. Mr. Gold explained that in the previous version of the document, the Chair of the Pension Committee could sign on their own. He noted that some contracts with the pension custodians do require two signatures, but normally only one is provided. He said an issue arose in the last year where a change required two signatures but only one signing authority was available. The change is intended to improve pension administration workflow and does not relate to due diligence.

In response to a question, Mr. Gold said that there were ten members on the Pension Committee: three who are elected, three who are appointed, and four members appointed by the Board of Governors. Mr. Leclerc added that none of the members are remunerated.

Dr. Morrill commented that the unions have had a concern with the governance structure of the Pension Plan, related to Article 6. She said the structure that existed before the pension reform in 2011 remains in place. She explained that Committee comprises only two employee representatives to represent all the employees in the plan and because they are bound by confidentiality, there is no link between the unions and the Pension Committee. She said this structure provides no mechanism for the Committee and the unions to communicate because the employee representatives cannot share what happens in the meetings.

Regarding the change in signing authority, it was noted that the amendment is being made for the purpose of expedience, yet it seems to pose an internal control risk. Mr. Leclerc stated that the contracts entered into are approved by the Pension Committee and the signature indicates

the execution of the Committee's decision. He added that the signor could not sign something that has not been approved by the Committee.

The motion was CARRIED.

FOR DISCUSSION

8. Update on Implementation – Office of the Vice-President (Indigenous)

Dr. Benarroch said Indigenous achievement has been a focus of the University, and was the impetus behind commissioning the Report on University of Manitoba Indigenous Senior Leadership, which was completed in 2019. He noted that one of the recommendations of the Report was the creation of a new Vice-President (Indigenous) position. He reminded the Board that Catherine Cook was appointed the first Vice-President (Indigenous) in late 2019 and the Office of the Vice-President (Indigenous) was created shortly thereafter.

Dr. Cook presented to the Board an update on the development of the Office of the Vice-President (Indigenous). She began by providing some background and context of the creation of her office. She said that following the resignation of the Vice-Provost (Indigenous Engagement) two years ago, the University undertook a consultation process to understand what the University community was feeling and what would be relevant to Indigenous senior leadership at the University. She stated that the results of the consultations were analyzed and published in a document that set out recommendations. The report and recommendations were approved by Senate and the creation of the Vice-President (Indigenous) role was approved by the Board of Governors. She described the work underway to implement the Report's recommendations.

Indigenous Representation in University Governance, and Executive and Senior Leadership - Office of the President and University Secretary

Dr. Cook said she established an implementation team to consult with Elders and review what other universities are doing in this area to determine how this might be implemented at the University of Manitoba. She emphasized the importance of having the right people in the right place to implement the recommendations. She noted that one of the considerations would be whether it is necessary to change some Senate and Senate Committee processes.

Indigenous Leadership and Community - Vice-President (Indigenous)

Dr. Cook said the priorities of the team working in this area include establishing an Elder in Residence to support the office of the Vice-President (Indigenous) and the Office of the President, as well as to establish a permanent Indigenous Advisory Circle. She noted that the Advisory Circle will need a meaningful role and clear terms of reference.

Faculty Partners for Reconciliation - Provost and Vice-President (Academic)

Dr. Cook stated that a team has been established to develop a reconciliation action plan. She said that the first meeting focused on the following:

1. Faculties need to develop their own reconciliation action plans;

2. Faculties need to appoint Indigenous administrative leads; and
3. Faculties need to increase Indigenous representation on committees.

Supportive Environment for Indigenous Faculty, Students, Staff and Guests (Vice-President Administration)

Dr. Cook said this project is somewhat behind due to staffing changes in the Office of the Vice-President (Administration) which necessitated transitioning to another project lead and an Acting Vice-President (Administration). She said monthly meetings with the implementation team have begun and working groups have been established to address each recommendation.

Recognizing Indigenous Change Makers (Vice-President External)

Dr. Cook stated that the implementation team has considered the terms of reference, project charter, and tactical plan for implementing this recommendation. She said the team has discussed She added that the team would consult with Elders and Knowledge Keepers, who would be invited to meetings from time to time for input and guidance.

Research that is Respectful of Indigenous Peoples and Context – Vice-President (Research & International)

Dr. Cook said the implementation team will work to “Develop a Framework to Establish Community-Faculty Partnerships for Research and Development”.

In closing, Dr. Cook stated that people are engaged and there are a lot of very excited and passionate people are already working on these recommendations. She added that she is very happy with the support from senior leadership and deans across the university.

Dr. Benarroch noted he expects some retraction in senior administrative positions by the government and he is working to determine where the University is positioned in that regard. He added that permission would be needed from the Minister to exceed the prescribed number.

Members of the Board expressed excitement about the work underway and thanked Dr. Cook for helping them gain a better understanding.

MOTION TO MOVE TO CLOSED & CONFIDENTIAL SESSION

It was moved by Dr. Reimer and seconded by Ms. DeSouza-Huletey:
THAT the meeting move into Closed and Confidential Session

CARRIED

Chair

University Secretary



AGENDA ITEM: Proposal to Establish the Manitoba Crop Protection Chair in Weed Management

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the establishment of the Manitoba Crop Protection Chair in Weed Management [as recommended by Senate, January 6, 2021].

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 Faculty of Agricultural and Food Sciences is proposing to establish the Manitoba Crop Protection Chair in Weed Management. The tenure-track appointment, which would be held in the Department of Soil Science, would be at the level of Assistant Professor or Associate Professor. The appointment to the Chair would be for a term of five years. If the Chair position was vacated before the end of the five-year term, a new appointment would be made at the rank of Assistant Professor or Associate Professor and the replacement hire would be appointed to the Chair for the balance of the five-year term.

RESOURCE REQUIREMENTS:

The Chair will be supported by a contribution of \$1,340,000, over five years, from the Western Grains Research Foundation, in partnership with the Manitoba Crop Alliance, Manitoba Canola Growers, and Manitoba Pulse and Soybean Growers. In each of the five years, an annual commitment of \$268,000 would be used to cover the salary of the Chair, a stipend of \$10,000, the salary of a Field Technician, and research expenses. The Chair would be expected to use at least a portion of the industry investment, for example, to seek additional or matching support.

Upon completion of the Funders' investment as stipulated in the Agreement with the Funders, the Faculty of Agricultural and Food Sciences would resume the salary and benefits associated with the established academic position without the position being classified as a Chair.

IMPLICATIONS:

The Manitoba Crop Protection Chair in Weed Management would deliver excellence in scholarship, innovation, and knowledge translation in the area of integrated weed management, as it applies to Western Canadian crop and crop-livestock production systems. The Chair would allow the Department of Soil Science and the Faculty of Agricultural and Food Sciences to:

- lead original research in developing comprehensive approaches to manage weeds, including the refinement of sound decision trees for cropping systems under a multitude of soil types and environmental conditions;
- double the capacity of weed research in Manitoba and expand on the provincial capacity to educate and train the next agronomic leaders in sustainable systems-based integrated crop protection;
- transfer knowledge about innovative risk-averse, pest-resilient cropping systems to Western Canadian crop producers, including strategies to lower input costs for pest control while maintaining productivity, profitability and sustainability.

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 at its meeting on January 6, 2021.



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)	November 9, 2020
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate Committee on University Research	November 16, 2020
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate Executive	December 9, 2020
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Senate	January 6, 2021
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: Senate

Submission approved by: University Secretary

Attachments

- Proposal to establish the Manitoba Crop Protection Chair in Weed Management, Faculty of Agricultural and Food Sciences

November 16, 2020

Report of the Senate Committee on University Research Re: Proposal to Establish the Manitoba Crop Protection Chair in Weed Management

Preamble:

1. The terms of reference for the Senate Committee on University Research (SCUR) can be found at:
http://umanitoba.ca/admin/governance/governing_documents/governance/sen_committees/510.html
2. At its meeting on November 12, 2020, SCUR received for review, a proposal to establish the Manitoba Crop Protection Chair in Weed Management.
3. The University of Manitoba Policy for Chairs and Professorships specifies (section 2.14) “In the case of proposals for Chairs and Professorships that are primarily intended to enhance the University’s research programs, the Senate Committee on University Research shall recommend to Senate.”

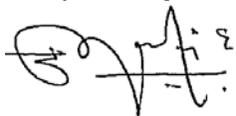
Observations:

1. The Faculty of Agricultural and Food Sciences has proposed the Manitoba Crop Protection Chair in Weed Management.
2. The Chair will be appointed in the Department of Plant Science for a duration of five years.
3. The purpose of the Chair is to “deliver excellence in scholarship, innovation and knowledge translation in the area of integrated weed management as it applies to Western Canadian crop and crop-livestock production systems.”
4. The Chair will be funded from a \$1,340,000 investment made by the Western Grains Research Foundation (WGRF), in partnership with the Manitoba Crop Alliance (MCA), Manitoba Canola Growers (MCGA), and Manitoba Pulse and Soybean Growers (MPSG).

Recommendation:

The Senate Committee on University Research recommends THAT: the Manitoba Crop Protection Chair in Weed Management be approved by Senate.

Respectfully submitted,



Digvir Jayas, Chair
Senate Committee on University Research.



Date: November 9, 2020

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

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

Re: Proposal to Create the Manitoba Crop Protection Chair in Weed Management

On behalf of the Faculty of Agricultural and Food Sciences, Dr. Martin Scanlon has submitted a proposal to establish the Manitoba Crop Protection Chair in Weed Management. This Chair aligns with the priorities of the Department of Plant Science, the Faculty, and the University and will support research in the area of integrated weed management as it applies to Western Canadian crop and crop-livestock production systems.

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 \$1,340,000 investment made by the Western Grains Research Foundation, in partnership with the Manitoba Crop Alliance, Manitoba Canola Growers, and Manitoba Pulse and Soybean Growers. There is an annual commitment of \$268,000 per year for the five year period of the Chair.

I support this proposal from the Faculty of Agricultural and Food 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.

October 28, 2020

Dr. Diane Hiebert-Murphy
Vice-Provost (Academic Affairs)
Diane.Hiebert-Murphy@umanitoba.ca

Re: Proposal for the Establishment of a Manitoba Crop Protection Chair in Weed Management

Dear Dr. Hiebert-Murphy,

The Faculty of Agricultural and Food Sciences seeks to establish a Manitoba Crop Protection Chair in Weed Management to provide leadership in research, training and knowledge transfer to advance fundamental and applied crop production field research through an integrated weed management approach. The establishment of a Manitoba Crop Protection Chair will build on key areas of research and research training strengths within the Faculty of Agricultural and Food Sciences and help us achieve our vision of being among the best crop research student training institutions in North America, recognized for its leadership in agronomy, soil science and integrated crop protection strategies (pathology, entomology and weeds).

The Chair will be appointment for five years with their time allocation being research (55%), community engagement (25%) and teaching (20%). Through focusing on weed research, knowledge exchanges and transfer, this new researcher will expand our capacity to educate and train future agronomic leaders in sustainable systems-based integrated crop protection.

This Chair will be funded through a \$1,340,000 investment from three provincial grower associations and the Western Grains Research Foundation. This funding was secured through ongoing discussions to meet capacity building needs to improve communications among and between researchers and producers in Manitoba, through more efficient research and technology transfer/extension approaches and activities to help researchers better understand producers' needs, and help producers better understand the options and value of experimentally proven systems strategies for effective crop protection.

The Faculty is committed to support this position long-term. The Faculty will continue to employ the faculty member holding the Chair position in a tenure or tenure-track faculty appointment.

The Faculty of Agricultural and Food Sciences Executive approved the Terms of Reference for the Chair on October 27, 2020, enclosed for your approval. Please let me know if you require any additional information.

Yours sincerely,

A handwritten signature in blue ink that reads "Martin Scanlon". The signature is fluid and cursive, with the first name "Martin" and last name "Scanlon" clearly distinguishable.

Martin Scanlon, C&G, Ph.D.
Dean
Faculty of Agricultural and Food Sciences



**University
of Manitoba**

**Faculty of Agricultural
and Food Sciences**

Department of Plant Science
Winnipeg, Manitoba
Canada R3T 2N2
Telephone 204-474-8221
Fax 204-474-7528

October 20, 2020

Dr. Martin Scanlon, Dean
Faculty of Agricultural and Food Sciences

Re: Proposal for the Establishment of a Manitoba Crop Protection Chair in Weed Management

Dear Faculty of Agricultural and Food Sciences Executive,

I am pleased to bring forward a proposal to establish a new Research Chair within the Department of Plant Science. The enclosed Terms of Reference are presented requesting approval for a five-year term-limited Manitoba Crop Protection Chair in Weed Management.

This Chair will be created from a \$1,340,000 investment from the Western Grains Research Foundation (WGRF) and three provincial commodity groups: The Manitoba Pulse and Soybean Growers (MPSG) and Manitoba Canola Growers (MCGA) associations, as well as the Manitoba Wheat and Barley Growers (MWBGA) association that recently became one of four crop associations to amalgamate into a combined Manitoba Crop Alliance (MCA). The funders are supportive of this initiative and an agreement to establish and support this Chair program was recently reviewed and will soon be signed by all parties. An annual commitment of \$268,000 for 5 years from this agreement will support the salary of the Chair and a dedicated Technician, as well as operating expenses.

Attracting a new researcher to the Department of Plant Science whose research program focuses on integrated weed management, will broaden our capacity to develop crop production and weed management solutions that benefit Canadian producers. Crop research is one of the strengths for which the University of Manitoba is known and respected for. The new Chair will be an agronomist to double the weed research knowledge translation capacity in Manitoba. They will run an independent research program that complements and strengthens the crop research team within the Faculty of Agricultural and Food Sciences; they will work collaboratively with crop protection researchers including our Department's Weed Scientist, Dr. Robert Gulden, in developing comprehensive approaches to manage weeds, including the refinement of sound decision trees for cropping systems under a multitude of soil types and environmental conditions. Our Crop Protection research team will then be in an ideal position to leverage the

remaining Chair program budget through an NSERC Alliance grant to further build capacity to support trainees who will be the agronomic leaders of tomorrow. Anticipated leverage under the NSERC Alliance grant is \$1,550,000 in total.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Fouad Daayf". The signature is fluid and cursive, with a prominent initial "F" and a long, sweeping tail.

Fouad Daayf
Professor and Head
Department of Plant Science

PROPOSAL TO ESTABLISH THE MANITOBA CROP PROTECTION CHAIR IN WEED MANAGEMENT AT THE UNIVERSITY OF MANITOBA

EXECUTIVE SUMMARY

Consistent with the University of Manitoba Chairs and Professorships Policy/Chairs and Professorships Procedure (effective: Jan 27, 2009; revised: November 25, 2014), the Faculty of Agricultural and Food Sciences is presenting this proposal to seek approval for the establishment of the Manitoba Crop Protection Chair in Weed Management. The Manitoba Crop Protection Chair in Weed Management will be appointed in the Department of Plant Science for a duration of five years with their annual time allocation consisting of research (55%), teaching (20%), and community engagement/service (25%).

TYPE OF APPOINTMENT: Chair

NAME OF THE CHAIR: The Manitoba Crop Protection Chair in Weed Management

PURPOSE AND OBJECTIVES OF THE CHAIR

The Manitoba Crop Protection Chair in Weed Management will be a leader who delivers excellence in scholarship, innovation and knowledge translation in the area of integrated weed management as it applies to Western Canadian crop and crop-livestock production systems. The Chair will allow the Department of Plant Science and the Faculty of Agricultural and Food Sciences to:

- lead original research in developing comprehensive approaches to manage weeds, including the refinement of sound decision trees for cropping systems under a multitude of soil types and environmental conditions;
- double the capacity of weed research in Manitoba and expand on the provincial capacity to educate and train the next agronomic leaders in sustainable systems-based integrated crop protection;
- transfer knowledge about innovative risk-averse, pest-resilient cropping systems to Western Canadian crop producers, including strategies to lower input costs for pest control while maintaining productivity, profitability and sustainability.

RELATIONSHIP OF THE GOALS OF THE CHAIR TO THOSE OF THE PROPOSING UNIT

The Chair will be a tenure-track position at the Assistant or Associate level in the Department of Plant Science, Faculty of Agricultural and Food Sciences. The Department of Plant Science educates diploma, undergraduate and graduate students on fundamental plant sciences and applied crop production. In addition to greenhouse and laboratory facilities, the Department utilizes the Faculty of Agricultural and Food Sciences research farms and field facilities that total more than 1,500 areas of land. The Department plays a key role in driving crop research in Western Canada, and analysis of pest control and cropping systems is part of its teaching curriculum. In the past three years (2017-19), crop researchers affiliated with the Departments of Plant Science, Soil Science, Entomology and Biosystems Engineering attracted more than 67 million dollars in research funding while also contributing to the research-training of more than 130 graduate students. In 2020, the Faculty of Agricultural and Food Sciences founded the MAKEmanitoba.ca initiative which provides a Manitoba Agricultural and food Knowledge Exchange platform to share research findings with

producers and consumers. It is expected that the Chair will play a significant role in knowledge exchange through such initiatives, in particular, as it applies to weed management in Western Canadian crop and crop-livestock production systems.

METHOD BY WHICH THE CHAIR WILL BE FUNDED

The Chair will be created from a \$1,340,000 investment made by the Western Grains Research Foundation (WGRF), in partnership with the Manitoba Crop Alliance (MCA), Manitoba Canola Growers (MCGA), and Manitoba Pulse and Soybean Growers (MPSG). In each of the five years that this investment will support the Chair, the annual commitment of \$268,000 will be used to cover the salary of the Chair, a Chair stipend of \$10,000 per annum, the salary of a dedicated Field Technician as well as research expenses such as student stipends, materials and supplies, travel and conference sponsorships. The Chair will be expected to leverage at least a portion of the industry investment by, for example, seeking additional or matching support through provincial and national funding programs.

GENERAL AND SPECIFIC REQUIRED ACADEMIC QUALIFICATIONS FOR CHAIR CANDIDATES

The Manitoba Crop Protection Chair in Weed Management shall have the following preferred qualifications:

- Academic qualifications commensurate with an appointment at the rank of Assistant or Associate Professor.
- A PhD in plant science, agronomy, soil science, geography, engineering, science, environment or related fields.
- History of excellence in research, for example as demonstrated through high quality research output; successful and promising research projects and programs; and/or other significant contributions to the academic and professional community at local, national and/or international levels.
- Evidence of commitment to the principles of Equity, Diversity and Inclusion (EDI) as it applies to high quality research output, student training and collegiality, for example as demonstrated through Allyship; Indigenization; EDI workshop engagement; EDI publications and communications.
- An ability to lead an externally-funded research program in weed science that is relevant to Western Canadian producers and has a strong knowledge-translation component, for example as evidenced by previous community engagement.
- An ability to train youth and university students on subject matters related to crop production, crop protection, agricultural innovations and technologies, and integrated weed management, for example as evidenced by previous youth and student training/mentorship provided.

TERM OF THE APPOINTMENT

A search committee for the Manitoba Crop Protection Chair in Weed Management will be appointed by the Dean and the hiring will be in accordance with the provision outlined in *Article 18. Hiring of Members* of the UM/UMFA Collective agreement.*

**The UM-UMFA Collective Agreement article 18.B.2.2.6 stipulates that: "There shall be at least two (2) persons of each gender on the committee wherever possible although there shall always be at least one (1) person of each gender, exclusive of any student participation." We will adhere to this article that refers "each gender" to mean a man or woman; however, we also acknowledge that there are other gender identities that can be appointed to serve as search committee members despite not being acknowledged in article 18.*

The Manitoba Crop Protection Chair in Weed Management will be conferred for a five-year term. If the Chair position is vacated before the five-year term is complete, the tenure-track position will be refilled at the rank of Assistant or Associate Professor and the replacement hire will be appointed Chair for the remaining duration of the five-year term.

The performance of the Chair will be reviewed annually by a proposed Advisory Committee consisting of the Faculty's Associate Dean Research and representatives from the Department of Plant Science, WGRF, MCA, MCGA and MPSG. The review is to provide formative feedback and the continuance of the position is not conditional on an annual (positive) review by the Advisory Committee. Both quantitative and qualitative measurements will be used in evaluating the progress of the Chair on an annual basis, for example: the number and impact of research publications and communications; the extent to which western Canadian producers directly or indirectly interacted with the Chair program, and their satisfaction in this interaction; the number and diversity of students trained under the Chair, and their employment and career progress following graduation; the value of new research grants and contracts obtained by the Chair as a lead, co-applicant or collaborator; the extent to which the Chair has integrated EDI practices in their program.

Upon completion of the Funders' investment as stipulated in the Agreement, the Faculty of Agricultural and Food Sciences will resume the salary and benefits associated with the established academic position without the position being classified as a Chair.

OTHER PROVISIONS UNIQUE TO THE CHAIR

- 1) The selection and appointment of an individual to the proposed Chair, and the duties and responsibilities of the Chair, will be in accordance with the University Policy and Procedure on Chairs and Professorships.
- 2) The Chair will have the following assigned distribution of work duties: research (55%), teaching (20%), and community engagement/service (25%).
- 3) In accordance with University Policy, the annual performance of the appointed Chair will also be reviewed by the Department Head of Plant Science in a similar manner as for other faculty members but with the distribution of work duties being research (55%), teaching (20%), and community engagement/service (25%).
- 4) The Chair will acknowledge in research publications and communications that they hold The Manitoba Crop Protection Chair in Weed Management, as supported by WGRF, MCA, MCGA, and MPSG.



Approval Discussion/Advice Information

AGENDA ITEM:

Report of the Senate Committee on Awards [dated October 22, 2020]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve four new offers and six amended offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated October 22, 2020].

CONTEXT AND BACKGROUND:

At its meeting on October 22, 2020, the Senate Committee on Awards approved four new offers and six amended offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated October 22, 2020].

RESOURCE REQUIREMENTS:

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

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

These award decisions are consistent with the policy on *Student Awards*. They were reported to Senate for information on December 2, 2020.

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 comply with the Student Awards Policy.

Observations

At its meeting of October 22, 2020, the Senate Committee on Awards approved 4 new offers and 6 revised offers as set out in the *Report of the Senate Committee on Awards (October 22, 2020)*.

Recommendations

On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve 4 new offers and 6 revised offers as set out in the *Report of the Senate Committee on Awards (October 22, 2020)*. These award decisions comply with the Student Awards Policy.

Respectfully submitted,

Dr Jared Carlberg

Chair, Senate Committee on Awards

SENATE COMMITTEE ON AWARDS

October 22, 2020

1. NEW OFFERS

Donald and Elaine Triggs Bursary

Donald Triggs (B.S.A.[Hons]/'66) and Elaine Triggs (B.H.Ec [Hons]/'66) established an endowment fund at the University of Manitoba with a gift of \$1,000,000 in 2020. The purpose of the fund is to provide financial support to students enrolled at the University of Manitoba. Each year, beginning in 2021-2022, the available annual income from the fund will be used to offer one new bursary and up to three renewable bursaries of equal value to undergraduate students who:

- (1) are enrolled full-time (minimum 60% course load) in their first year of study in University 1 or any faculty, college, or school with a Direct Entry option;
- (2) have demonstrated past and present leadership and community involvement; and
- (3) of those students who meet the criteria (1) through (3), have demonstrated the highest financial need on the standard University of Manitoba bursary application form.

Students will be required to outline how they meet criterion (3) on the supplemental bursary application form.

The renewable bursaries will be offered in the subsequent year of study for up to a maximum of three years, provided that the students:

- (i) are enrolled full-time (minimum 60% course load) in any faculty, college, or school at the University of Manitoba;
- (ii) have achieved a minimum degree grade point average of 3.0; and
- (iii) have demonstrated high financial need on the standard University of Manitoba bursary application form.

If a recipient does not continue to meet the renewal criteria above, a new recipient who meets the renewal criteria in the same year in which the previous recipient no longer qualifies will be selected. Only four students may hold this award in any given year.

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.

Dr. Forough Khadem Scholarship

A fund has been established at the University of Manitoba with gifts from family, friends and colleagues to honour the life, spirit and work of Dr. Forough Khadem, who came to Canada from Iran to pursue her PhD in Immunology at the University of Manitoba. Dr. Khadem was a passenger on Flight PS752 when it crashed in Tehran on January 8, 2020, leaving no survivors. The purpose of the scholarship will be to recognize an outstanding international female graduate student at either the Master's or Doctoral level who demonstrates leadership and a desire to have an impact on the world through science, and who

embodies a pioneering spirit. Each year, beginning in 2021-2022, the available annual income from the fund will be used to offer one scholarship to a graduate student who:

- (1) is an international student who identifies as female;
- (2) is enrolled full-time in their second year or higher in a thesis-based Master's or Doctoral program offered by the Faculty of Graduate Studies;
- (3) has achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study;
- (4) has demonstrated leadership and a desire to have an impact on the world through science, and embodies a pioneering spirit; and
- (5) whose primary advisor is a faculty member of the Rady Faculty of Health Sciences.

In order to demonstrate how they meet criterion (4), candidates will be required to submit the following:

- (a) a *curriculum vitae*;
- (b) a statement (maximum 500 words) describing their current research; and
- (c) a reference letter from the student's current advisor (maximum 500 words).

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Dean of the Rady Faculty of Health Sciences (or designate) to name the selection committee for this award, which will include a donor representative from Dr. Khadem's family.

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.

Randy Minuk Memorial Bursary

In memory of Randy Minuk, his wife, Linda Minuk, established an endowment fund at the University of Manitoba with a gift of \$10,000 in 2014. The Manitoba Scholarship and Bursary Initiative made a contribution to the fund. The purpose of the fund is to support students in the Faculty of Law at the University of Manitoba who have an interest in criminal law. Each year, beginning in 2020-2021, the available annual income from the fund will be used to offer one bursary to an undergraduate student who:

- (1) is enrolled full-time (minimum 60% course load) in the third year of study in the Juris Doctor program in the Faculty of Law;
- (2) has achieved a minimum degree grade point average of 2.5;
- (3) has completed, or is currently registered in, at least two courses related to criminal law in the Faculty of Law; and
- (4) has demonstrated financial need on the standard University of Manitoba bursary application form.

The Dean of the Faculty of Law (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.

Randy Minuk Prize in Criminal Law

In memory of Randy Minuk, his wife, Linda Minuk, established an endowment fund at the University of Manitoba with a gift of \$10,000 in 2014. The Manitoba Scholarship and Bursary Initiative made a contribution to the fund. The purpose of the fund is to reward the academic achievement of students in the Faculty of Law at the University of Manitoba who have an interest in criminal law. Each year, beginning in the 2020-21 academic year, the available annual income from the fund will be used to offer one prize to an undergraduate student who:

- (1) was enrolled full-time (minimum 80% course load) in the Juris Doctor program in the Faculty of Law in the year in which the award was tenable;
- (2) has achieved a minimum degree grade point average of 3.0; and
- (3) has achieved the highest standing in Intensive Criminal Law (currently numbered LAW 3532).

Ties are to be broken using the following criteria, in priority order: (i) the Degree Grade Point Average, calculated to the fourth decimal place; (ii) the higher proportion of A+ and A grades in a total program; (iii) the highest number of credit hours completed in the degree program; (iv) the greater proportion of senior- or advanced-level courses in the total program.

The Dean of the Faculty of Law (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

Dr. D. McDougall Memorial Scholarship

The following amendments were made to the terms of reference for the **Dr. D. McDougall Memorial Scholarship**:

- The preamble was revised to:
The College of Pharmacists of Manitoba (formerly called the Manitoba Pharmaceutical Association) has established a fund at the University of Manitoba to support students in the College of Pharmacy. This award fund was established in memory of the late Dr. D. McDougall, Director of the School of Pharmacy from 1939-59. Each year, the available annual income 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 the second year of study in the Pharm. D. program in the College of Pharmacy;*
 - (2) *has achieved a minimum degree grade point average of 3.5; and*
 - (3) *has achieved high standing in the Fundamentals of Pharmaceutics (currently numbered PHRM 1310).*
- The following tie-breaking paragraph was added:
Ties are to be broken using the following criteria, in priority sequence: (i) the Degree Grade Point Average, calculated to the fourth decimal place; (ii) the higher proportion of A+ and A

grades in a total program; (iii) the highest number of credit hours completed in the degree program; (iv) the greater proportion of senior- or advanced-level courses in the total program

- The selection committee paragraph was revised to:

The selection committee will be the College of Pharmacy Professional Program Awards Committee.

- The standard Board of Governors statement was added.

Frank and Kally Kennedy Memorial Award

The following amendments were made to the terms of reference for the **Frank and Kally Kennedy Memorial Award**:

- The preamble was revised to:

An endowment fund for Bison Sports athletes at the University of Manitoba was established through a \$70,000 bequest gift from Mrs. Kathleen Kennedy in 2002. The fund honours Mrs. Kennedy and her husband, Dr. Frank Kennedy, both former faculty members in the Faculty of Physical Education and Recreation Studies.

A minimum of two scholarships will be offered annually to Bison student athletes who are participating in interuniversity sport at the University of Manitoba. The awards will be offered each year according to the following cycle: Men's Volleyball, Women's Volleyball, Men's Basketball, Women's Basketball, Men's Ice Hockey, Women's Ice Hockey, Men's Swimming, Women's Swimming, Men's Track & Field, Women's Track & Field, Football, and Women's Soccer.

Each year, the available annual income from the fund will be used to offer scholarships of equal value to undergraduate students who:

- The numbered criteria were revised to:

(1) are eligible to compete in U Sports and are members of a Bison sports team;

(2) are enrolled full-time, as defined by U Sports, in University 1 or any faculty, college, or school at the University of Manitoba;

(3) have achieved:

(a) as entering students, a minimum average of 80% on those high school courses used for admission to the University, or

(b) as continuing students, a minimum degree grade point average of 2.0; and

(4) in the opinion of the selection committee, have demonstrated athletic ability and active leadership in the designated sport.

- The following paragraph was added:

The selection committee will have the discretion to determine the number and value of bursaries offered each year as outlined above, based on the available annual income.

- The selection committee paragraph was revised to:

Director of Athletics and Recreation (or designate) will name the selection committee for this award which will include the Head Coach of the team receiving the award.

- The standard Board of Governors and U Sports statements were updated.

Henry Engbrecht Graduate Fellowship

The following amendments were made to the terms of reference for the **Henry Engbrecht Graduate Fellowship**:

- The preamble was revised to:
Friends, colleagues, and former students of Professor Henry Engbrecht established an endowment fund at the University of Manitoba in 2007 to recruit top graduate students in choral conducting to the Desautels Faculty of Music. The Manitoba Scholarship and Bursary Initiative made a contribution to this fund. The award celebrates Professor Engbrecht's dedication to choral music at the University and in the Manitoba community at large. Professor Engbrecht retired from the University in 2006 after 28 years as Director of Choral Studies. Each year, the available annual income from the fund will be used to offer one or more fellowships to students who:
- The numbered criteria were revised to:
 - (1) *are enrolled full-time in the Master of Music (Conducting) program in the Desautels Faculty of Music;*
 - (2) *have achieved a minimum degree grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study;*
 - (3) *have demonstrated experience in choral conducting; and*
 - (4) *have, in the opinion of the selection committee, demonstrated excellence in choral conducting.*
- The following paragraph was added:
The selection committee will have the discretion to determine the number and value of bursaries offered each year as outlined above, based on the available annual income.
- The selection committee paragraph was revised to:
The selection committee will be named by the Dean of the Desautels Faculty of Music (or designate) and will include the Director of Choral Studies.
- The standard Board of Governors statement was updated.

Peter L. Coultry Memorial Prize

The following amendments were made to the terms of reference for the **Peter L. Coultry Memorial Prize**:

- The preamble was revised to:
In memory of Peter L. Coultry, (B.A. [Manitoba] '56), who lost his life in an automobile accident in January of 1964, friends and relatives established an endowment fund at the University of Manitoba with a gift of \$1,000 in 1965. Each year, the available annual income from the fund will be used to offer one prize to an undergraduate student who:
- The numbered criteria were revised to:
 - (1) *was enrolled full-time (minimum 80% course load) in any year of study in any faculty, college, or school at the University of Manitoba in the year in which the award was tenable;*
 - (2) *has achieved a minimum degree grade point average of 3.5; and*
 - (3) *in the opinion of the selection committee, has written the most outstanding essay on a novel in any course offered by the Department of English, Theatre, Film & Media.*

- The following paragraphs were added:

Preference will be given to students who have written an essay on a novel in a course beyond the 1000-level that is focused on the study of the novel.

In the event that there is no eligible candidate, the prize will not be offered and the available annual income will be reinvested into the fund.

- The selection committee paragraph was revised to:

The Head of the Department of English, Theatre, Film & Media (or designate) will name the selection committee for this award.

- The standard Board of Governors statement was updated.

Stewart G. Wilcox Award

The following amendments were made to the terms of reference for the **Stewart G. Wilcox Award**:

- The preamble was revised to:

The College of Pharmacists of Manitoba (formerly called the Manitoba Pharmaceutical Association) established a fund at the University of Manitoba to support students in the College of Pharmacy. A contribution has been made to this fund by the Manitoba Scholarship and Bursary Initiative. This award fund honours Mr. Stewart Wilcox, who served as the Registrar of the College for sixteen years. Mr. Wilcox was a sessional lecturer and taught jurisprudence in the College of Pharmacy, and the fund will provide an award to students who have excelled academically in this area. Each year, the available annual income 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 their third year of study in any undergraduate degree program in the College of Pharmacy;

(2) has achieved a minimum degree grade point average of 3.5; and

(3) has achieved high standing in the Pharmacy Law course (currently numbered PHMD 2008).

- The following tie-breaking paragraph was added:

Ties are to be broken using the following criteria, in priority sequence: (i) the Degree Grade Point Average, calculated to the second decimal place and (ii) the higher proportion of A+ and A grades in a total program.

Ted McLachlan Community Engagement Scholarship

The following amendments were made to the terms of reference for the **Ted McLachlan Community Engagement Scholarship**:

- The preamble was revised to:

In honour of Professor Ted McLachlan's long-standing commitment to community engagement through his teaching, research and service in the field of Landscape Architecture, his colleagues, friends, graduates and students established an endowment fund at the University of Manitoba with an initial gift of \$20,000 in 2015. The Manitoba Scholarship and Bursary Initiative has made a contribution to the fund. The purpose of the fund is to reward graduate students who are committed to volunteerism and community engagement while pursuing studies in the Master of

Landscape Architecture in the Faculty of Architecture. Each year, beginning in 2018-2019, the available annual income from the fund will be used to offer one scholarship to a graduate student who:

- The numbered criteria were revised to:
 - (1) is enrolled full-time or part-time in the Faculty of Graduate Studies in the first year of study in the Master of Landscape Architecture program at the University of Manitoba;*
 - (2) has achieved a minimum grade point average of 3.3 based on the last 60 credit hours (or equivalent) of study; and*
 - (3) has, in the opinion of the selection committee, demonstrated a strong commitment to volunteerism and community engagement outside of the University of Manitoba.*
- The following paragraph was added:

If, in any year, there are no eligible candidates who meet all of the above criteria, the scholarship can be awarded to a student who is enrolled full-time or part-time in the Faculty of Graduate Studies in any year of study in the Master of Landscape Architecture program, and who meets criteria (2) and (3). If there are no eligible students enrolled full-time or part-time in the Faculty of Graduate Studies in any year of study in the Master of Landscape Architecture program who meet criteria (2) and (3), the scholarship may go to a student who is enrolled full-time or part-time in the Faculty of Graduate Studies in any year of study in the Master of Landscape Architecture program who meets criterion (2) and has shown a strong commitment to volunteerism and community engagement at the University of Manitoba.
- The standard Board of Governors statement was updated.



Approval Discussion/Advice Information

AGENDA ITEM:

Report of the Senate Committee on Awards [dated November 12, 2020]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve four new offers, six amended offers, and the withdrawal of one offer, as set out in Appendix A of the Report of the Senate Committee on Awards [dated November 12, 2020].

CONTEXT AND BACKGROUND:

At its meeting on November 12, 2020, the Senate Committee on Awards approved four new offers, six amended offers, and the withdrawal of one offer, as set out in Appendix A of the Report of the Senate Committee on Awards [dated November 12, 2020].

RESOURCE REQUIREMENTS:

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

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

These award decisions are consistent with the policy on *Student Awards*. They were reported to Senate for information on January 6, 2021.

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 comply with the Student Awards Policy.

Observations

At its meeting of November 12, 2020, the Senate Committee on Awards approved 4 new offers, 6 revised offers and 1 withdrawal as set out in the *Report of the Senate Committee on Awards (November 12, 2020)*.

Recommendations

On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve 4 new offers, 6 revised offers and 1 withdrawal as set out in the *Report of the Senate Committee on Awards (November 12, 2020)*. These award decisions comply with the Student Awards Policy.

Respectfully submitted,

Dr Jared Carlberg

Chair, Senate Committee on Awards

SENATE COMMITTEE ON AWARDS

November 12, 2020

1. NEW OFFERS

Betty Butler Scholarship for Women in Sport

Kelly Butler and Playing 4 A Purpose established an annually-funded athletic scholarship in memory of Betty Butler with a donation of \$73,000 in 2020. The purpose of these scholarships is to recognize female Bison athletes at the University of Manitoba. When funds are available, the Manitoba Scholarship and Bursary Initiative may make a contribution to the award. The scholarships cannot exceed the value of tuition and fees for each student. These scholarships will be offered for a four-year term as follows:

In 2020-2021, \$43,000 will be used to offer scholarships to undergraduate students who:

- (1) are eligible to compete in U Sports and are members of any Bison female sports team;
- (2) are enrolled full-time, as defined by U Sports, in any faculty, college, or school at the University of Manitoba;
- (3) have achieved either:
 - (a) as an entering student, a minimum average of 80% on those high school courses used for admission to the University; or
 - (b) as a continuing student, a minimum degree grade point average of 2.0;
- (4) exemplify the values of community service as determined by the University of Manitoba Bison Sports recruiting staff.

\$33,000 of the total amount available for 2020-2021 will be used for student-athletes on the Bison Women's Basketball team.

Each year, beginning in 2021-2022 and ending in 2023-2024, \$10,000 per year will be used to offer scholarships to undergraduate students who:

- (1) are eligible to compete in U Sports and are members of the Bison Women's Basketball team;
- (2) are enrolled full-time, as defined by U Sports, in any faculty, college, or school at the University of Manitoba;
- (3) have achieved either:
 - (a) as an entering student, a minimum average of 80% on those high school courses used for admission to the University; or
 - (b) as a continuing student, a minimum degree grade point average of 2.0;
- (4) exemplify the values of community service as determined by the University of Manitoba Bison Sports recruiting staff.

The selection committee will have the discretion to determine the number and value of awards offered each year based on the available funds and to a maximum value of the student-athletes tuition and fees, as outlined in the criteria above.

The Director of Athletics and Recreation (or designate) will name the selection committee for this award which will include a member of the Bison women's coaching staff.

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.

The terms of this award will be reviewed annually against the U Sports criteria governing “Athletic Financial Awards Policy” (also referred to as “Athletics Scholarships Policy”), currently numbered C50.10 in the U Sports Operations Manual.

David Sowemimo Law Entrance Scholarship

David Sowemimo (B.A.[Adv]/2008, J.D., 2015) generously established an annually funded entrance scholarship at the University of Manitoba in 2020. The purpose of the award is to encourage Black students to enroll in the Faculty of Law at the University of Manitoba. Each year, beginning in 2021-2022, one award of \$6,000 will be offered to an undergraduate student who:

- (1) has self-declared as Black or is Black-identifying;
- (2) is enrolled full-time (minimum 80% course load) in the first year of study in the Juris Doctor degree program in the Faculty of Law; and
- (3) has submitted an award application to the Faculty of Law.

The Faculty of Law will call for applications in July of each year. The application will require a personal statement (1500 words) outlining any factors considered relevant to the achievement of the objectives outlined in the Individual Consideration Category with special attention to the barriers encountered while seeking an education (i.e. physical, technological, systemic, financial or attitudinal). Priority will be given to those students who have applied under the Individual Consideration Category to the Faculty of Law.

The Dean of the Faculty of Law (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 will 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.

Leslie J. Cornwell Scholarship for Women in Computer Science

In memory of Leslie J. Cornwell, B.Sc. (Hons./’83), Dr. Glenn Paulley (B.Sc. [Hons]/’82, M.Sc./’90) and his family have established an endowment fund at the University of Manitoba with a donation of \$30,000 in 2020. The purpose of the fund is to recognize outstanding academic achievement and to support female undergraduate students pursuing studies in Computer Science in the Faculty of Science at the University of Manitoba. Each year, beginning in 2021-2022, the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:

- (1) identifies as female;
- (2) is enrolled full-time (minimum 80% course load) in their second, third, or fourth year of study in the Faculty of Science and has declared a major in the Computer Science Program (Honours, Joint Honours, Double Honours, Major, Double Major, and Co-op); and
- (3) has achieved a minimum degree grade point average of 3.5.

Preference will be given to students in their second year of study.

The Dean of the Faculty of Science (or designate) will ask the Head of the Department of Computer Science (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.

Playing 4 A Purpose Scholarship

Kelly Butler and Playing 4 A Purpose established an annually funded athletic scholarship for a four-year term to recognize students in the Bison Football program at the University of Manitoba. The initial amount in 2021 will be \$21,000, and each ensuing year the annual amount will be \$10,000. When funds are available, the Manitoba Scholarship and Bursary Initiative may make a contribution to the award. Each year, beginning in 2021-2022 and ending in 2023-2024, scholarships up to a maximum value of \$4,000 each will be offered to undergraduate students who:

- (5) are eligible to compete in U Sports and are members of the Bison Football program;
- (6) are enrolled full-time, as defined by U Sports, in any faculty, college, or school at the University of Manitoba;
- (7) have achieved either:
 - (c) as entering students, a minimum average of 80% on those high school courses used for admission to the University; or
 - (d) as continuing students, a minimum degree grade point average of 2.0;
- (8) exemplify the values of community service as determined by the University of Manitoba Football recruiting staff; and
- (9) have played in the Winnipeg High School Football League.

The selection committee will have the discretion to determine the number and value of awards offered each year based on the available funds, as outlined in the criteria above.

The Director of Athletics and Recreation (or designate) will name the selection committee for this award which will include the Head Coach of the Bison Football team (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.

The terms of this award will be reviewed annually against the U Sports criteria governing “Athletic Financial Awards Policy” (also referred to as “Athletics Scholarships Policy”), currently numbered C50.10 in the U Sports Operations Manual.

2. AMENDMENTS

Alexander Austin Worrell Bursary

The following amendments were made to the terms of reference for the Alexander Austin Worrell Bursary:

- The name was revised to: **Alexander Austin Worrell Scholarship**
- The preamble was revised to:
Ms. Ruth Gongos established a fund through The Winnipeg Foundation to honour her son, Alexander Austin Worrell, who was diagnosed with Down Syndrome and Autism. Ruth fought for rightful education and care, and was heavily involved in DASCH Foundation Inc. when it was founded. Ruth's hope was that such studies will benefit and enrich the lives of folks like Alexander in the future. The purpose of this fund is to support a graduate student from the University of Manitoba who is studying neuro-psychology or brain-cognitive science. The Winnipeg Foundation will confirm the value of these awards annually. Each year, one award valued at a minimum of \$2,000 will be offered to a graduate student who:
- The numbered criteria were revised to:
 - (1) *is enrolled full-time in the Faculty of Graduate Studies in a Master's or Doctoral program delivered by the Department of Psychology;*
 - (2) *has achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study; and*
 - (3) *is conducting research which is focused on Down Syndrome and Autism spectrum disorders or related disorders.*
- The following paragraph was added after the numbered criteria:
To demonstrate how they meet criterion (3), applicants will be required to submit a statement (maximum 500 words) to the Department of Psychology outlining their research.
- The selection committee paragraph was revised to
The Vice-Provost, Graduate of Education, and Dean of the Faculty of Graduate Studies (or designate) will ask the Head of the Psychology Department (or designate) to name the selection committee for this award.

Dean Ruth E. Berry - Manitoba Association of Home Economists Award

The following amendments were made to the terms of reference for the Dean Ruth E. Berry - Manitoba Association of Home Economists Award:

- The numbered criteria were revised to:
 - (1) *is enrolled full-time (minimum 80% course load) in any year of study in the Bachelor of Education degree program in the Faculty of Education;*
 - (2) *has a teachable major or minor in Human Ecology;*
 - (3) *has achieved a minimum degree grade point average of 3.5; and*
 - (4) *has demonstrated leadership abilities and/or a commitment to community through their volunteer activities.*
- The following paragraphs were added:
In order to be considered for the scholarship, on or before March 31st in any year, students must:

- (a) *apply in writing with a Statement of Service (maximum 250 words); or*
- (b) *be independently nominated by a faculty member (professor or instructor), faculty advisor (faculty supervisor in the practicum), and/or a cooperating teacher(s) [supervising certified teacher in the practicum classroom] with a letter of nomination.*

Letters of nomination and support must directly address the student's demonstrated interest in Human Ecology Education, volunteerism and community service. A Statement of Service must be submitted by the student, or it may be requested should they be nominated. The Statement of Service should identify volunteer and community service activities and may include supporting material(s) (e.g., photos, lesson plans, etc.).

- The standard Board of Governors statement was added.

Imperial Seed Co. Ltd. Scholarship

The following amendments were made to the terms of reference for the **Imperial Seed Co. Ltd. Scholarship**:

- The preamble was revised to:
The Imperial Seed Co. Ltd. established a scholarship fund of \$25,000 at The University of Manitoba. Each year, the available annual income from the fund will be used to offer one scholarship to a graduate student who:
- The numbered criteria were revised to:
(1) is enrolled full-time in the Faculty of Graduate Studies in a Master's or Doctoral program delivered by the Department of Plant Science in the Faculty of Agricultural and Food Sciences;
(2) has achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and
(3) is conducting research in the area of plant genetics.
- The following paragraph was revised to:
Applicants must submit a written statement (maximum 250 words) describing their research.
- 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 Dean of the Faculty of Agricultural and Food Sciences to name the selection committee for this award.
- The standard Board of Governors statement was updated.

Louis Riel Bursaries at the University of Manitoba

The following amendments were made to the terms of reference for the Louis Riel Bursaries at the University of Manitoba:

- The value of the award increased from \$3,500 to \$5,000 each year.
- The numbered criteria were revised to:
(1) are Métis, as verified by the Louis Riel Institute;
(2) are enrolled full-time or part-time in any year of study in University 1 or any faculty, college,

or school at the University of Manitoba;

(3) have achieved:

- (a) as entering students, the minimum entrance requirements for admission to the University of Manitoba;*
- (b) as undergraduate students, a minimum degree grade point average of 2.0; or*
- (c) as graduate students, a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study; and*

(4) have demonstrated financial need on the standard University of Manitoba bursary application form.

- The standard Board of Governors statement was updated.

Madame Yiching Zheng Kao Memorial Bursary

The following amendments were made to the terms of reference for the Madame Yiching Zheng Kao Memorial Bursary:

- The name was revised to: **Madame Yiching Zheng Kao Memorial Scholarship**
- The preamble was revised to:

Professor Kwan Chi Kao established an endowment fund at the University of Manitoba in memory of his wife, Madame Yiching Zheng Kao, with an initial gift of \$10,000. This fund was established to reward graduate students in the Max Rady College of Medicine who are conducting research in the area of breast cancer. Each year, the available annual income from the fund will be used to offer one scholarship to a graduate student who:

- The numbered criteria were revised to:

- (1) is enrolled full-time in the Faculty of Graduate Studies in a Master's or Doctoral program delivered by a department in the Max Rady College of Medicine;*
- (2) has achieved a minimum grade point average of 3.0 (or equivalent) based on the last 60 credit hours (or equivalent) of study; and*
- (3) has demonstrated excellence in the area of breast cancer research.*

- The following paragraphs were added after the numbered criteria:

In the event that there is no eligible candidate who meets all of the criteria outlined above, the award will be offered to a student who meets criterion (1) and who has demonstrated excellence in the area of cancer research.

Candidates will be required to submit an application which includes (i) a current transcript(s), (ii) a curriculum vitae, (iii) two academic letters of reference from professors at a post-secondary institution, and (iv) a description of their proposed or ongoing research (maximum 500 words).

- 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 Vice-Provost (Health Sciences) and Dean of the Max Rady College of Medicine (or designate) to name the selection committee, which will include the Associate Dean of Research.

- The standard Board of Governors statement was updated.

President's Scholarship

The following amendments were made to the terms of reference for the President's Scholarship:

- The paragraph before the numbered criteria was revised to:

Each year, scholarships in name and benefits only will be offered to undergraduate students who:

- The numbered criteria were revised to:

- (1) *are either Canadian citizens, Permanent Residents or International students (i.e., those entering Canada on study permits)*
- (2) *are enrolled full-time (minimum 80% course load) in the first year of study in University 1 or any faculty, college or school with a direct entry option at the University of Manitoba;*
- (3) *as entering students, have achieved a minimum 95% final average as determined by the Financial Aid and Awards office for entrance scholarship purposes;*

- The renewal paragraph was revised to:

The scholarships are renewable in each of the second, third, and fourth years of study, and will have a monetary value of \$1,000 each, as well as the benefits listed above, provided that the recipient:

- (1) *is enrolled full-time (minimum 80% course load) in the next consecutive year of study in any faculty, college, or school at the University of Manitoba; and*
- (2) *as continuing students, have achieved a minimum degree grade point average of 4.0 based on course work completed during the regular academic sessions.*

- The selection committee paragraph was revised to:

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

- The standard Board of Governors statement was updated.

3. WITHDRAWALS

NorthStar Genetics 10th Anniversary Scholarship

At the request of the donor



AGENDA ITEM:

Implementation of Master of Supply Chain Management and Logistics

RECOMMENDED RESOLUTION:

For information only.

CONTEXT AND BACKGROUND:

- The Master of Supply Chain Management and Logistics was approved by the Board of Governors at its meeting on June 23, 2020. The University received notification on November 25, 2020, that the program had been approved by Manitoba Economic Development and Training.
- The Provost and Vice-President (Academic) has authorized implementation of the program effective for the Fall 2021.

RESOURCE REQUIREMENTS:

- The program will be funded through the reallocation of existing resources and tuition revenue. No additional financial support will be allocated in support of the implementation.
- Tuition will be assessed as a program fee of \$27,500, paid 50 percent in Year 1 and 50 percent in Year 2 of the program. Graduate continuing fees will be assessed every year thereafter until program completion.
- The maximum seat capacity for the program, defined as first year enrolment, is 50 students.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

N/A

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION:

N/A

ROUTING TO THE BOARD OF GOVERNORS:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>Senate Executive</u>	<u>December 9, 2020</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>Senate</u>	<u>January 6, 2021</u>
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____

SUBMISSION PREPARED BY: University Secretary on behalf of Senate

ATTACHMENTS:

- Correspondence from Assistant Deputy Minister, Manitoba Economic Development and Training [dated November 25, 2020]



Economic Development and Training

Assistant Deputy Minister, Advanced Education and Skills Division
405 – 800 Portage Avenue, Winnipeg, Manitoba, Canada R3G 0N4
T 204-945-3047
www.manitoba.ca

November 25, 2020

Dr. Michael Benarroch
President
University of Manitoba
president@umanitoba.ca

Dear Dr. Benarroch:

I am pleased to advise that Economic Development and Training has approved the University of Manitoba's proposal to establish a Master of Supply Chain Management and Logistics Program as submitted.

It is my understanding that the program will bring great value to the Manitoba labour market and is supported by industry stakeholders. We are also pleased that the program will provide students with a unique opportunity and co-op placement that will connect them to possible employers. I would like to commend the university for its commitment to ensuring that programming supports Manitoba's economy while creating valuable pathways to employment for students. I wish the university continued success as you establish the new Master of Supply Chain Management and Logistics Program.

During the COVID-19 pandemic period, when institutions are being asked to adjust programs based on an ever-changing environment, it is important to note that an approval of a proposal does not obligate a university or college to implement the program. Approval of a proposal is valid for three years from the effective date of the approval. Institutions retain the ability to implement at their discretion during that period. If the institution fails to implement the proposed program in that time, it must resubmit the proposal.

Should you have any questions regarding this approval, please contact Ms Sonya Penner, Executive Director of Post-Secondary Education and Labour Market Outcomes at 204-945-1839 or at Sonya.Penner@gov.mb.ca.

Sincerely,

Colleen Kachulak

- c. Ms Sonya Penner, Executive Director, Post-Secondary Education and Labour Market Outcomes, Economic Development and Training
Dr. Todd Mondor, Deputy Provost (Academic Planning and Programs), University of Manitoba

PRESIDENT'S REPORT: January 26, 2021

GENERAL

On January 13, 2021, it was announced that Summer term 2021 will be delivered primarily remotely, with the exception of a small number of in-person experiences, similar to Winter Term. The decision was made and communicated as early as possible in order to assist the community in planning, and students, faculty and staff are encouraged to continue to access the information on the [COVID-19 page](#) and in the COVID-19 recovery plan for updates.

The University continues to advance equity, diversity and inclusion and as part of this work, the Office of Human Rights & Conflict Management (OHRCM) has developed an important new resource. *Maintaining the Principles of Equity, Diversity, and Inclusion During COVID-19: A Handbook for Staff and Students at the University of Manitoba* will be available January 2021.

A number of new initiatives and resources to support students have recently been announced, including the launch of a Virtual Advising Help Centre, expanded options for virtual study halls, improved digital communications to students, as well as expanded workshops and counselling services. Additional financial supports for students are forthcoming as well. An additional intake for student bursaries will occur this Winter term, providing an additional \$4 million in bursary support to over 5,000 students. This supports results from an additional \$3.1 million in provincial funding through the Manitoba Scholarship and Bursary Initiative (MSBI) and the generosity of UM alumni and donors. Donors also have also provided their support to help eligible students acquire needed support for technology, with \$245,000 raised to date to offer support to students pursuing their studies remotely.

The annual Board of Governors alumni representative election nominations open on February 11th, 2021. Carla Loewen's three-year term comes to an end in June. All alumni who have graduated from a Senate-approved degree, diploma or certificate are eligible to be nominated and vote in the election.

ACADEMIC MATTERS

- Brian Postl, dean and vice-provost (health sciences), has been named a Member of the Order of Canada for his leadership of, and involvement in, the advancement of clinical and academic health care in Manitoba. Established in 1967 by Her Majesty Queen Elizabeth II, the Order of Canada is the cornerstone of the Canadian Honours System and recognizes outstanding achievement, dedication to the community, and service to the nation.
- Noralou Roos, professor emerita of community health sciences, researcher with the Children's Hospital Research Institute of Manitoba, former director of the Manitoba Centre for Health Policy and co-director of Get Your Benefits!, was honoured with the Institute of Public Administration of Canada's Vanier Medal. The award recognizes Roos' significant contributions to public service.
- Jennifer Hensel, psychiatry and Biniam Kidane, surgery, were honoured as members of CBC Manitoba's Future 40. The awards recognize 40 Manitobans aged 40 and younger who have made

outstanding professional or service contributions to the community and are making a difference in the lives of Manitobans.

- On December 1, 2020 three Rady Faculty of Health Sciences professors at UM were named among Canada's Top 100 Most Powerful Women in 2020, by Women's Executive Network (WXN). The naming of these three additional UM recipients brings the total UM recipients since the awards began to twenty. The 2020 recipients are:
 - Dr. Meghan Azad (Pediatric and Child Health/Children's Hospital Research Institute of Manitoba) and Canada Research Chair in Developmental Origins of Chronic Disease. Azad is recognized internationally as being amongst the foremost experts in breast feeding and maternal child health.
 - Dr. Sara Israels (Pediatrics and Child Health/Cell Biology, Research Institute of Oncology and Hematology/Health Sciences Centre/Vice-Dean (Academic Affairs), Rady Faculty of Health Sciences). Israels is recognized for her leadership in clinical practice, research with communities of patients and their families, and as a leader within the UM.
 - Dr. Soheila Karimi (Physiology and Pathophysiology/Children's Hospital Research Institute of Manitoba) Karimi is an internationally recognized leader in neural regeneration and stem cell research who has brought prestige and innovation to Canada and Manitoba. Her expertise is unique as she contributes to both basic and applied translational discoveries.
- The University of Manitoba's Kidney Check program has been honoured with two international prizes from the UNIVANTS (Unity + Avant-Garde) of Healthcare Excellence Awards. The Kidney Check team, which takes preventive kidney care to rural and Indigenous communities, was honoured with the Best of North America award and was one of three teams to receive the Global Award. The accolades recognize multidisciplinary teams who are challenging traditional thought with innovative problem-solving and the novel use of laboratory science. Kidney Check carries out point-of-care testing to identify chronic kidney disease, diabetes and hypertension in remote communities across Manitoba, B.C. and Ontario.
- The College of Nursing's Aboriginal Nursing Cohort Initiative (ANCI) has been renamed to *Mahkwa omushki kiim*, Pathway to Indigenous Nursing Education. The name was chosen to reflect the healing, strength and courage that are at the program's core of providing support to Indigenous students. *Mahkwa omushki kiim*, means "bear medicine" in Ojibway, reflecting the association of the bear with healing, spiritual power and physical strength. The program supports more than 100 self-identified Indigenous students each year.
- Don Flaten and David Lobb, soil science, received Fellow Awards at the 2020 American Society of Agronomy - Crop Science Society of America - Soil Science Society of America Annual Meeting. The awards are a recognition for their professional achievements and meritorious service.
- Lisa Landrum, architecture, was elected to the Royal Architectural Institute of Canada (RAIC) College of Fellows. RAIC Fellowship recognizes outstanding achievement for design excellence, exceptional scholarly contribution, and/or distinguished service to the profession or the community. She is presently one of just three female architects in Manitoba to hold this national distinction.

- Dietmar Straub and Anna Thurmayr, landscape architecture, received the 2019 Canadian Society of Landscape Architects Jury's Award of Excellence and a National Award for Rooted in Clay – WY Garden. Since it was founded in 1934, the CSLA has increased awareness and appreciation of landscape architecture and the vitality of the profession in Canada and throughout the world.
- Aleeza Gerstein, Microbiology and Statistics, was appointed as the Global Excellence Initiative Canvassing Committee, a national committee under Universities Canada committed to raising the profiles of top Canadian researchers on a global scale.
- Five Vanier Scholars will study at the University of Manitoba in 2020. Each recipient receives \$150,000 over three years and recognize students who demonstrate leadership skills and a high standard of scholarly achievement in graduate studies in the social sciences and humanities, natural sciences and engineering, and health.

The five recipients are:

- Javad Alizadeh, Human Anatomy & Cell Science;
 - Ashley Hayward, Peace and Conflict Studies;
 - Sarah Turner, Community Health Sciences/Children's Hospital Research Institute of Manitoba;
 - Rachel Nickel, Physics & Astronomy; and
 - Belal Zia, Psychology.
- The Faculty of Science has launched the new Wawatay program (Anishinaabe for Northern Lights) aimed at recruiting, supporting and graduating Indigenous students in Science. Key attributes of this program include collaboration with participating Indigenous communities, continuous student engagement in research tied to home communities and linking an appreciation of Indigenous approaches to students' growing science proficiency. The first cohort of students will be accepted in the program starting the summer of 2021.

RESEARCH MATTERS

- At this time, research at the University of Manitoba (UM) is continuing remotely to the extent possible. Research is continuing in a contactless manner, virtually. Details on the current COVID-19 guiding principles, processes for requesting access and preventative measures are available in the updated Researcher FAQs section of the COVID-19 webpage.
- On December 7, 2020 the Social Sciences and Humanities Research Council (SSHRC) recognized the contributions of Canada's top leaders, thinkers and researchers in the social sciences and humanities through the Impact Awards. Recipients embody the very best ideas and research about people, human thought and behaviour—helping us understand and improve the world around us, today and into the future. Dr. John Loxley was awarded (posthumously) the Partnership Award. Loxley received this award for his collaborative work to advance community-based solutions to poverty in Indigenous and inner-city communities. The award, a \$50,000 SSHRC institutional grant, will honour Loxley's research and memory through a project with the Manitoba Research Alliance that will document the history of Indigenous people's development of the distinctive institutions in

Winnipeg’s inner-city.

- On December 16, 2020 the Government of Canada announced the awarding of eleven new Canada Research Chairs (CRCs) to UM faculty members, totaling \$6.4 million in funding over seven years. One prestigious Tier 1 chair and ten Tier 2 chairs were awarded, as follows:
 - Dr. Nandika Bandara (Food and Human Nutritional Sciences, Faculty of Agricultural and Food Sciences) Tier 2 CRC in Food Protein Processing & Bioproducts.
 - Dr. Kristine Cowley (Physiology and Pathophysiology, Max Rady College of Medicine, Rady Faculty of Health Sciences) Tier 2 CRC in Function and Health after Spinal Cord Injury.
 - Dr. Britt Drögemöller (Biochemistry and Medical Genetics, Max Rady College of Medicine, Rady Faculty of Health Sciences) Tier 2 CRC in Pharmacogenomics & Precision Medicine.
 - Dr. Danielle Gaucher (Psychology, Faculty of Arts) Tier 2 CRC in Social Inequality, Gender and Public Policy.
 - Dr. Terry Klassen (Pediatrics & Child Health, Max Rady College of Medicine, Rady Faculty of Health Sciences/ Children’s Hospital Research Institute of Manitoba) Tier 1 CRC in Clinical Trials.
 - Dr. Robert Mizzi (Educational Administration, Foundations & Psychology, Faculty of Education) Tier 2 CRC in Queer, Community and Diversity Education.
 - Dr. Zulma Rueda (Medical Microbiology & Infectious Diseases, Max Rady College of Medicine, Rady Faculty of Health Sciences) Tier 2 CRC in Sexually Transmitted Infection – Resistance and Control.
 - Dr. Souradet Shaw (Community Health Sciences, Max Rady College of Medicine, Rady Faculty of Health Sciences) Tier 2 CRC in Program Sciences & Global Public Health.
 - Dr. Elizabeth Wall-Wieler (Community Health Sciences, Max Rady College of Medicine, Rady Faculty of Health Sciences) Tier 2 CRC in Population Data Analytics and Data Curation.
 - Dr. Nicole Wilson (Environment & Geography, Clayton H. Riddell Faculty of Environment, Earth, and Resources) Tier 2 CRC in Arctic Environmental Change and Governance.
 - Dr. Galen Wright (Pharmacology & Therapeutics, Max Rady College of Medicine, Rady Faculty of Health Sciences) Tier 2 CRC in Neurogenomics.

The UM has an allocation of 52 CRCs.

- Three researchers received a total of \$1,539,775 in grant funding for COVID-19 related research projects:

PI	Sponsor	Title	Awarded
Miller, Donald (Pharmacology and Therapeutics)	Mitacs Accelerate - COVID-19 Rapid Response	Development of a product to prevent binding of SARS-COV-2 within the respiratory airway and cardiovascular system	\$90,000
Penados, Filberto (Natural Resources Institute)	University of Alberta (Operating Grant: COVID-19 May 2020 Rapid Research Funding Opportunity)	Characterization of interferon-lambda 1 as a treatment for COVID-19	\$499,775

Stetefeld, Jörg (Chemistry)	CFI Exceptional Opportunities Fund for COVID-19	Acquisition of a direct electron detector to enhance the new TALOS F200C Cryo-EM	\$950,000
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- Seventeen projects led by 10 investigators received a total of \$1,254,936 in grant funding from a variety of sponsors. Those projects receiving more than \$25,000 are:

PI	Sponsor	Title	Awarded
Davoren, Gail (Biological Sciences)	NSERC	The ecology of forage fish and interactions with marine predators	\$77,165
Hicks, Geoffrey (Biochemistry and Medical Genetics)	Kids Brain Health Network	Fetal Alcohol Spectrum Disorder Code: Development of a genomic assessment tool for early identification of at-risk infants and children	\$94,850
Hollaender, Hartmut (Civil Engineering)	Mitacs Accelerate Entrepreneur	Enhanced rock formation characterization using gas expansion induced water intrusion porosimetry	\$90,000
Khoshdarregi, Matt (Mechanical Engineering)	Mitacs Accelerate Entrepreneur	High performance robotic drilling and inspection systems for aerospace composite manufacturing	\$240,000
Kuzyk, Zou Zou (Centre for Earth Observation Science, Environment & Geography)	Laval University	Community-based research on winter water modifications in the coastal domain of Hudson Bay: Implications for freshwater-marine coupling, biological productivity and the carbon cycle (Short title: Coastal oceanography of Hudson Bay)	\$59,500
Mallory-Hill, Shauna (Interior Design)	Mitacs Accelerate	Aging in place ergonomic kitchen design	\$210,000
Mundy, Christopher (Centre for Earth Observation Science, Environment & Geography)	NSERC	James Bay Expedition - 2-year program	\$197,640
Peyton, Jonathan (Environment & Geography)	Mitacs Accelerate	Marine protected areas and economic development in Nunavut	\$30,000
Sharif, Tanveer (Pathology)	Health Sciences Centre Foundation	Exploring mechanisms of resistance to apoptosis in patient-derived heterogeneous glioblastoma tumor populations	\$70,000
Stern, Gary (Centre for Earth Observation Science, Environment & Geography)	Laval University	Understanding the effects of climate change and industrial development on contaminant processes and exposure in the Canadian Arctic marine ecosystem	\$37,000

ADMINISTRATIVE MATTERS

- The Legal Office worked closely with the Office of Sustainability and the Office of the Associate Vice-President (Administration) to help facilitate the University's signing of the [Global University and Colleges Climate Letter](#), which commits to carbon neutrality by 2050. The letter is organized by the Alliance for Sustainability Leadership in Education, the higher education climate action organization Second Nature and UN Environment's Youth and Education Alliance. The University of Manitoba is the 7th U15 University in Canada and 282nd institution worldwide to sign the letter. The letter aligns with the University's Sustainability Strategy 2019-2023 of creating an Action Plan in order to realize 50 per cent emissions reduction by 2030 and net-zero emissions by 2050.
- The OHRCM continues to co-lead the University's committee work on the implementation of the *Accessibility for Manitobans Act* standards. Employment standard training modules have been created by LOD and will be available for enrollment in early January 2021. Further, the committee is finalizing its biannual report for submission to the Disabilities Issues Office (DIO). Of note, the University of Manitoba has recently received a letter from the Department of Families Compliance Secretariat commending its work and thanking the UM for its commitment to advancing accessibility.
- The Access and Privacy Office completed 2020 having responded to 34 Access to Information requests during the year, of which 100% were responded to within the required legislative deadline. As part of the Privacy Impact Assessment program, over 60 new campus projects submitted intake checklists for privacy review. There was a high demand for quick turnaround on a number of files to support remote learning and working, and the Access and Privacy Office was able to triage files and provide prioritized support where necessary to support student learning and faculty and staff working from home.
- The Access and Privacy Office and Legal Office worked with the National Centre for Truth and Reconciliation (NCTR) on the legal proceedings that are underway to clarify the transfer of a copy of the IAP Secretariat Non-Claims record collection to the NCTR in a timely and accountable way.
- The Pension Office implemented the first part of the change required in the commuted value calculations for the 1993 Pension Plan. With the support of the pension committee, the staff benefits committee, the various unions and our external actuarial and legal team, a decision was made to not implement the second part of the commuted value calculation change regarding the assumed age at retirement. A change was made to our 1993 Pension Plan administrative documents to maintain our current calculation process in this regard.
- The new Accessibility Procedure has been finalized after community review and in line the requirements of the Accessibility for Manitobans Legislation. The new procedure is being submitted for Board of Governors approval. The training program required under the Employment Standard section of this legislation has been completed and will be rolled out to the broader university community early in the new year.

- The Office of Sustainability reports that 30 PPE Collection Recycling Bins have been ordered and arrived to collect personal protective equipment. These bins will be distributed to areas at both Bannatyne and Fort Garry that have the highest volumes of traffic at this time.

EXTERNAL RELATIONS

- Significant gifts made in the current reporting period include:
 - The Province of Manitoba provided an additional \$3,107,100 to support current year scholarships and bursaries. This has been allocated to enhance winter term student bursaries. The External Relations team is supplementing these funds, raising \$188,779 to date.
 - A \$1,010,000 gift announced from Donald and Elaine Triggs will create a new endowed bursary to students. \$10,000 of that gift is directed to the COVID-19 Student Technology Fund.
 - Dr. Rakesh Mittoo donated \$225,000 to the Dr. Usha R Mittoo Research Fellows Program.
 - Bell MTS donated \$150,000 to the Bell MTS Innovations in Agriculture fund.
 - Dr. Bill Pope donated \$150,000 to the Elizabeth Tippet Pope Lectureship in Patient Care.
 - Stan Cheung donated \$180,000 for operating funds in the department of Animal Science.
 - The University received \$199,800 from the estate of Ms. Maxine Ellend towards the Maitland Steinkopf Entrance Scholarship and the Max Steinkopf Entrance Award.
- A Distinguished Alumni Speaker Virtual Learning for Life series will be launched February/March 2021. Among the presenters will be Distinguished Alumni Award recipients and other notable alumni who are working in interesting and dynamic fields.
- In celebration of National Mentoring Month during January 2021, Alumni Relations will share many alumni mentoring stories and videos on *UM Today* and on social media. Participation in the January 21st Career Fair will include a \$1,000 tuition draw for eligible students generously sponsored by UM affinity partner, BMO.
- 2021 marks the 100th anniversary of the Alumni Association of the University of Manitoba Inc. The year will be celebrated through narratives on the evolution of the association and stories highlighting notable alumni leaders.
- The inaugural Alumni Council meeting will be held in virtual format on February 22nd. Formed following extensive consultation and planning, it will be chaired by Marlene Stern [DipOT/77, BOT/83]. With its diverse membership, the Council will work closely with External Relations and the Alumni Association Board of Directors to support the university and provide valuable insights and perspectives. It will also provide guidance on strengthening the relationship graduates have with their alma mater and each other.
- President Benarroch has continued his outreach to community and government partners:
 - On November 27th, alongside John Kearsy, Vice-president (External), met with Bram Strain, President & CEO, Business Council of Manitoba (BCM) and Curt Vossen, Chair of BCM Board of Directors/President & CEO of Richardson International Ltd./Member of the Premier's Economic Advisory Board.

- Also, on November 27th, met with Simon Kennedy, Federal Deputy Minister of Innovation, Science and Economic Development.
 - On December 1st, met with Dana Spiring, President & CEO, Economic Development Winnipeg with John Kearsey, Vice-President (External) also in attendance.
 - On December 7th, with David Asper, Acting Dean, Faculty of Law, met with the Honourable Cliff Cullen, (then) Minister of Justice and Attorney General of Manitoba.
 - On December 14th, joined John Kearsey Vice-President (External) in a first monthly meeting with Tracey Maconachie, Provincial Deputy Minister, Economic Development and Training.
 - Also, on December 14th, met with Conservative MP Michelle Rempel-Garner who is a UM alumnus.
- Alumni Relations held a successful Ugly Sweater Trivia Night aimed at recent graduates. Prize winners among the 100 virtual attendees received gift cards from UM alumni-owned businesses.
 - Hosted by Chancellor Anne Mahon, the 700 member UM Alumni Book Club commenced a fourth book– Little Fires Everywhere by award-winning author Celeste Ng.
 - Electronic Holiday cards were sent to all donors and alumni from President Benarroch with a select number sent by Canada Post.
 - At the November 27th Manitoba Philanthropy Awards, the Association of Fundraising Professionals (Manitoba Chapter), recognized three individuals nominated by the University of Manitoba. The three honourees were Paul Soubry (Outstanding Volunteer Fundraiser), Michael Nesbitt, (Outstanding Philanthropist) and John Kearsey (Outstanding Professional Fundraiser).
 - December saw the launch of a successful 'UM Loves Local' Instagram campaign designed to highlight 16 local student and alumni-owned businesses. The campaign reached over 136,000 people resulting in 4,360 engagements (profile visits, sticker clicks, link clicks).
 - The platform and community engagement growth for UM Today continues to advance with page views up 16% over December 2019.
 - A redesigned UM COVID web offering provides an enhanced user experience. This includes a new Resources for Students page: <https://umanitoba.ca/coronavirus/resources-students>

Student Affairs and other central units have worked tirelessly to ensure continuity of services and to provide meaningful opportunities for students to engage and connect during this period of remote learning. This includes shifting from in-person to virtual modes of delivery, developing new approaches to services, or creating new programs that reflect students' unique needs. In collaboration with MCO, we have implemented a range of communication strategies, leveraging social media channels, existing communication vehicles and new or enhanced platforms. Early analytics indicate noticeably higher than average website readership and engagement on institutional social media accounts.

Group sessions/workshops

- Supplemental Instruction sessions facilitated study groups, peer to peer (Academic Learning Centre (ALC))
- Online Study Power hour, facilitated virtual study hall using the Pomodoro technique, peer to peer (new) (ALC)
- Academic Success Workshops in writing and study skills aimed at undergrad students (live online or asynchronous) (ALC and First Year Centre/U1)
- Various group sessions themed opportunities (e.g., coping, resilience, and managing symptoms such as anxiety and stress, as well as relationship problems) (Student Counselling Centre (SCC))
- Employer info group sessions, job search, mentoring program, career planning (Career Services)

Peer-led programs

- Peer helpers– two programs offering mentoring by trained students – one for all students (Student Life); and one for new students (Student Life in partnership with the International and Indigenous Student Centres)
- Healthy U volunteers – host workshops, develop digital content (Health and Wellness)
- Bringing in the Bystander – sexual violence prevention program (Health and Wellness, SS@BC, Sexual Violence Resource Centre)

Community programming

- Land and Water, Community Projects, Community Advocacy (Community Engaged Learning), Interfaith Speaker's Series, Wisdom Wednesdays (Spiritual Care), Skills for student leaders workshops series (Student Life with UMSU)

Individual (one-on-one)

- Online tutoring in writing, study skills, and content (select courses) (ALC)
- Continued availability of individual appointments across several units including First Year Centre/U1, Student Counselling Centre, Career Services, Health and Wellness, Student Advocacy and Case Management, Sexual Violence Resource Centre, Student Services at Bannatyne Campus and embedded support offices, Financial Aid and Awards, etc., and updates to unit-specific self-directed resources

- Financial supports including the Annual bursary program; Emergency loans remain available; Foodbank continues to function; Tech Fund introduced and approximately 25 students remain on waiting list - ongoing (FAA)
- UM Café and Career mentoring program – connecting students with alumni and professionals to encourage networking and career exploration (Career Services with Alumni Relations)

Virtual events

- Student Success month in October (Multiple units)
- Career and Workforce Development month in November (including Career Fair; Volunteer Fair; Winnipeg Calling (hiring fair) (Career Services with partners)
- Supporting UMSU programming – mental health in October
- Career Fair in January (Career Fair)

Remote services

- Online ID Card ordering (new). Developed the infrastructure for students to request an ID card online, including uploading of photos and signatures (Registrar's Office)
- Digital delivery of official transcripts and enrolment verifications (new). To be launched soon (Registrar's Office)

Specific student populations

Indigenous students

Indigenous Student Centre delivers holistic culturally appropriate programming
Neechiwaken Indigenous Peer Mentor Program;
Weekly Fireside chats – Sharing Indigenous knowledges (Indigenous Student Centre (ISC))
 Bridge programming including
Blankstein Momentum Program and Qualico Bridge to Success Program (ISC with support from ALC, Career Services, others)
 Embedded supports: ALC instructor and tutors, Librarian, Reading clinician, Career consultants, Student advocate, Counsellors (Multiple units)

Students with disabilities

Individual appointments with Accessibility advisors
 Online support for tests/exams
 AT support
 Assistance with accommodations in an online environment (Student Accessibility Services)

International students

Individual appointments with International student advisor
Culture and Connection – group advising sessions
Weekly support chat for international students
Welcome Mentors
Intercultural Leaders
Language Exchange program (International Centre)
 Planning for Career Success – International graduate and Undergraduate Workshop Series (Career Services)

Graduate students

One-to-one online tutoring for graduate students and self-directed resources (ALC)
 Workshops on myriad topics as part of Faculty of Graduate Studies GradSteps (Multiple units, organized by FGS)
Grad Compass online resource (Career Services and FGS)

EAL learners

EAL specialist instructor
Individual tutoring (ALC)
Part time Academic English courses (English Language Centre)

Student parents

Continue to offer opportunities for students with caregiving responsibilities to connect with each other facilitated by UM staff or instructors (SEaS and Case Management)

Limited admission (at-risk)

Assigned academic advisors in FYC, proactive communication through phone and email, referrals to appropriate services and workshops (First Year Centre/U1)

Student athletes

Bison+ Program - assigned academic advisors in FYC, workshops and study halls specifically for Bison athletes (First Year Centre/U1 with ALC)

Communications

- Digital communications: Ongoing development of digital content for social media and websites; Student-led takeovers (umstudent and umfirstyearcentre Instagram accounts); Giveaways and contests; Promotion of events, supports and services (All units, supported by Communication Team in collaboration with MCO and faculty communication officers)
- Websites: UM Commons – dedicated website for new UM students; New *Learning Remotely* site (SEaS with content provided from across campus)
- Targeted emails: Emails at key times to provide updates, remind students of available supports and identify key dates and events

AGENDA ITEM:

- The new Employee Accessibility Procedure;
- Revocation of the Reasonable Accommodation in Employment (Disabilities) Policy and Procedure.

RECOMMENDED RESOLUTION:

THAT the Board of Governors approves:

- The implementation of the new Employee Accessibility Procedure effective May 1, 2021
- The revocation of the Reasonable Accommodation in Employment (Disabilities) Policy and Procedure effective May 1, 2021

CONTEXT AND BACKGROUND:

On December 5, 2013, the Accessibility for Manitobans Act (AMA) became law. Under this legislation, the Government of Manitoba is developing a set of standards to address barriers to accessibility with respect to five areas: Customer Service, Employment, Information and Communication, Transportation, and Built Environment.

In 2017 the University undertook significant efforts to ensure compliance with the first of these standards, the Customer Service standard, including revising the Accessibility Policy and creating an Accessibility Hub where members of the University community could locate resources and training (https://umanitoba.ca/admin/vp_admin/ofp/ohrcm/accessibility/index.html).

On April 5, 2019, the Accessible Employment Standard Regulation became law and requires employers to adopt policies relating to accessible employment. Its purpose is to remove and prevent barriers that affect current and potential members of Manitoba's labour force. The AMA Employment Standard requires compliance by May 1, 2021.

The *Employee Accessibility Procedure* will be a secondary governing document to the current *Accessibility Policy* and is intended to replace the current *Reasonable Accommodation in Employment (Disabilities)* policy and procedure. The *Employee Accessibility Procedure* will apply to all individuals with responsibilities of hiring, training, supervising, or promoting employees at the University of Manitoba. It is intended to ensure that all members of the University community, including those affected by barriers in the workplace, are provided with an accessible working environment.

The effective date for the *Employee Accessibility Procedure* has been identified as May 1, 2021 to ensure that the University is able to meet the requirements of the Employment Standard. The current *Reasonable Accommodation in Employment (Disabilities)* policy and procedure will need to be repealed by the Board of Governors effective May 1, 2021 to ensure there is no conflict.

A significant component of the Accessible Employment Standard Regulation, as reflected in our new Employee Accessibility Procedure, revolves around training. This training must include a comprehensive review of our new Employee Accessibility Procedure and training for required employees must be completed before May 1, 2021. We require approval on this new procedure now so that training on it can

commence in January 2021. The actual procedure will only come into effect on May 1, 2021 as we need sufficient time to be compliant with all of the remaining requirements in the procedure.

The university has a plan in place to roll out the training to all required employees starting in January 2021 and completed by the end of April 2021. There are also project plans in place to complete all of the other procedure requirements before the implementation date.

Although the University of Manitoba already has a strong workplace accommodation practice, there is an expectation that requests for accommodations under this new procedure may increase especially in the area of hiring supports (interviewing, selection, job offers). At this time it is difficult to estimate what this increase may look like. Very few provinces have implemented Accessibility Legislation and there is limited data on the impact to accommodation requests.

Currently Human Resources does have annual funding of \$25,000 set aside to assist units with the costs of providing accommodations. Historically we have never exhausted this fund. With the introduction of the new standard we anticipate that our funding needs will increase and discussions have taken place with the VP (Administration) in regards to supplementing this fund. The first year of implementation will give us a better sense of the demand for accommodations and the corresponding funding that may be needed.

RESOURCE REQUIREMENTS:

Additional funds may be needed to support requests for accommodations beyond that amount currently designated in the annual funding, as the requests for accommodation become clearer. All training has been created in house with existing HR staff so no further expenditures are expected in this regard.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

The implementation of the AMA Employment Standard and Employee Accessibility Procedure will outline the process to be followed in addressing barriers to employment, supporting an encouraging and welcoming environment for all faculty, staff, students, and community members, and furthering the University's mission of promoting equity, diversity and inclusion.

IMPLICATIONS:

The implementation of this new Employee Accessibility Procedure will ensure that the University is both compliant with its obligations under provincial legislation, and consistent with best practices for supporting an accessible working environment.

ALTERNATIVES:

N/A

CONSULTATION:

Consultations took place with University stakeholder groups between May 4, 2020, and October 1, 2020, including:

- all unions on campus (AESES, UMFA, CUPE-Local 3909 (Sessional), CUPE-Local 3909 (TA's), Unifor, CUPE-Local 1482);
- Provost Council;
- Organizational Safety and Health Advisory (OSHA) Committee;
- AMA Employment Standard Sub-Committee;

- De-Centralized HR Group;
- Finance Working Group.
- Employee Focus Group
- HR, Legal Office, VP (Admin)

Feedback from these consultation sessions has been incorporated into the new Procedure.

In addition, the following stakeholder groups have been informed of the coming changes to legislation, the proposed drafts of new policies and invited to share their feedback;

- Program administration of the Disability Studies Program
- Director, Manitoba Government Disability Issues Office
- Rady Faculty of Health Sciences Equity, Diversity and Inclusion Committee
- Rady Faculty of Health Sciences Social Accountability Committee
- Faculty Equity, Diversity and Inclusion Committees

UNIVERSITY OF MANITOBA PROCEDURE

Procedure:	EMPLOYEE ACCESSIBILITY
Parent Policy:	Accessibility
Effective Date:	May 1, 2021
Revised Date:	
Review Date:	May 1, 2031
Approving Body:	Administration: President
Authority:	Accessibility Policy
Responsible Executive Officer:	Vice-President (Administration)
Delegate:	Associate Vice-President (Human Resources)
Contact:	Associate Vice-President (Human Resources)
Application:	Employees, Volunteers, contractors, suppliers

Part I Reason for Procedure

- 1.1 To set out procedures secondary to the *Accessibility* policy in connection with supporting and promoting the employment of persons who are or may be disabled by one or more barriers in the workplace.
- 1.2 The University promotes diversity, inclusion, and accessibility in its programs, employment opportunities, and in the conduct of the University's affairs. The University supports the incorporation of Indigenous and other cultural protocols, processes and understandings in the application of this Procedure.

Part II Procedural Content

Definitions

- 2.1 The terms below have the following defined meanings for the purpose of this Procedure:

- (a) **"Employee"** means an individual holding an appointment with the University in one or more of the groups or categories identified in the *Employee Organizations and Employment Groups* policy and procedure.
- (b) **"Human Resources"** means the branch of Human Resources responsible for providing expertise and assistance to University departments, managers/supervisors, and Employees generally on the University's employee accessibility policies, procedures, and practices, including requests for reasonable accommodation and return-to-work (RTW) processes.
- (c) **"Personal Health Information"** has the same meaning as defined in section 2.1(c) of the University's *Access and Privacy* policy.
- (d) **"Personal Information"** has the same meaning as defined in section 2.1(d) of the *Access and Privacy* policy.
- (e) **"Policy"** means the *Accessibility* policy.
- (f) **"Procedure"** means this *Employee Accessibility* procedure.
- (g) **"RTW"** means "Return to Work".
- (h) **"Volunteer"** means anyone who, without compensation and without expectation of compensation beyond reimbursement of expenses, performs a task at the direction of and on behalf of the University. Volunteers, unless specifically stated otherwise herein, shall not be considered as Employees of the University. Employees of the University may enter into an agreement to provide volunteer services, provided that these services are unrelated to their regular employment duties.
- (i) **"Workplace Capabilities Form"** is a University of Manitoba form created by Human Resources for completion by an Employee's attending medical practitioner in order to identify an Employee's overall functional abilities and work restrictions to assist his/her return to suitable work.

Recruitment

2.2 When recruiting Employees, the University will:

- (a) inform potential applicants of the availability of reasonable accommodation for those who may be disabled by a barrier in respect of the assessment or selection process; and
- (b) inform applicants that, on request, reasonable accommodations may be available for those who may be disabled by a barrier in respect of the materials or activities used in the assessment or selection process.

- 2.3 When an applicant makes a request for accommodation, the University will:
- (a) Consult with the applicant to determine the reasonable accommodations for the barrier or barriers that are identified;
 - (b) Provide, or arrange for the provision of those reasonable accommodations when carrying out the assessment or selection process;
 - (c) Provide documented reasons to the applicant if the requested accommodation is denied in accordance with section 2.16 of this Procedure.
- 2.4 When offering employment, the University will inform the selected applicant of this Procedure and will direct the selected applicant to Human Resources for additional information on the University's measures, policies and practices for accommodating Employees disabled by one or more barriers in the workplace.

Training

- 2.5 The University will provide training to Employees, Volunteers, contractors, and suppliers of the University regarding accessibility and accommodations. Such training may be provided through online courses, in-person training, and/or unit-specific training.
- 2.6 Managerial and supervisory staff have a responsibility to ensure that their directly reporting Employees, Volunteers, contractors, and suppliers have received appropriate accessibility and accommodation training as required by their respective positions and duties, including:
- (a) Accessible customer service training for Employees, Volunteers, contractors, and suppliers who interact with students and/or the public as a representative of the University; and
 - (b) Accessible employment training for Employees, Volunteers, contractors, and suppliers who, on behalf of the University, are responsible for:
 - (i) Recruiting, selecting, or training Employees or Volunteers;
 - (ii) Supervising, managing, or coordinating Employees or Volunteers;
 - (iii) Promoting, redeploying, or terminating Employees or Volunteers; or
 - (iv) Developing and implementing the University's employment policies and practices.
- 2.7 Managerial and supervisory staff must confirm and document the completion of accessibility training requirements for their directly reporting Employees and Volunteers:

- (a) as part of the Employee's and Volunteer's onboarding process;
- (b) as soon as reasonably practicable after the person is assigned a new position or new duties;
- (c) as soon as reasonably practicable in connection with changes to the University's measures, policies, and practices respecting accessible employment; and
- (d) as part of the Employee's or Volunteer's performance review.

2.8 Managerial and supervisory staff must confirm and document the need for and completion of accessibility training requirements for their directly reporting contractors and suppliers as part of the contract for services.

Individualized Accommodation Plan for Employees

Request to Manager/Supervisor

2.9 An Employee who is disabled by a barrier in respect of performance of their duties may request an individualized accommodation plan by informing their manager/supervisor of the need for an accommodation and the extent of that need.

2.10 Upon being informed of the need for an accommodation, the manager/supervisor must take reasonable steps to:

- (a) Listen to and consider the needs of the Employee seeking reasonable accommodation and their suggestions for reasonable accommodation;
- (b) Consult with Human Resources and their HR Consultant regarding the request;
- (c) Obtain information from the Employee to assist the University in assessing the request, in accordance with sections 2.13 and 2.14 of this Procedure;
- (d) Consider the request in accordance with section 2.15 of this Procedure; and
- (e) Develop, document, and implement an individualized accommodation plan for the Employee in accordance with section 2.18 of this Procedure and subject to sections 2.16 and 2.17 of this Procedure.

2.11 Possible accommodations will be assessed on an individual basis.

Employee Assistance

2.12 The Employee can request the following persons to assist in the development of the individualized accommodation plan on the Employee's behalf:

- (a) If the Employee is represented by a union, a representative of the Employee's union or a person who is knowledgeable in the area of workplace accommodations for persons disabled by barriers;
- (b) If the Employee is not represented by a union, a person who is knowledgeable in the area of workplace accommodations for persons disabled by barriers.

Required Documentation

- 2.13 Subject to sections 2.30 and 2.31 of this Procedure and in accordance with *The Freedom of Information and Protection of Privacy Act (Manitoba)* and *The Personal Health Information Act (Manitoba)*, the Employee must provide to the manager/supervisor or to Human Resources all relevant supporting documentation that the University reasonably requires in order to confirm the need for accommodation, including any medical reports or reports by other practitioners in the area of workplace accommodations for persons disabled by barriers.
- 2.14 The University may request that an evaluation of the Employee be done by an independent regulated health professional or other practitioner in the area of workplace accommodations for persons disabled by barriers, in order to assist the University in determining if reasonable accommodation is required. Any such evaluation will be at the University's expense.

Considerations

- 2.15 In consultation with the Employee, Human Resources, and the HR Consultant, the manager/supervisor must consider:
- (a) potential modifications to existing job duties for the Employee, which may include potential reorganizing of duties or other positions;
 - (b) what will be communicated to the Employee's co-workers about the individualized accommodation plan, balancing the Employee's right to privacy with the co-workers' need to have information to enable them to support the Employee's reasonable accommodation, in accordance with section 2.30 of this Procedure and *The Freedom of Information and Protection of Privacy Act (Manitoba)* and *The Personal Health Information Act (Manitoba)*;
 - (c) whether the requested accommodation can be implemented without undue hardship to the University, based on evidence rather than anecdotal or impressionistic assumptions.
- 2.16 The University may deny a requested accommodation on the basis of undue hardship or on the basis that another reasonable accommodation is available. If several possible reasonable accommodations are available without undue

hardship to the University, the University will consult with the Employee requiring accommodation to determine the best available option in the circumstances.

- 2.17 Where the University denies the Employee's request for an individual accommodation plan, the University will provide documented reasons for the denial to the Employee.

Requirements of Individualized Accommodation Plan

- 2.18 The manager/supervisor will provide a copy of the individualized accommodation plan to the Employee, to Human Resources, and to the HR Consultant with the following information:

- (a) any reasonable accommodation that the University will implement to address any barriers that disable the Employee;
- (b) any accessible formats and communication supports to be used in providing information to the Employee;
- (c) any workplace emergency response information that the University must provide to the Employee;
- (d) the manner and timing within which the individualized accommodation plan is to be implemented; and
- (e) the frequency with which the individualized accommodation plan will be reviewed and updated.

- 2.19 Individual accommodation plans will be provided in an accessible format where requested by the Employee.

Review of Individualized Accommodation Plan

- 2.20 The manager/supervisor and Human Resources will review an Employee's individual accommodation plan:

- (a) At such intervals as identified and documented in the individualized accommodation plan under section 2.18(e) above;
- (b) When the Employee's workspace is modified or relocated;
- (c) When the Employee's responsibilities are changed;
- (d) When the manager/supervisor, Human Resources, or the HR Consultant becomes aware of any other changes that impact the accommodation required; and
- (e) At the Employee's request.

- 2.21 The manager/supervisor, Human Resources, and the HR Consultant will review the individualized workplace emergency response information when:
- (a) The Employee's overall accommodation needs or individual accommodation plan is reviewed;
 - (b) The Employee moves to a different workspace;
 - (c) The Employee's workspace is modified; and/or
 - (d) The unit and/or the University reviews its general emergency response policies and makes changes that would affect the Employee's response to an emergency in the workplace.

Employee Obligations

- 2.22 The Employee must, in good faith, cooperate in the establishment and implementation of the Employee's individualized accommodation plan, including:
- (a) Providing any relevant information that may assist the University in the assessment of the accommodation request, including any medical reports or reports by other practitioners in the area of workplace accommodations for persons disabled by barriers;
 - (b) Complying with the accommodation plan and performing their work in accordance with the accommodation plan;
 - (c) Providing feedback to the employer with respect to the requirements of the accommodation plan;
 - (d) Participating in and cooperating with accommodation efforts on an on-going basis, including communicating with the Employee's manager/supervisor and with Human Resources if modifications to the individualized accommodation plan are requested or if accommodation is no longer required; and
 - (e) Participating in an evaluation of the Employee, in accordance with section 2.14 of this Procedure, in order to assist the University in determining what reasonable accommodation is required.

Additional Return to Work (RTW) Procedures

- 2.23 Where an Employee has been absent from work due to a disability and requires reasonable accommodation in respect of one or more barriers that might disable the Employee upon returning to work, the following steps will be taken:
- (a) The Employee must obtain the written recommendations of their attending medical practitioner regarding their capabilities and any requirement for

modified duties and/or hours. A Workplace Capabilities Form may be obtained from Human Resources and provided to the attending medical practitioner for completion.

- (b) The Employee must submit supporting medical documentation to their manager/supervisor and/or Human Resources as soon as possible.
- (c) In most cases, a RTW planning meeting will be required in order to develop a reasonable accommodation plan, which may include the Employee, union representative, manager/supervisor and Human Resources in attendance. Depending on the circumstances and subject to consultation with Human Resources, arrangements may be made to have the Employee commence modified duties prior to the RTW planning meeting.

2.24 In some cases, an Employee may require temporary accommodations during the period of recuperation from injury or illness until a full return to regular work is possible. In these situations, the University will explore reasonable transitional return-to-work opportunities, which may include workstation modifications and/or changes to the work activities. The following options will be considered:

- (a) Temporarily modifying the tasks of the Employee's usual job;
- (b) Temporarily providing an alternate job, task, function or combination of functions or tasks; and/or
- (c) Temporarily modifying the hours of work to allow for graduated return-to-work.

2.25 Situations may arise where the Employee will not be capable of returning to regular work activities due to the nature of the injury or illness. If it is unlikely that the Employee will be capable of returning to their former position in a reasonable time, the University will consider the possibility of:

- (a) Permanently modifying the tasks required in the Employee's usual job;
- (b) Permanently providing an alternate job, provided that the alternate job is meaningful, productive, reasonable and in accordance with operational requirements of the University.

2.26 In considering accommodation plans, whether temporary or permanent, the University will consider return to work options in the following order and in accordance with any applicable collective agreement:

- (a) Return to existing job;
- (b) Return to existing job with modifications;
- (c) Return to another job within existing classification;

- (d) Return to another job with modifications within existing classification;
 - (e) Return to another job outside of existing classification;
 - (f) Return to another job with modifications outside of existing classification;
 - (g) Return to another job outside of existing Employee group;
 - (h) Return to another job with modifications outside of existing Employee group.
- 2.27 The University recognizes that where an alternate job is considered, additional training may be required to facilitate job transfers. The University will consider and address any training requirements as part of the accommodation plan.
- 2.28 Once an Employee has been granted reasonable accommodation as part of a RTW process, an individualized accommodation plan will be documented in accordance with this Procedure and there will be ongoing review of the Employee's progress by Human Resources.

Reasonable Accommodation Fund Assistance

- 2.29 The University will maintain a fund through Human Resources in order to assist University departments with the costs of Reasonable Accommodations.

Privacy Obligations

- 2.30 An Employee's Personal Information and Personal Health Information is to be appropriately protected at all times and must be collected, used, and disclosed in accordance with the University's *Access and Privacy* policy and procedure and the University's *Records Management* policy and procedure, and any applicable collective agreements.
- 2.31 Individuals should consult with the University's Access and Privacy Office if they have any questions or concerns regarding the privacy obligations relating to Personal Information and Personal Health Information under this Procedure.

Part III Accountability

- 3.1 The Office of Legal Counsel is responsible for advising the Vice-President (Administration) that a formal review of this Procedure is required.
- 3.2 The Associate Vice-President (Human Resources) is responsible for the implementation, administration and review of this Procedure.
- 3.3 Employees, Volunteers, contractors, suppliers are responsible for complying with this Procedure.

Part IV Review

- 4.1 Governing Document reviews shall be conducted every ten (10) years. The next scheduled review date for this Procedure is May 1, 2031.
- 4.2 In the interim, this Procedure may be revised or repealed if:
- (a) the Vice-President (Administration) deems it necessary or desirable to do so;
 - (b) the Procedure is no longer legislatively or statutorily compliant;
 - (c) the Procedure is now in conflict with another Governing Document; and/or
 - (d) the Parent Policy is revised or repealed.

Part V Effect on Previous Statements

- 5.1 This Procedure supersedes all of the following:
- (a) Reasonable Accommodation in Employment (Disabilities) policy and procedure (November 18, 2008);
 - (b) all previous Board of Governors/Senate Governing Documents on the subject matter contained herein; and
 - (c) all previous Administration Governing Documents on the subject matter contained herein.

Part VI Cross References

- 6.1 This Procedure should be cross referenced to the following relevant Governing Documents, legislation and/or forms:
- (a) [Accessibility](#) policy;
 - (b) [Access and Privacy](#) policy and procedure;
 - (c) [Employee Organizations and Employment Groups](#) policy and procedure;
 - (d) [Records Management](#) policy and procedures;
 - (e) [Respectful Work and Learning Environment](#) policy;

- (f) [The Accessibility for Manitobans Act](#);
- (g) [The Freedom of Information and Protection of Privacy Act](#) (*Manitoba*);
- (h) [The Human Rights Code](#) (*Manitoba*);
- (i) [The Personal Health Information Act](#) (*Manitoba*)
- (j) [Collective Agreements](#);
- (k) [Accessibility Hub](#)



AGENDA ITEM:

Spending rate of the University Investment Trust for Fiscal 2021/2022

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve maintaining the spending rate of the University Investment Trust (endowment fund) at a level of 4.50% for fiscal 2021/2022.

CONTEXT AND BACKGROUND:

The Trust Investment Committee has general authority over the investment and administration of the assets of the University Investment Trust ("UIT"). The Trust Investment Committee is an advisory committee accountable to the Board of Governors through the Finance, Administration and Human Resources Committee. One of the responsibilities of FAHRC is financial matters, which includes "the general investment policy and management of the University's investments". The Trust Investment Committee is chaired by the Vice-President (Administration), and the Trust Investment Committee acts as an advisory committee to the Chair, who will submit the recommendations to the Board of Governors for approval.

The spending policy of the UIT is as follows:

Annually, the UIT will make available for spending an amount of 4.25% of the average market values for the rolling 48-month preceding period. In addition, the Committee can recommend a change to the amount in any one year, with a floor set at 3.50% of the preceding 48-month period, and a ceiling of 5.00% of the preceding 48-month period. This change would only arise in circumstances where the net real rate of return of the fund had deteriorated or improved to the extent an adjustment to the rate of spending is warranted. This would depend on the net real return of the UIT over the past 5 and 10 year periods; current investment market conditions; the outlook of future investment markets; and assessing the effect of such an adjustment on current and future beneficiaries of the fund. Any one-year adjustment to the spending rate would have to be recommended by the Committee, and approved by the University's Board of Governors.

At the February 3, 2020 meeting of the University's Board of Governors, the Board approved a motion to increase the UIT's spending rate from 4.25% to 4.50%. This motion was recommended by the Trust Investment Committee, and was supported by favorable investment returns over the previous 5 and 10-year periods.

At the November 25, 2020 meeting of the Trust Investment Committee, the members approved a recommendation to maintain the spending rate at 4.50% for the next fiscal year, 2021-2022. This recommendation was based on two factors; the 5 and 10-year investment return of the fund still supported a spend rate of 4.50%, and changing the rate back to 4.25% would reduce support to beneficiaries during a pandemic, when this support is most needed. At the end of November 2020, the 5-year annualized investment return is 7.33% and the 10-year return is 9.08%, both ahead of the inter-generational investment objective, or hurdle rate.

The percentage of the fund that supports students is approximately 40%, and this money provides students with scholarships and bursaries. The members of the Committee felt that this year, more than most, was not the year to reduce spending. The fund can afford maintaining a 4.50% spend rate during a year that started as very challenging in the investment markets, but which has subsequently recovered well to the end of November.

RESOURCE REQUIREMENTS:

None.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

The UIT supports all of the strategic priorities: Inspiring Minds, Driving Discovery and Insight, Creating Pathways, Building Community, and Forging Connections.

IMPLICATIONS:

For 2020/2021, the fund will maintain a consistent level of support for beneficiaries.

ALTERNATIVES:

The alternatives would be to reduce the rate to 4.25%, or raise it above 4.50%. The committee felt the best option was to maintain it at 4.50%, and re-assess it again in 12 months' time.

CONSULTATION:

No other consultation was required.

ROUTING TO THE BOARD OF GOVERNORS:

Reviewed	<u>Recommended</u>	By	Title	Date
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Lance McKinley</u>	<u>Director, Treasury</u>	<u>Dec 15 / 2021</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>M. Andrews</u>	<u>A/V-P (Administration)</u>	Jan. 6/2021
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>M. Burt</u>	President & Vice-Chancellor	Jan. 6, 2021
<input type="checkbox"/>	<input type="checkbox"/>			
<input type="checkbox"/>	<input type="checkbox"/>			

SUBMISSION PREPARED BY: Lance McKinley, Director, Treasury

ATTACHMENTS:

None.



AGENDA ITEM:

Proposal to Establish the Earth Materials and Archaeometry Centre

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the establishment of the Earth Materials and Archaeometry Centre, for a five-year term, effective upon approval [as recommended by Senate, January 6, 2021].

CONTEXT AND BACKGROUND:

- The establishment of research centres and institutes at the University is governed by the policy on *Research Centres, Institutes and Groups*, which states that:
 - [a] research centre/institute is a formally structured organizational unit of the University. It is established under the authority of the Board of Governors, normally on the recommendation of the Senate of the University. The purpose of a research centre/institute is to focus and sustain research in specific areas and to encourage research collaborations among disciplines and between Departments, Faculties and Schools. Research centres/institutes also provide unique training opportunities for students and serve as a valuable source for the community at large.
 - Research centres/institutes normally provide for the strengthening, coordination or facilitation of research scholarly activities not readily undertaken within the University's department structure, building upon the expertise, competence and staff interest existing at the University.
- The Clayton H. Riddell Faculty of Environment, Earth, and Resources and the Faculty of Arts are proposing to establish the Earth Materials and Archaeometry Centre.
- The Centre's mission would be to foster research focusing on societal needs (convergence science) within the University and the broader scientific community.
- The Centre would be established through the amalgamation of several existing research laboratories and facilities that would be reorganized into three facilities: the the Environmental Nano-Geoscience Facility, the Micro-beam and Isotope Research Facility, and the Archaeometry Facility.
- Each facility would have at least one Associate Director. The Associate Directors would report to a Director, who would have responsibility for the operation of the Centre and who would report to the Dean of their Faculty; either the Faculty of Arts or the Faculty of Environment, Earth, and Resources.
- Core members of the Centre would include the Director and Associate Directors, who would be appointed for five-year terms. Other membership categories could include technical staff, students, faculty, and research staff members from the University, and affiliate members and collaborators from government and industry working with University faculty and research staff.

RESOURCE REQUIREMENTS:

- In the first five years, the Centre would have a minimum budget of \$299,000 (estimated), including \$104,000 in NSERC Discovery Grants awarded to core members and projected revenues of \$195,000 generated by user fees, as described in the proposal.
- Resources would be required to fund one technical support staff position and to cover costs related to the operation and maintenance of analytical equipment and facilities.
- The Centre would not require new physical or space resources or analytical equipment, as it would be established through the amalgamation of several existing laboratories and facilities.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

The Earth Material and Archaeometry Centre would complement and support the University's strategic research priorities related to climate research and Indigenous knowledge (*University of Manitoba – Strategic Research Plan 2015 – 2020*).

IMPLICATIONS:

- Establishment of the Centre would facilitate and promote interdisciplinary research and team science through the convergence of research currently carried out in several research laboratories and facilities that would be reorganized into three facilities: the Environmental Nano-Geoscience Facility, the Micro-beam and Isotope Research Facility, and the Archaeometry Facility.
- The main objectives of the Centre would be to facilitate the characterization of Earth materials, including archaeological contexts and recovered artifacts, and to provide students and researchers with access to a broad range of expertise and sophisticated analytical equipment. In so doing, the Centre would support holistic investigations of complex Earth and social systems, the history of human-environment interactions, and the development of predictive models of human impacts on Earth systems and sustainable models for resource extraction and environmental stewardship.

ALTERNATIVES:

N/A

CONSULTATION:

This proposal was reviewed and endorsed by the Senate Committee on University Research, the Senate Planning and Priorities Committee, and the Senate Executive Committee. The proposal was considered and was recommended by Senate, at its meeting on January 6, 2021.

THE SENATE COMMITTEE ON UNIVERSITY RESEARCH
ON THE ESTABLISHMENT OF THE
EARTH MATERIALS AND ARCHAEOLOGY CENTRE

Preamble:

1. The Policy for *Research Centres, Institutes and Groups*, stipulates that all new research Centres/Institutes are to be reviewed by the Senate Committee on University Research (SCUR) prior to being transmitted to the Senate Planning and Priorities Committee and to Senate, in order to be established by the Board of Governors.
2. The Senate Committee on University Research established a review sub-committee for each new Centre/Institute proposed. In accordance with the Policy, the task of each sub-committee was to review the proposal to determine if the Centre/Institute should be established. The Committee was further charged with recommending to SCUR the establishment of the Centre/Institute.

Observations:

1. The review process followed that which is outlined in sections 2.3 and 2.4 of the Policy *Research Centres, Institutes and Groups*. The following was noted:

a) Name of Research Centre/Institute: Earth Materials and Archaeometry Centre

b) Description and Justification:

i) Mission and Objectives:

The mission of EMAC is to foster research focusing on societal needs (convergence science) within the University and the greater scientific community. **The main objective** of EMAC is to facilitate the characterization of Earth materials, including archaeological contexts and recovered artifacts, and provide students and researchers access to a broad range of sophisticated equipment and expertise.

ii) Scope of Activities:

The center will give students and researchers the opportunity to investigate complex Earth and social systems, the history of human-environment interactions, and contribute to capacity to build better predictive models of human impacts on Earth Systems. EMAC will encourage students and researchers to quantitatively analyze Earth materials obtained from the atmosphere, biosphere, hydrosphere and geosphere, the context of archaeological sites, and archaeologically recovered artifacts. Focus will be on establishing research techniques in Earth (e.g., rocks, minerals), environmental (e.g., gasses, vegetation, fluids, botanical and fossilized animal remains) and archaeological artifact sample analysis, combining isotopic, trace and major element chemistry, and imaging of Earth, bioarchaeological and archaeological materials. The EMAC archaeometry node includes focus on incorporating perspectives from Indigenous knowledge. EMAC activities will complement the Center for Earth Observation Science (focus on Arctic marine

systems and the cryosphere) and the Manitoba Institute for Materials (focus on engineered materials).

iii) Description of research benefits and opportunities:

The mission and objective of EMAC fit with the University's strategic research plan of materials analysis and Indigenous knowledge. EMAC will promote convergence of individual labs (e.g., BDIAL-Bioanthropology Digital Image Analysis Laboratory) and facilities (e.g., MIRF-Manitoba Isotope Research Facility), to enhance student and researcher capacity to analyze their samples using different techniques, and maximize data and insight. EMAC will foster multidisciplinary and collaborative research between different expert groups, including anthropologists, geologists, hydrologists, paleontologists, and soil and atmospheric scientists.

Constitution:

i) Organizational Structure:

A Director will be responsible for overall operation of the center, and will report to the Dean of the Director's faculty. EMAC includes three lab-based facilities (Environmental Nano-Geoscience Facility; Micro-beam and Isotope Research Facility; and, Archaeometry Facility) each led by an Associate Director (responsible for day-to-day operation) who will report to the Director, and who form the core membership for EMAC. Each facility is maintained and instruments in each operated by technical staff who report to their respective ADs. An Oversight Committee will be comprised of external members from other departments of UofM and external institutions.

ii) Categories of Membership:

a) "Core" = Director and Ads, b) Technical staff associated with each facility, c) Students (with faculty affiliated with EMAC), d) Faculty and Research staff (U of Manitoba), and e) Affiliates (government and industry collaborators)

iii) Procedures for Appointments:

Approval of all members (except students) by Oversight Committee, based on biographical sketch/ abbreviated CV, and a statement of interest. The Director and AD's will be appointed to a renewable 5-year term.

iv) Responsibilities of Membership:

Chiefly engagement. Members have priority on EMAC instrumentation but pay a user fee at an internal UofM rate. Members expected to facilitate sharing of resources and personnel as needed.

a) Management:

Report to Dean of Director's faculty.

b) Proposed Membership:

Mostafa Fayek (Geological Sciences, Riddell Faculty of Environment, Earth and Resources), will be Director. ADs will be Michael Schindler, Kirstin Brink, Norman Halden, Alfredo Camacho, Julia Gamble, and Kent Fowler. Five technical staff are included. Student membership is fluid based on association with faculty members (no number provided). Four other UofM Faculty/Research members, and three Affiliate members including industry (Havilah Resources), and two others of un-specified sectors (one is perhaps provincial government (MGS)).

c) Physical Resources:

Long list of specialized/state-of-art equipment, some that is used extensively and generate significant user fees. A number of items are aging and require significant upgrade or replacement, however all also seem to have technical staff to maintain research readiness for the foreseeable future. A future CFI proposal will be required to replace major equipment, but smaller and individual upgrades/replacement may be achieved via NSERC RTI and/or UofM SREF competitions.

d) Financial Resources:

The annual total income EMAC is \$299,000, considered a minimum estimate based on secured (\$104,000 NSERC Discovery to three core members) and projected (\$195,000) user fees/revenue. These funds will cover the cost of instrument operation and maintenance, and one technician.

e) Statements of Support and Commitment

Letters of support were included from Dr. Norman Halden (Clayton H. Riddell Faculty of Environment, Earth, and Resources), Dr. Heidi Marx (Faculty of Arts), Dr. Derek Johnson (Department of Anthropology), and Dr. Alfredo Camacho (Department of Geological Sciences)

2. The membership of the sub-committee was as follows:

- Dr. Stefi Baum, Faculty of Science (Chair)
- Dr. Andrew Halayko, Rady Faculty of Health Sciences
- Dr. Clea Schmidt, Faculty of Education

3. The assessment of the sub-committee was as follows:

The proposal to develop EMAC is rooted in consolidating and streamlining research technologies in Earth Systems. As presented, it would appear that the pieces and players are in place to launch this initiative as a core resource for researchers in this area. Overall, the intent of this proposal is laudable, important and has potential to create a unique brand of expertise for UofM. As noted in the proposal, EMAC will complement and support UofM strategic priorities in climate research and Indigenous knowledge. The Mission and Objectives of EMAC are compelling in that they meet growing public awareness of climate change, and the impact of misuse of earth's resources, and a greater appreciation/desire for focus on the efficient recovery of metals and commodities, and a lower environmental footprint. There is a strong case made that a Centre with this focus can align with, and have mutual benefit with provincial and federal regulatory agencies for mineral resource extraction and environmental resource management. A need for this work is high, as

understanding how changing technologies affect Earth Systems and how demands will impact future generations is critical to effective stewardship strategies.

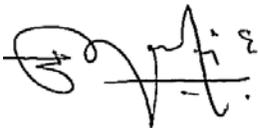
The key pillar of this proposal is that it aims to consolidate technological capabilities under one umbrella in an effort to streamline and integrate research of multiple members in two faculties and departments. This is a strength. Moreover, overall this Centre will be quite self-sufficient from a research operations perspective. At the request of SCUR, the proposal was further developed to elaborate on the scholarly activities that will underpin greater interactions within the UofM or across sectors. They also expanded the proposal to include a branding strategy for enabling engagement throughout the university and beyond. The activities outlined demonstrate an active plan to establish new interdisciplinary discourse, research and productivity.

There are letters of support from Dean of Clayton H. Riddell Faculty of Environment, Earth, and Resources, Associate Dean Research Faculty of Arts, Department of Anthropology, and Department of Geological Sciences. The letters are all supportive of the interdisciplinary research of EMAC involving faculties and departments, and the scholarly activities that may arise, including potential for substantive infrastructure award applications. The centre will promote synergy between members of these units, and should create a unique earth systems research collective. No direct financial investment in the centre is indicated in these letters.

Recommendation:

THAT the *Earth Materials and Archaeometry Centre* be established for a term of 5 years, from November 4, 2020 through November 3, 2025.

Respectfully submitted,



Dr. Digvir Jayas, Chair
Senate Committee on University Research

Report of the Senate Planning and Priorities Committee on a Proposal to Establish the Earth Materials and Archaeometry Centre

Preamble:

1. The [terms of reference](#) of the Senate Planning and Priorities Committee (SPPC), which are found on the University Governance website, charge SPPC with making recommendations to Senate regarding any such studies, proposals or reports that it may initiate within itself, have referred to it by Senate, other Councils, Committees or Bodies, formal or otherwise.
2. The process for approving research institutes set out in section 2.1 of the procedure for [Research Centres, Institutes, and Groups](#) specifies the authority to establish research institutes resides with the Board of Governors, normally on the recommendation of Senate. Proposals for research institutes are transmitted from SCUR to the Chair of the SPPC to determine if SPPC review is required, and to Senate through its Executive Committee.
3. At its meeting on October 26, 2020, the SPPC considered a proposal from the Clayton H. Riddell Faculty of Environment, Earth, and Resources and the Faculty of Arts, to establish the Earth Materials and Archaeometry Centre.

Observations:

1. The Centre's mission would be to foster research focusing on societal needs (convergence science) within the University and the broader scientific community.
2. The main objectives of the Centre would be to facilitate the characterization of Earth materials, including archaeological contexts and recovered artifacts, and to provide students and researchers with access to a broad range of expertise and sophisticated analytical equipment. In so doing, the Centre would support holistic investigations of complex Earth and social systems, the history of human-environment interactions, and the development of predictive models of human impacts on Earth systems and sustainable models for resource extraction and environmental stewardship.
3. Establishment of the Centre would facilitate and promote interdisciplinary research and team science through the convergence of research currently carried out in several research laboratories and facilities that would be reorganized into three facilities, including the Environmental Nano-Geoscience Facility, Micro-beam and Isotope Research Facility, and Archaeometry Facility, each with at least one Associate Director.
4. The Associate Directors of the research facilities would report to a Director, who would have responsibility for the operation of the Centre and who would report to the Dean of their faculty (i.e., Environment, Earth, and Resources or Arts). The Director and Associate Directors, each of whom would be appointed for a five-year term, would comprise the core members of the Centre. Together with one technical staff member and one additional member, they would also form the oversight committee.
5. Membership categories would include core members, technical staff, students, faculty and research staff members from the University, and affiliate members and collaborators, who would be individuals from government and industry working with University faculty and research staff members.

6. In the first five years, the Centre would have a minimum budget of \$299,000 (estimated), including \$104,000 in NSERC Discovery Grants awarded to core members and projected revenues of \$195,000 from fees charged by the laboratories for use of analytical equipment and facilities, as described in Table 2 in the attached proposal.
The revenue would be used to fund one technical support staff position and to cover costs associated with the operation and maintenance of analytical equipment and facilities in the three constituent facilities.
7. As the Centre would be established through the amalgamation of several existing facilities, it would have the physical resources required at the outset, including space and analytical equipment enumerated in Table 1 of the proposal.

Recommendation

The Senate Planning and Priorities Committee recommends:

THAT Senate recommend that the Board of Governors approve the establishment of the Earth Materials and Archaeometry Centre, for a five-year term. The Senate Planning and Priorities Committee recommends that the Vice-President (Research and International) not implement this Institute until satisfied that there would be sufficient existing space and sufficient existing resources.

Respectfully submitted,

Professor David Watt, Chair
Senate Planning and Priorities Committee



**University
of Manitoba**

Clayton H. Riddell
Faculty of Environment, Earth,
And Resources

440 Wallace Building
Winnipeg, Manitoba
Canada R3T 2N2
General Office (204) 474-7252
Fax: 275-3147

Dr. Digvir Jayas
Chair, Senate Committee on University Research
Office of the Vice-President (Research and International)
202 Administration Building
January 6, 2020

Dear Dr. Jayas:

The proposal to establish an, “**EARTH MATERIALS AND ARCHAEOOMETRY CENTER (EMAC)**”, brings together researchers from the faculties of Arts and the Clayton H. Riddell faculty of Environment, Earth and Resources, University of Manitoba, with complementary background and expertise including mineralogy, isotope geochemistry, sedimentology, paleontology and archaeology. The proposed research will include graduate and undergraduate students, technical staff and faculty members from a number of departments.

The overall **goal** of the proposal is to foster research focusing on societal needs (convergence science) within the University and the greater scientific community. There is little doubt that Earth’s rising population and changing technologies place significant demands on Earth Systems. Understanding how these demands will impact future generations is critical to the stewardship strategies of Earth’s resources. To be able to develop predictive models and strategies related to resource management, we need to examine how past approaches to resource extraction and changes in climate affected societies and communities (e.g., changes in trade systems due to changes in climate and ancient technology development). The main **objective** of EMAC is to facilitate the characterization of Earth materials, including archaeological contexts and recovered artifacts, and provide students and researchers access to a broad range of sophisticated equipment and expertise. The center will give students and researchers the opportunity to holistically investigate complex Earth and social systems, the history of human-environment interactions, and develop sustainable models for resource extraction and environmental stewardship. The Earth Materials and Archaeometry Center will complement the Center for Earth Observation Science (CEOS), which primarily focuses on Arctic marine systems and the cryosphere, and the Manitoba Institute for Materials (MIM), which primarily focuses on engineered materials. The mission and objective of EMAC fits with the University’s strategic research plan of materials analysis and Indigenous knowledge.

Thank you for your consideration and we look forward to working on developing this exciting new center.

Sincerely,

Dr. Norman Halden
Dean

(a) EARTH MATERIALS AND ARCHAEOMETRY CENTER (EMAC)

(b) Description and Justification

- (i) ***Mission and Objectives*** The Earth Materials and Archaeometry Center's **mission** is to foster research focusing on societal needs (convergence science) within the University and the greater scientific community. In an era where climate change awareness has resulted in a heightened focus on the efficient recovery of metals and commodities, and a lower environmental footprint, the public is demanding greater corporate social responsibility (e.g., archaeological assessment prior to project construction). Provincial and federal regulatory agencies are aware of the benefits associated with scientific research and technology development, because improved resource extraction techniques can offer industry effective and less costly methods for complying with the regulations associated with resource extraction. Mineral resource extraction and environmental resource management are often seen as competing interests. With burgeoning demands for rare metals, such as cobalt (Co) and lithium (Li) for cell phones and electric vehicles, economic development techniques for sustainable resource extraction need to be developed and validated. There is little doubt that Earth's rising population and changing technologies place significant demands on Earth Systems. Understanding how these demands will impact future generations is critical to the stewardship strategies of Earth's resources. To be able to develop predictive models and strategies related to resource management, we need to examine how past approaches to resource extraction and changes in climate affected societies and communities (e.g., changes in trade systems due to changes in climate and ancient technology development). The main **objective** of EMAC is to facilitate the characterization of Earth materials, including archaeological contexts and recovered artifacts, and provide students and researchers access to a broad range of sophisticated equipment and expertise. The center will give students and researchers the opportunity to holistically investigate complex Earth and social systems, the history of human-environment interactions, and develop sustainable models for resource extraction and environmental stewardship. The Earth Materials and Archaeometry Center will complement the Center for Earth Observation Science (CEOS), which primarily focuses on Arctic marine systems and the cryosphere, and the Manitoba Institute for Materials (MIM), which primarily focuses on engineered materials. The archaeometry node (the application of scientific techniques to the analysis of archaeological materials) of the center provides us with a human historical framework of biological and cultural processes to understand human-environment interactions and to build better predictive models of human impacts on Earth Systems. This node will also allow us to incorporate perspectives from Indigenous knowledge, which is critical to the development of a truly convergence science center. Therefore, the mission and objective of EMAC fits with the University's strategic research plan of materials analysis and Indigenous knowledge.
- (ii) ***Scope*** The Earth Materials and Archaeometry Center will encourage students and researchers to quantitatively analyze Earth materials obtained from the atmosphere, biosphere, hydrosphere and geosphere, the context of archaeological sites, and archaeologically recovered artifacts. The center will focus on establishing techniques at the forefront of research in the areas of Earth (e.g., rocks, minerals), environmental (e.g., gasses, vegetation, fluids, botanical and fossilized animal remains) and archaeological artifact sample analysis. Quantitative analysis will combine isotopic, trace and major element chemistry, and imaging of Earth, bioarchaeological and archaeological materials.

- (iii) **Research benefits** Currently, we are a collective of individual labs (e.g., BDIAL-Bioanthropology Digital Image Analysis Laboratory) and facilities (e.g., MIRF-Micro-beam and Isotope Research Facility). The Earth Materials and Archaeometry Center will promote convergence research by allowing students and researchers to move seamlessly between labs, analyzing their samples using different techniques to maximize the amount of information from their sample sets. This approach will foster multidisciplinary and collaborative research between, for example, anthropologists, geologists, hydrologists, paleontologists, and soil and atmospheric scientists seeking to understand the complex interrelationships among the different components of our planet. The convergence research that will be enabled by EMAC will show how these zones respond to climate change in deep time and more in the context of recent anthropogenic activity. In addition, EMAC will aid in student recruitment and retention. Apart from faculty recruitment and retention, EMAC can aid individual researchers and departments in recruiting students by promoting the facilities, research opportunities, and collaborative research being conducted under the Centre's umbrella. This highlights to students the preceding advantages of having the Centre.
- (iv) **Student benefits** (1) To facilitate and cultivate scientific collaboration and promote interdisciplinary and team science. Some research requires a small group of researchers, graduate students, post-docs, and technicians conducting hypothesis-driven experiments at the lab bench. Other work requires tremendous resources, both in terms of expertise and in terms of equipment, to produce exceptional research. EMAC offers a structure to facilitate and support small and large projects, exposing students to scalable research strategies and an understanding of how individual research projects integrate with larger-scale research programs. Such an environment rewards leaders who embrace a collaborative point of view and fosters a culture that frowns upon empire building. (2) To secure research resources and provide research support. One objective of EMAC is to leverage existing research expertise, equipment, and professional services to obtain funding for research resources and infrastructure in support of individual, group and large team projects. Students will be involved in an efficient mechanism for gaining research support and training in technical research methods as well as experiencing the intangible benefits of access to a range of expertise, ideas, and suggestions for new and cutting-edge research directions. (3) To offer a sense of community and promote continued learning. Seminars, workshops and short courses will bring people together and serve a catalytic function that departments do not always or necessarily serve. For students, the centre is a vehicle for a community of researchers that will foster interdisciplinary interests and knowledge. Additionally, these activities allow students to hone their burgeoning expertise and begin to think and speak about complex issues and problems to others outside of their own discipline. (4) Organizational flexibility. The center will have faculty with diverse expertise. This diversity will allow researchers to respond and adapt to new opportunities and situations more quickly than conventional academic structures. Students will be exposed to and involved in responses to new funding opportunities, proposals, or pressing scientific and societal needs. (5) Focus on societal problems and scientific challenges. The mission of EMAC is to foster convergence science. This recognizes research driven to meet fundamental science problems and pressing social challenges by integrating truly different intellectual approaches. EMAC is a response to a drive for intellectuals who want to tackle hard problems, complex problems, that are important to human societies and how science is done. Students working in such an intellectual environment will inevitably be exposed to how convergence is applicable to basic science discovery, translational application,

industry and entrepreneurship. The centre will inspire them to think about science in new ways, and to bridge theory and practice in tackling complex problems.

(c) Constitution

- (i) **Organizational Structure** The center will be led by a Director and the existing labs will be reorganized into three facilities (Fig. 1). The Director will be responsible for the equitable and inclusive operation of the center, will have final say over any potential issues, and will report to the University officer. Each facility will be presided by at least one Associate Director (AD) who will report to the Director. The ADs will form the core membership for the center, and will be responsible for the day-to-day operation of the facilities. Technical support assigned to each facility are responsible for the maintenance and operation of the instruments and report to their respective ADs.
- (ii) **Membership:** Membership categories will be:
 - a. Core members will include the Director, ADs
 - b. Technical staff members associated with each facility within the center.
 - c. Student membership:
 - i. if students are taking advantage of (1) core facilities and (2) are involved in the center's events, they can be considered for membership. Student involvement in Centre activities will not be restricted to students whose advisors are part of the Centre. Student membership will be determined based on student interests and research alignment with the Centre's objectives.
 - ii. Students whose advisor is part of the Centre will be invited to Centre activities and events, but involvement is voluntary. A student may freely choose to be involved or not, with no negative repercussions if they choose not to be involved.
 - iii. Students can equally be as involved as they wish to be – depending on what fits their needs.
 - d. Faculty and Research staff members will be Professors and Researchers at the University of Manitoba
 - e. Affiliate members and collaborators will be individuals from government and industry working with Faculty and Research staff members

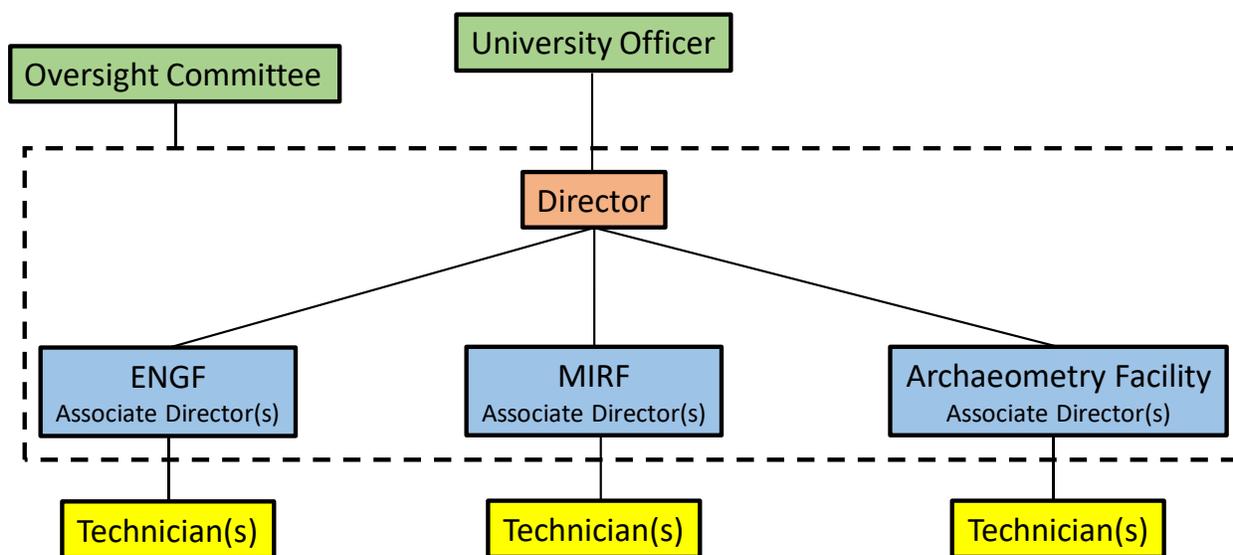


Figure 1. EMAC organizational chart. Abbreviation(s) ENGF= Environmental Nano-Geoscience Facility; MIRF= Micro-beam and Isotope Research Facility

- (iii) **Appointment procedures** All member appointments will be approved by the oversight committee. Individuals wishing to join the center will be required to submit a short biographical sketch or abbreviated CV and a statement of interest. Student members will be exempt from this procedure. The Director and AD's will be appointed to a renewable 5-year term. There are no term limits for other non-student members.
 - (iv) **Privileges and Responsibilities** Members of EMAC will be given priority on the instrumentation and member PIs will be charged the internal University of Manitoba rate for instrument time. The development of EMAC will facilitate the sharing of resources and assignment of personnel as the need arises.
 - (v) **Branding and Promotion** An EMAC website will be constructed to convey our mission and objectives, promote available facilities, advertise opportunities, and highlight recent research activities. The website will be considered when planning the Faculty's Next Generation Web Experience (NGWE) migration, which has recently begun and is scheduled to launch in mid-fall of 2020. Potential new and affiliate members will find information on how to apply and contact details for ADs. A social media account (e.g., Twitter) will be used to promote EMAC research and facilities. A technician will be assigned to manage and update the website and social media account(s).
- (d) Management** The University officer for EMAC will be the Dean of the Director's faculty. The Director and ADs will also report to the **Oversight committee**. Members of this committee will be Lea Stirling (U of M, Classics Dept.), Mark Lawall (U of M, Classics Dept.), Meghan Burchell (MUN, Dept. Archaeology), Ali K. Somarin (Brandon U, Dept. Geological Sci.), A. Hamid Mumin (Brandon U, Dept. Geological Sci.), Eric Potter (Geological Survey of Canada).
- (i) **Monthly meetings:** Meetings between the AD's and the Director will be monthly or can be called by any AD/Director to take advantage of funding opportunities that may arise. These

meetings will include all ADs and the Director, and affiliate members as required. Meetings will include updates from each node, new business and matters that require a vote.

- (ii) **Bi-annual general meetings:** General meetings will include all members of the center. These meetings will be held twice per year or as needed to go over topics such as respectful workplace environment, safety issues, and funding or news that may impact the center.
- (iii) **Yearly meetings:** Yearly meetings will be held with the oversight committee, the Director and the ADs. These meetings will provide updates to the oversight committee and provide an opportunity for the oversight committee to provide feedback.
- (iv) **Yearly open house:** We will organize a yearly open house, where we will invite the greater University community, and alumni and external users of the center to presentations given by students and researchers from the center. Presentations will be in the form of posters and talks. We will invite the VP research to award best student presentations and posters.
- (v) **Presentations:** A seminar series for the center will be established with a scheduled presentation every month. Seminars will include invited guest speakers, undergraduate, graduate and faculty presentations. Additional seminars may be organized when special guest speakers are invited. An AD with the help of a technician will organize the seminar series, making sure there is balance between geoscience and archaeometry presentations. This seminar series will allow researchers and students to share new ideas and promote their science.
- (vi) **Other meetings:** We will promote convergence science via a “journal club” that will be focused on broad picture research, current news topics, cutting edge research, and teaching and public policy debate in core areas of concern. These areas may include resource extraction and use, human-environment interaction, how changes in climate affected and currently affect societies and communities, and developing sustainable models for resource extraction and environmental stewardship through improved mineral resource extraction and environmental resource management techniques and practices. In addition, we will organize informal coffee gatherings and other social events to allow free, informal discourse between members of EMAC (e.g., between students and faculty).
- (vii) **Interdisciplinary and cross-listed courses:** Graduate and senior undergraduate courses will be developed that are interdisciplinary and can be cross-listed among units where faculty are members of the EMAC. Current course development includes: (1) a geochronology course for archaeologists and geologists, and (2) a geo/archeo-tourism course that involves faculty members from Anthropology, Geology, and Environment and Geography.
- (viii) **Outreach** The Earth Materials and Archaeometry Centre (EMAC) will be advertised and promoted to the broader U of M community, scientific community, potential external partners, Middle and Senior Year educational institutions, as well as to the general public through an interactive website and social media (Instagram) platform, other platforms such as Arctic Science days. The website will be considered when planning the Faculty’s Next Generation Web Experience (NGWE) migration, which has recently begun and is scheduled to launch in mid-fall of 2020. Using these platforms, we will be able to showcase the world class facilities at EMAC, and attract and engage with potential students and partners.

1. Outreach Content:

- **“Stories from the Lab & Field”**

- Highlighting an EMAC member's field work
- Highlighting high-profile lab-based research at the EMAC
- **Student Research Profiles**
 - Every month a student's research will be highlighted on the EMAC website and social media (Instagram) platforms
- **In the Press**
 - Stories highlighting recent scientific publications as well as stories about the EMAC in the media
 - We will also make use of the opportunities available through the Marketing Communications Office (Research Life, UM Today, etc.) to create more "buzz" around the Centre.
- **Teacher Resources**
 - Lesson plans and lab activities developed by EMAC members and posted on the EMAC website for science teachers to use as resources in their classrooms at the High School level

2. Outreach Activities:

- **Education Programs**
 - Day Camps directed at Middle School Students (already have interest from Vice Principle at H.C. Avery), and a Mini-U camp directed at grade school students
 - Developed to connect scientific research to science education through simulated lab and field experiences
 - Introduce teachers to programs and resources related to Earth and Atmospheric Sciences, Environmental Chemistry, Biology, and Archaeology
 - Activities will include:
 - Fossil and artifact excavation practices and techniques, sample collection and documentation
 - Water and soil sample collection, preparation, and testing
 - Best lab practices and how scientists use the scientific method to test hypotheses
 - Characterization of natural samples using x-ray and electron microscopy technologies
- **High School Co-op Program**
 - Potential for High School students to use this opportunity towards their volunteer credit for graduation in the Province of Manitoba
 - Offers hands on learning in a lab-based setting
 - Bridging the transition between High School and University
 - Potential to attract prospective students to the University of Manitoba and future summer undergraduate interns
- **Summer Internships for Undergraduate Students**
 - Attract internal and external students
 - Offer students the opportunity to gain hands-on invaluable experience working in a lab environment and facilitate the networking aspect of their skillset by offering access to researchers and mentors in their field of interest within the EMAC structure
 - Research Seminars

- Conference style presentations where staff and students can present their research, facilitating collaborations and enriching the student experience
- Invite guest speakers
- **Open Houses**
 - Organize lab tours of the facilities for the general public
 - Tours will be promoted via website and social media platforms
 - Invites will be sent out to EMAC and University of Manitoba Alumni
- **Field Trips**
 - Tours of the facilities and local field areas for high school students (already have interest from teachers from West Kildonan High school)
 - Invite other universities such as the University of Winnipeg and Brandon University

(e) Proposed Membership

- (i) **Core members:** Mostafa Fayek (Director), Michael Schindler (AD, ENGF), Kirstin Brink (AD, ENGF), Alfredo Camacho (AD, MIRF), Haskel J. Greenfield (AD, Archaeometry Facility) and Kent Fowler (AD, Archaeometry Facility),
- (ii) **Technical staff members:** Mark Cooper (ENGF), Panseok Yang (MIRF), Misuk Yun (MIRF), Ryan Sharpe (MIRF) and Brandi Shabaga (MIRF),
- (iii) **Student members:** numerous and TBA
- (iv) **Faculty and research staff members:** Stefanie Brueckner, Julia Gamble, Paul Durkin, Robert Hoppa,
- (v) **Affiliate members:** Scott Anderson (VP Exploration – 1911 Gold Corp.), Christian Bohm (Geologists - Manitoba Geologic Survey), Julia Brown (Senior Research Scientist-Canadian Nuclear Safety Commission). Affiliate members will have the opportunity to co-supervise graduate and undergraduate students, and be on graduate student committees.

(f) Physical Resources Table 1 shows the list of equipment and where they fit within the organization structure of EMAC. We will replace the aging equipment with state-of-the-art equipment, and new and novel instrumentation through a major CFI proposal when the next call is announced. Small upgrades will be sought through NSERC’s Research Tools and Instrumentation (RTI) and the University of Manitoba’s SREF.

Table 1. List of equipment and their strengths and weaknesses

Facility	Instrument	Strength and Weakness
MIRF	Electron Microprobe (EMP)	High revenue producer, ~20 years old, down time increasing
MIRF	Scanning Electron Microscope (SEM)	Installed in 2015, resolution is good
MIRF	Inductively Coupled Plasma Mass Spectrometer (ICP-MS)	High revenue producer, ~20 years old

MIRF	Secondary Ion Mass Spectrometer (SIMS)	High revenue producer, ~14 years old, recent new software upgrade
MIRF	two gas source mass spectrometers and peripherals	High revenue producer, ~14 years old
MIRF	Ring-down water isotope analyzer	Operational, purchased in 2014
MIRF	Two wet chemistry and small instrument labs	Operational and used by a number of researchers and students.
MIRF	Ar-Ar facility (mass spectrometer, extraction line and 2 lasers)	High revenue producer, installed 2014
ENGF	Powder XRD	Revenue producer, ~30 years old
ENGF	FTIR	Installed 2010
ENGF	Single crystal diffractometer	Installed 2010
Archaeometry Facility	Buehler thin sectioning suite: Petro-thin thin sectioning system, Metaserve 2000 grinder/polisher, Minimet 1000 grinder/polisher, Isomet 1000 precision saw, ceramic miter saw, ceramic table saw	Operational used by a number of researchers and students
Archaeometry Facility	Imaging suite: NextEngine 3D scanner, Dimension SST 1200es 3D printer, Faxitron Cabinet x-ray with NT3 EZ 240 digital x-ray scanner; Olympus BX51 Microscope with motorized stage and camera;	Operational and used by a number of researchers and students
Archaeometry Facility	HP Pro3 structured light 3D scanner	Acquired 2018; operational and used by researchers and students in coursework and research projects
Archaeometry Facility	Olympus LEXT OLS4000 with Olympus LEXT imaging software	Acquired 2012; operational and used by researchers and students in coursework and research projects.
Archaeometry Facility	MIMICS Medical Imaging software for CT analysis	operational and used by researchers and students in coursework and research projects.

Archaeometry Facility	Cambridge SEM	Acquired 1985; operational and used by researchers and students in coursework and research projects.
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(g) Financial Resources Table 2 shows the current financial resources available to EMAC. We propose to apply to a new CFI program that will fund “core facilities”.

Table 2. Financial Resources for EMAC

EMAC core member	Funding organization	Amount per year (\$)*
Mostafa Fayek	NSERC Discovery	43,000
Alfredo Camacho	NSERC Discovery	25,000
Michael Schindler	NSERC Discovery	36,000
Laboratory		Income**
Electron Microprobe		20,000
ICP-MS		30,000
SIMS		30,000
Stable isotopes		40,000
X-ray		\$5,000
Ar/Ar		\$70,000
Total:		\$299,000/year***

*These funds are secured and guaranteed over the next 5 years. Additional funding will come from Alliance grants with funding partners.

**These are conservative estimates based on the average income over the past 5 years.

***This total income per year for EMAC is a minimum estimate and will likely be higher in future years. It covers the cost of operation and maintenance of the instruments and funds one soft-money technician.



**University
of Manitoba**

Clayton H. Riddell Faculty of
Environment, Earth, and Resources

440 Wallace Building
Winnipeg, Manitoba
Canada R3T 2N2
General Office (204) 474-7252
Fax: 275-3147

December 13th, 2019

To: Dr. Digvir Jayas, Vice President (Research and International)
Chair, Senate Committee on University Research
From: Dr. N.M. Halden, Dean
Re: Riddell Faculty Support for Proposed Earth Materials and
Archaeometry Centre (EMAC).

The Riddell Faculty supports the proposed EARTH MATERIALS AND ARCHAEOOMETRY CENTER (EMAC), which includes faculty members, technical support and infrastructure from the Department of Geological Sciences. As a matter of general principle we strongly support interdisciplinary research, and particularly in this case where it is between faculties, and when it encompasses scholarship around how people interact with their Earth. Some of the research themes seek to use trace elements and isotopic systems to understand how people and communities have been affected by climate change in the near past. This hopefully will help us make informed decisions around what we can do in the near future to mitigate the effects of climate change.

This proposal builds on several well-established collaborative research programs between researchers in Geological Sciences (Drs. Fayek and Halden; here I acknowledge a conflict of interest in this letter of support) and Anthropology (Drs. Fowler, Gamble, Greenfield, and Hoppa). The Riddell Faculty is committed to the ongoing success of these partnerships and the individual impacts of the research and infrastructure, which has been supported to date through Indirect Costs of Research/Research Support Funds, support through the laboratory budgets, six laboratory technicians who contribute to the overall production and management of Geological Sciences laboratories. In addition, and on an ad hoc basis, we support the infrastructure through renovations and support for three CFI grants associated with the labs. The proposed Centre is an exciting opportunity to further enhance research collaborations between the Faculty of Arts and the Riddell Faculty, which will promote future collaborations more broadly.

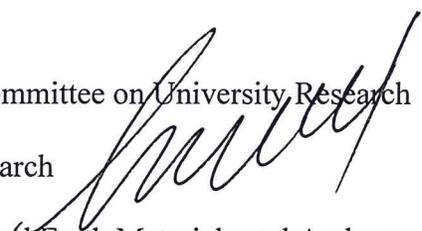


Faculty of Arts

317 Fletcher Argue Bldg.
Winnipeg, Manitoba
Canada R3T 5V5
Telephone (204) 474-7643
Fax (204) 474-7590
Email: Heidi.Marx-Wolf@umanitoba.ca

October 18, 2019

TO: Dr. Digvir Jayas, Chair, Senate Committee on University Research

FROM: Heidi Marx, Associate Dean, Research 

SUBJECT: Faculty of Arts Support for Proposed Earth Materials and Archaeometry Centre (EMAC)

I am writing as Associate Dean Research, Faculty of Arts in support of the proposed EARTH MATERIALS AND ARCHAEOLOGY CENTER (EMAC) which includes faculty members and infrastructure from the Department of Anthropology, Faculty of Arts. This proposal builds on several well established collaborative research programs between researchers in Anthropology (Drs. Fowler, Gamble, Greenfield, and Hoppa,) and Geological Sciences (Drs. Fayek and Halden). The Faculty of Arts is committed to the ongoing success of these partnerships and the individual impacts of the research and infrastructure, which has been supported to date through Indirect Costs of Research/Research Support Funds, support through the laboratory budget of a permanent laboratory technician who contributes to the overall management of Anthropology labs, and ad hoc support of the infrastructure including the past renovations and supporting the three CFI grants associated with the labs. The proposed Centre is an exciting opportunity to further enhance the research collaborations between the two units, and to facilitate potential future collaborations more broadly.



Department of Anthropology

433 Fletcher Argue Bldg.
Winnipeg, Manitoba
Canada R3T 5V5
Tel. (204) 474-8999
Fax (204) 474-7600
email: Derek.Johnson@umanitoba.ca

Dr. Digvir Jayas
Chair, Senate Committee on University Research
Office of the Vice-President (Research and International)
202 Administration Building
University of Manitoba

October 15, 2019

Dear Dr. Jayas:

I am writing as Department Head to convey the Department of Anthropology's support for the proposal for the Earth Materials and Archaeometry Center (EMAC). The Department of Anthropology's support was confirmed by a unanimous vote in favour of the proposal on October 4 in Department Council. The EMAC proposal includes faculty members and infrastructure in the Department of Anthropology. The proposal builds on multiple, long standing collaborative research programs between researchers in Anthropology (Hoppa, Greenfield, Fowler, Gamble) and Geological Sciences (Halden, Fayek). The Department of Anthropology has supported, and will continue to support, the research activities undertaken by these researchers through requests for RSF funding, a permanent laboratory technician who contributes to the overall management of Anthropology labs, a term lab technician (currently), occasional student training opportunities and support based on annual funding and faculty RA requests, and ad hoc support of the infrastructure as able. We see the proposed Center as an opportunity for further development of the research collaborations between the two units, and potentially to facilitate future collaborations more broadly.

Yours Sincerely,

Derek Johnson
Professor and Head



**University
of Manitoba**

Department of Geological Sciences

359 Wallace Building
125 Dysart Road
Winnipeg, Manitoba
Canada, R3T 2N2
Telephone (204) 474-7413
Fax (204) 474-7623

Dr. Digvir Jayas
Chair, Senate Committee on University Research
Office of the Vice-President (Research and International)
202 Administration Building
University of Manitoba

16/Dec/2019

Dear Dr. Jayas:

I am writing as Department Head of Geological Sciences in support of the proposal for the Earth Materials and Archaeometry Center (EMAC). This proposal, which will include faculty members and infrastructure in the Department of Geological Sciences, builds on multiple, long-standing collaborative research programs between Geological Sciences (Halden, Fayek) and Anthropology (Hoppa, Greenfield, Fowler, Gamble). Department Council (meeting held on October 24, 2019) unanimously supported the proposal.

The Department of Geological Sciences has supported, and will continue to support, the research activities of these researchers through five permanent and one research funded laboratory technicians who contribute to the overall management of Geological Sciences laboratories and student training opportunities. We see the proposed Center as an opportunity for further development of the research collaborations between the two units, and potentially to facilitate future collaborations more broadly.

Yours Sincerely,

Alfredo Camacho
Head, Department of Geological Sciences



AGENDA ITEM:

Request to Increase Admission Target, Bachelor of Nursing, College of Nursing

RECOMMENDED RESOLUTION:

For discussion / advice.

CONTEXT AND BACKGROUND:

- The Board policy on *Admission Targets* specifies that it is the President who has authority to approve changes to, or the introduction of, admission targets following consultation and discussion with the dean or director, with Senate and with the Board of Governors, subject to the provisions of the provincial Programs of Study Regulation.
- The President has received a request from the College of Nursing to increase the admission target for the Bachelor of Nursing program by 40 students, from 240 to 280 students, effective for the Fall 2021. The request follows from a recent review of a long-standing agreement between the University of Manitoba and the University College of the North (UCN), in Thompson, Manitoba, for the delivery of the College's B.N. program to students at UCN, and the resulting shift in admission policy and procedures. The recently revised agreement, for the *Delivery of the Bachelor of Nursing Program to a Collaborative University College of the North Cohort*, was approved by Senate at its meeting on June 24, 2020.
- One outcome of that review was to establish a new category of admission, for applicants to the Collaborative University College of the North Cohort. Applications for admission under this category would be made to, and processed by, the UM. Students admitted under this category would be required to meet the same admission requirements as applicants admitted under other categories. They would complete the B.N. program at UCN but would be dually registered at the UM and UCN.
- The current seat capacity (i.e., admission target) in the B.N. program is 240 students at the UM and 40 students at UCN. There would be no net gain of seats with the requested change, at either the UM or UCN, and no increase to the total number of students admitted to the B.N. program. In practice, the request would be to combine the seat capacity of the College's B.N. program and to situate it within the University of Manitoba.

RESOURCE REQUIREMENTS:

- The College of Nursing would not require additional resources to support the request for additional spaces in the B.N. program. As noted above, there would be no net change to the seat capacity in the B.N. program at either the UM or UCN.
- Beginning in the Fall 2021, students admitted under the Collaborative UCN Cohort would be assess UM undergraduate tuition fees and other course-related and general student fees.
- The UM and UCN are accountable for their own budgets and financial resources for the delivery of their respective components of the UM B.N. program.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

- A strategic priority of the College of Nursing is to Strengthen Learning Environment and Education Program Excellence, which includes the strategic initiative to Enhance University of Manitoba

/University College of the North Partnership. The changes made to the admission process will provide more consistent approaches to admissions, registration, and progression for all students in the B.N. program.

IMPLICATIONS:

- Changes made to the admission process and several academic regulations, in the recently revised agreement for the *Delivery of the Bachelor of Nursing Program to a Collaborative University College of the North Cohort*, will lead to a more consistent approach to admissions, registration, and progression for all students in the B.N. program.
- The collaboration between the UM and UCN provides access to nursing education to students living in northern Manitoba. The revised agreement will allow for this access to continue. It also provides nursing students at UCN with access to the resources available to nursing students at UM, including access to the UM Libraries, Student Advocacy services, and student awards.

ALTERNATIVES:

N/A

CONSULTATION:

The President consulted with Senate regarding the request to increase the admission target for the program at the meeting on December 2, 2020. Senate did not raise any concerns with the request.



DATE: November 4, 2020

TO: Jeff Leclerc
University Secretary

FROM: Michael Benarroch, Ph.D.
President and Vice-Chancellor *M. Benarroch*

RE: Increase to Admission Targets, Bachelor of Nursing Program

I attach recommendations from Dr. Todd Mondor, Deputy Provost (Academic Planning and Programs) for a proposed change to the admission target for the Bachelor of Nursing Program.

Under the Admission Targets Policy and Procedure, the President approves changes to, and the introduction of, enrolment limits following consultation and discussion with the relevant Dean or Director, Senate, and the Board of Governors, subject to the provisions of the provincial Program of Study Regulations.

Accordingly, please place this item on the agenda for the November 18, 2020 Senate Executive Committee meeting and the December 2, 2020 Senate meeting.

Cc: Dr. Janice Ristock, Provost and Vice-President (Academic)
Dr. Todd Mondor, Deputy Provost (Academic Planning and Programs)
Dr. Shannon Coyston, Associate University Secretary (Senate)
Ms. Cassandra Davidson, Academic Programs Specialist



**University
of Manitoba**

Office of Provost and Vice-President (Academic)

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

Date: November 4, 2020

To: Dr. Michael Benarroch, President and Vice-Chancellor

From: Dr. Todd Mondor, Deputy Provost (Academic Planning and Programs)

Re: Request for Increase to Admission Targets, Bachelor of Nursing Program

Under the Admission Targets Policy and Procedure and at the request of the College of Nursing, I am requesting that you consider an increase to the admission target in the Bachelor of Nursing (BN) program from 240 seats to 280 seats per year.

As detailed in the attached proposal, the College is requesting that 40 seats previously reported under UCN be incorporated into the UM targets. The request is in response to a recent review of the delivery of the BN program to UCN and the resulting shift in admission policy and procedures, approved by Senate in June 2020. There is no net gain of seats with this change and there is no increase to the total number of students admitted to the program.

As you are aware, the Admissions Targets Policy and Procedure provides the President with the authority to approve changes to admission targets to a program following consultation with the Dean/Director, Senate, and the Board of Governors.

Please provide your advice concerning this matter to the Office of the University Secretary by Friday, November 6th, 2020, so that, if supported, the request may receive timely consideration by Senate and the Board of Governors.

Cc.: Dr. Janice Ristock, Provost and Vice-President (Academic)
Ms. Laurie Schnarr, Vice-Provost (Students)
Dr. Brian Postl, Dean, Rady Faculty of Health Sciences & Vice-Provost (Health Sciences)
Dr. Netha Dyck, Dean, College of Nursing
Mr. Jeff Leclerc, University Secretary
Mr. Jeff Adams, Director, Enrolment Services
Ms. Cassandra Davidson, Academic Programs Specialist

MEMORANDUM

Date: October 21, 2020

To: Dr. Todd Mondor, Deputy Provost (Academic Planning and Programs)

Copy: Jeff Adams, Executive Director, Enrolment Services
Cassandra Davidson, Academic Programs Specialist, Office of the Provost and Vice-President (Academic)

From: Dr. Netha Dyck, Chair, College of Nursing College Council

Re: Admission Targets

Please find enclosed a completed *Significant Modification to a Program of Study* form.

In June 2020, the Senate approved a change in the admission process to the Bachelor of Nursing program to include a new category for the Collaborative University College of the North (UCN) Cohort, starting with the September 2021 intake of students. With the inclusion of the Collaborative UCN Cohort, the admission target for the Bachelor of Nursing program will increase from 240 students to 280 students.

The University of Manitoba current seat capacity is 240 students per academic year. These students are admitted in two intakes: 120 students in the Fall and 120 students in the Winter.

The University College of the North current seat capacity is 40 students per academic year. These students are admitted to two sites: 20 students in Thompson and 20 students in The Pas.

This revised admission target does not change the total number of admitted students (280 students), but rather combines the seat capacity of the program and situates it within the University of Manitoba.

This form was reviewed at the College of Nursing College Council meeting on September 30, 2020 and the recommendation was made to forward for approval.

Sincerely,



Dean, College of Nursing

Encl.

SIGNIFICANT MODIFICATION TO A PROGRAM OF STUDY

Under The Advanced Education Administration Act

Universities and colleges requesting approval for a **significant modification** to a program of study from Education and Training 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. Please complete the application below and submit one (1) electronic copy (.pdf format) each to the Vice-Provost (Integrated Planning & Academic Programs) and the Office of the University Secretary, (where indicated) along with the following supplemental documentation:
 - a. A cover letter justifying and summarizing the rationale behind the request for a significant modification.
 - b. Letters of support from internal and/or external stakeholders that were consulted as part of this proposal, if applicable.
2. Note that internal approval of the proposed modification will vary depending on the type of modification (see SECTION C). Please work with the Provost's Office and the Office of the University Secretary in advance, in identifying the appropriate procedures and approval processes. In general, please note the following for each type of modification:
 - a. **CHANGE OF SITE** – may require Senate approval if the site requires modifications to admission and/or program requirements (e.g. new admission category).
 - b. **CHANGE TO SEAT CAPACITY** – please refer to the Admission Targets Policy and Procedures (http://umanitoba.ca/admin/governance/governing_documents/academic/admission_targets.html). Changes may also require Senate approval if there are modifications to admission and/or program requirements.
 - c. **CHANGE TO TIME-TO-COMPLETION** – any addition to or reduction of hours to program requirements, requires Senate approval. For undergraduate programs, please refer to SCCC Guidelines found at - <http://umanitoba.ca/admin/governance/forms/index.html>. For graduate programs, please contact FGS for approval process.
 - d. **CHANGE TO APPROVED DELIVERY MODEL** – please notify the Provost's Office of any significant changes to course or program delivery method.
 - e. **CHANGE TO STATUS OF JOINT PROGRAM** – depending on the significance of the changes resulting from the proposal, this will either require Senate approval as a program modification or will require the introduction of a new program. Please contact the Provost's Office with more details on how becoming a joint program or ceasing a joint program will impact the program.
 - f. **CHANGE TO CREDENTIAL**
 - g. **CHANGES TO CAPITAL OR OPERATING RESOURCES REQUIRED -**
3. Please direct questions to Cassandra Davidson, Academic Programs Specialist, Office of the Provost and Vice-President (Academic) at Cassandra.Davidson@umanitoba.ca or 204.474.7847.

SECTION A – PROPOSAL DETAILS

Institution: **University of Manitoba**

Applicable faculties/department with responsibility for the program:
Rady Faculty of Health Sciences / College of Nursing

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

The Bachelor of Nursing Program (BN Program) is not a joint program; it is a University of Manitoba (UM) program delivered in Winnipeg and in collaboration with University College of the North (UCN) for the delivery of the BN Program to the cohort of UM students located in Thompson and The Pas (identified throughout this document as the 'Collaborative UCN Cohort').

Program name: Bachelor of Nursing Program

Credential awarded: Bachelor of Nursing

Funding request: N/A

Office Use Only

One-time funding: _____

On-going funding: _____

Proposed start date: 2021-09-01

List any critical issues that may impact the start date of the program: Assuming there are no issues with approval timelines, there are no critical issues expected to impact the start date.

Institutional Program Code(s) (PSIS reporting number):

SECTION B – PROGRAM DESCRIPTION AND DELIVERY

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

In 1996, as diploma nursing education programs began to close, the Ministers of Health and Education for the province announced a new approach to nursing education: the Manitoba Nursing Education Strategy (MNES). The goal of the strategy was to consolidate nursing education in the province and move to a Bachelor of Nursing degree as entry to practice for registered nurses.

The UM Faculty of Nursing was at the centre of the MNES strategy in 1998. Partnerships were formed between the UM and Brandon University, Red River Community College, and Keewatin Community College for the delivery of the UM Bachelor of Nursing Program in urban, rural, and northern settings. The partnership formed between UM and Keewatin Community College resulted in the delivery of the UM BN Program in The Pas and Thompson, with the first courses offered in fall of 1998. For a number of years, the UM Faculty of Nursing was responsible for delivering the fourth year of the Bachelor of Nursing Program to students in The Pas and Thompson. Keewatin Community College became the University College of the North in July of 2004. UM Faculty of Nursing's history with collaborative programs dates back to 1991 with a partnership with the Health Sciences Centre School of Nursing (1991-1995), as well as with the St. Boniface General Hospital School of Nursing (1992-1995).

With the introduction of a new BN Program curriculum in 2015, the teaching responsibilities changed and a new legal agreement between UM and UCN was drafted in 2018 but not signed. During the process of drafting the new agreement, it was identified that, other than a letter of notification to Senate, the structure of the program delivery in The Pas and Thompson had not been approved by Senate.

A proposal outlining the structure and delivery of the program to the Collaborative UCN Cohort, including a revised admissions process, was approved by Senate on June 24th, 2020. The legal agreement was drafted in conjunction with the Senate Proposal and is ready for signature.

The BN Program is structured as a four-year program, with University 1 being the first year. An integrated approach is utilized in the delivery of the BN Program to the Collaborative UCN Cohort, whereby the same curriculum is used for all three program sites. This includes collaboration to develop and employ a consistent curriculum across all sites (with some modifications based on context, client populations, or access to clinical sites). The Senate approved proposal outlined the new admission process which included the creation of a new admission category for the UM BN Program's UCN Cohort for the September 2021 intake of students. With the implementation of this new admission category, the admission requirements will be the same for all applicants, including the Collaborative UCN Cohort. As well, starting with the September 2021, the University of Manitoba will be responsible for receiving and processing applications for all students applying to the BN Program.

This requires a change in the admission target at the University of Manitoba to incorporate the BN Program seats into the University of Manitoba process for admissions. No net increase in seat capacity is being requested across these two institutions, rather this requested modification will combine the seat capacity and situate it within the University of Manitoba.

B-2 Describe how this program serves and advances the academic, cultural, social and economic needs and interests of students and the province:

The UM BN Program is the largest entry level nursing program in Manitoba, contributing significantly to healthcare human resources in Manitoba. The partnership with UCN allows the University of Manitoba to

support the education of future nurses and address the gaps in nursing human resources that exist in northern Manitoba. The proposed modification to the admission process will provide a more consistent approach to admissions, registration, and progression for all students in the BN Program.

B-3 Describe the existing and anticipated post-secondary learning needs of students in Manitoba that this program addresses and responds to:

The partnership with UCN reduces the barriers to nursing education for students located in northern Manitoba by providing access to nursing education without relocating.

B-4 Will the program be available for part-time study?

No changes are being made to the current practices for part-time study in the BN Program and therefore there will be no impact on availability for part-time study.

B-5 Is there a cooperative education, work placement, internship or practicum component?

The BN Program contains a clinical course in each term of Years 2, 3, & 4 in order for students to complete the College of Registered Nurses of Manitoba requirement of 1000 hours of clinical practice. Following the successful completion of Year 4 Term 2 of the BN Program, all students complete 450 hours in a final practicum placement at a clinical site. Students in the Collaborative UCN Cohort generally complete these clinical practice hours and final practicum hours at clinical sites within the Northern Regional Health Authority.

SECTION C – MODIFICATION TYP

C-2 Change to seat capacity

C-2.1 - List originally approved or currently offered seat capacity and proposed seat capacity.

UM Internal Note: seat capacity as defined by your admission target. If you are not aware of the target, please contact Enrolment Services.

Effective September 2021 we will be increasing the admission target for the Bachelor of Nursing Program from 240 students to 280 students.

The University of Manitoba currently offered seat capacity is 240 students / academic year. These students are admitted in two intakes: 120 students in the Fall intake and 120 students in the Winter intake.

The University College of the North currently offered seat capacity is 40 students / academic year. These students are admitted to two sites: 20 students in Thompson and 20 students in The Pas.

In the proposed seat capacity modification the total number of admitted students (280 students) will not change. Rather, the seat capacity will be moved entirely to the University of Manitoba.

C-2.2 - Provide rationale for this change. *(Examples include changes in applications, enrolment and employer demand or alignment with the institution's strategic direction and priorities.)*

UM Internal Note: please ensure to address the following in your response:

- Student demand for places – identify how the current admission levels and the proposed changes compare to the number of qualified applicants to the program.
- Demand for graduates – identify how the current admission levels and the proposed changes reflect market demand for graduates.
- Outline any economic, demographic and/or geographical shifts in the student population that may impact on, or be impacted by, the proposed change.
- Student success – comment on success of current students (progression, time-to-completion, etc.) and graduates of the program (where known).

The collaboration between the UM and UCN provides access to nursing education to students living in northern Manitoba – the proposed changes will allow for this access to continue. It will also provide the students in the Collaborative UCN Cohort with access to the resources available to all students of the University of Manitoba, such as student advocacy. This change will also allow for greater consistency in the administration and delivery of the UM Bachelor of Nursing Program.

C-2.3 - Intake Information

C-2.3 (a) - What is the projected enrolment for the first intake?

Projected enrolment for the first intake is 280 Students.

C-2.3 (b) - What is the maximum seat capacity (defined as first-year enrolment capacity)?

The maximum seat capacity will be 280 students / academic year

C-2.3 (c) - What is the anticipated date of maturity?

Effective date is September 2021.

C-2.4 UM Requirement: Address the impact of the proposed change on access to post-secondary education of under-represented groups. Identify any particular demographic experiencing special difficulties either in gaining admission to, or completing the requirements of, the program.

The collaboration between the UM and UCN provides access to nursing education to students living in northern Manitoba – the proposed changes will allow for this access to continue. This change will also allow for the students in the Collaborative UCN Cohort to have access to the resources available to all students of the University of Manitoba, such as student advocacy.

D-1 Describe how this significant modification aligns with the strategic plans of your institution:

One of the Strategic Priorities of the College of Nursing is: *Strengthen Learning Environment and Education Program Excellence*. Within this objective, there is a strategic initiative to *Enhance University of Manitoba / University College of the North Partnership*. The changes to the admission process will provide a more consistent approach to admissions, registration, and progression for all students in the BN Program.

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

Decision-Making body: *Senate (consultation only)*

Decision:

Date:

Decision-Making body: *Board of Governors (consultation only)*

Decision:

Date:

Decision-Making body: *President*

Decision:

Date:

D-3 Responsibility to consult

D-3.1 If this program is 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:

Throughout the history of the partnership, approval of the University of Manitoba BN Program by the regulatory body, the College of Registered Nurses of Manitoba (CRNM), has been a collaborative process with University College of the North, with our most recent approval occurring in 2019 (for a five-year period). No change in the accreditation process is anticipated as a result of the proposed modification.

D-3.2 What agencies, groups, or institutions have been consulted regarding the significant modification of this program?

UM Internal Note: the unit is to consult with other academic units to identify how the proposed changes might affect quality, access to, and resources associated with the programs offered by that unit, as well as impact on service teaching by supporting faculties/schools. Outline the consultation process with other units and append letters of support, as appropriate.

The approved Senate proposal was developed in collaboration with University College of the North.

The UM Admissions Office, UM Registrar's Office, the UM Student Awards Office, and the Office of the Vice Provost (Students) were consulted as part of the development of the Senate Proposal, which was approved by Senate on June 24th, 2020.

Summary of Consultation Meetings within the University of Manitoba:

UM Registrar's Office – Neil Marnoch, February 27th, 2019

UM Enrolment Services – Jeff Adams – March 7th, 2019

UM Financial Aid and Awards – Pamela Gareau, March 6th, 2019

UM Admissions Office – Erin Stone – March 7th, 2019

UM Vice-Provost (Students) – Susan Gottheil, March 11th & 20th, 2019

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

Faculty in the College of Nursing at the University of Manitoba were informed of the intent to modify the seat capacity for the BN Program throughout the development and the approval of the Senate Proposal. The Senate Proposal was approved by College Council on April 29, 2020 and approved by Senate on June 24th, 2020.

Students in the Collaborative UCN Cohort will see a change in how they apply for admission to the program and in the registration process. Students will be informed of these changes through the UM College of Nursing website as well as the UCN website, through the newly created Admissions Bulletin, and through direct communication with students in pre-nursing at University College of the North.

D-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.)*

There are BN Programs offered at Red River College, University of Brandon, and Universite' de St. Boniface – none of these programs have collaborative deliveries to a northern cohort.

D-4.1 Describe any specific laddering, articulation and/or credit transfer options for Manitoban students that are anticipated to change as a result of the significant modification of this program:

Students in the BN Program may apply for transfer to any of the alternate delivery sites within the Program as long as they meet minimum requirements outlined in the BN Program regulations.

D-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.)*

This collaborative University - College model for the delivery of nursing education is widely utilized across Canada in order to support access to nursing education. Among the many examples are the University of Regina with Saskatchewan Polytechnic; the University of Alberta with Red Deer College, Keyano College Fort McMurray and Grande Prairie Regional College; McMaster University with Mohawk College and Conestoga College; University of Ontario Institute of Technology (UOIT) with Durham College and Georgian College; and the University of New Brunswick with Humber College.

D-5.1 Describe any specific laddering, articulation and/or credit transfer options for Manitoban students that are anticipated to change as a result of the significant modification of this program.

No change to current practices is expected with the proposed modification.

D-6 Describe any changes in labour market demands in Manitoba for graduates of this Program as a result of this significant modification:

(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.)

No change is expected in labour market demands in Manitoba as a result of the proposed seat capacity modification as the net seat capacity will not change and the location of the seats will not change.

D-7 If copies of any internal or peer evaluations with respect to the significant modification of this 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:

Not applicable to the proposed modification.

D-8 Does this significant modification entail an increase to tuition, or the establishment of or increase to fees that apply to students in this program of study?

UM Internal Note: Comment on potential impact on student access to and affordability of education that may result from the change.

Effective Fall 2021, students in the Collaborative UCN Cohort will be assessed the UM undergraduate tuition fees and other course-related and general student fees. Payment of fees will be made to the UM through accepted payment options.

SECTION E – REQUIRED RESOURCES AND FINANCIAL IMPLICATIONS

E-1 If one-time or pilot funding is being requested to support the significant modification of this program of study, please identify the amount of funding being requested:

No additional funding is being requested for the proposed modification.

E-2 If ongoing funding is being requested to support the significant modification of this program of study, please identify the amount of funding being requested:

No additional funding is being requested for the proposed modification.

E-3 If new funding is not being requested, how will the significant modifications to the program be funded? (Include such information as: where reallocated funding will come from, and the implications of reallocating that funding on other programs/activities of the institution.)

Both the UM and UCN are accountable for their own budgets and financial resources for the delivery of their components of the UM BN Program. As the proposed modification does not include a net increase in admission seat capacity across both institutions and the location of the seats does not change, no additional funding is being requested.

E-4 What are the resource implications to the institution in delivering the significantly modified program of study?

(Include such information as; budget, IT, library, laboratory, computer, space, practicum liability insurance, student services, etc)

UM Internal Note: Identify how the proposed changes will impact on the *quality of operations* at both the unit level and institutional level (including impact on other affected units), where applicable. Comment on how units delivering service teaching in the program will be impacted by the proposed change.

There are no resource implications for the proposed modification to the seat capacity of the UM BN Program.

The proposed change will more clearly position the students within the Collaborative UCN Cohort as students of the University of Manitoba. As such, the UM Admissions Office, UM Registrar's Office, UM Student Awards Office, and the Office of the Vice Provost (Students) were consulted as part of the development of the Senate program proposal, which was approved on June 24th, 2020. See section D-3.2 for a summary of the consultations meetings.

The proposed modification to the admission process will provide a more consistent approach to admissions, registration, and progression for all students in the BN Program. Students in the Collaborative UCN Cohort will continue to have access to UM Libraries online library resources and will also have access to UM Awards and bursaries and student advocacy services.

E-5 Please describe new and existing staffing resources needed to provide this significantly modified program of

stud:.*(Include reallocation of existing faculty, hiring of new faculty, administrative and support services and any other considerations.)*

UM Internal Note: Identify how the proposed changes will impact on the *quality of instruction* at both the unit level and institutional level (including impact on other affected units), where applicable. Comment on how units delivering service teaching in the program will be impacted by the proposed change.

Both the UM and UCN are accountable for their own budgets and financial resources for the delivery of their components of the UM BN Program. As the proposed modification does not include an overall net increase in admission seat capacity across both institutions and the location of the seats will not change, no additional staffing resources are needed.

E-6 Please describe the effect of the significant modification of this program on existing capital infrastructure and equipment:

UM Internal Note: Identify how the proposed changes will impact on the *quality of operations* at both the unit level and institutional level (including impact on other affected units), where applicable. Comment on how units delivering service teaching in the program will be impacted by the proposed change.

Both the UM College of Nursing and the University College of the North are responsible for the infrastructure and equipment required to deliver the UM BN Program. No changes in practice are expected with the proposed modification.

SECTION F – SIGNATURES

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

SUBMITTED BY:

President:

Name:

Signature:

Date:

Vice-President/Academic:

Name:

Signature:

Date:

For use by joint programs only:

President:

Name:

Signature:

Date:

Vice-President/Academic:

Name:

Signature:

Date:

SUBMIT COMPLETED FORM

Once completed and signed, please submit this application form to Post-Secondary Education and Labour Market Outcomes at PSE-LMO@gov.mb.ca with the following attachments *(double-click to engage check box)*:

- | | |
|--------------------------|---|
| <input type="checkbox"/> | Cover letter |
| <input type="checkbox"/> | Program of Study 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:

Post-Secondary Education and Labour Market Outcomes
Manitoba Education and Training
400-800 Portage Avenue Winnipeg MB R3C 0C4
(204) 945-1833
PSE-LMO@gov.mb.ca

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