BOARD OF GOVERNORS

Tuesday, May 28, 2024
Alan A. Borger Sr. Executive Conference Room
E1-270 Engineering Information and Technology Complex
4:00 p.m.

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

OPEN SESSION

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

OFFICE OF THE UNIVERSITY SECRETARY
Traditional Territories Acknowledgement

The University of Manitoba campuses are located on original lands of Anishinaabeg, Ininewuk, Anishininewuk, Dakota Oyate, and Denesuline peoples, and on the National Homeland of the Red River Métis.

UM respects the Treaties that were made on these territories, acknowledges the harms and mistakes of the past and present, and dedicates itself to move forward in partnership with Indigenous Communities in a spirit of Reconciliation and collaboration.

UM recognizes that this acknowledgment only holds meaning when reflected in the actions taken to address the injustices and barriers that have disproportionally affected Indigenous Peoples and communities, systemically preventing them from accessing and benefitting from education. Grateful for the territories and lands on which the university community learns, conducts research, and engages with external partners, UM is guided by this acknowledgment in carrying out the core work of its mission, the priorities it sets, and the decisions made to move forward as an institution.

Mission

We advance learning by creating, sharing, preserving, and applying knowledge in partnership with diverse communities to promote the cultural, social, and economic well-being and health of Manitoba, Canada, and the world.

Vision

The University of Manitoba will be a vibrant and thriving community, enriched by Indigenous knowledges and perspectives. We will lead change for a better Manitoba and world.

Core Values

Belonging – Curiosity – Impact – Integrity – Well-being

Strategic Themes & Foundational Commitments
2023/24 Board of Governors
Priorities and Goals

- Monitor progress on building community and reinforcing a culture of trust at the UM.
- Oversee the development of the UM Brand Positioning and Strategic Plan.
- Accessible, supportive student experience and successful outcomes, examples including:
  - Set the tone in advancing reconciliation, equity, inclusion, anti-racism and anti-ableism, including monitoring the implementation of recommendations of the Anti-Racism Task Force
  - Review of Risk Register – Review of Top 10 Risks
### AGENDA

<table>
<thead>
<tr>
<th>Call to Order</th>
<th>Action</th>
<th>Presenter</th>
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<tr>
<td></td>
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<td>Chair</td>
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<td>4:00 p.m.</td>
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<td>MOTION TO MOVE TO In Camera (Board and President)</td>
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<tr>
<td>MOTION TO MOVE TO OPEN SESSION</td>
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### ANNOUNCEMENTS

1. **APPROVAL OF THE AGENDA (Open Session)**
   - Approval | Chair | 4 | 4:30 p.m. |

2. **MINUTES (Open Session)**
   - 2.1 Approval of the Minutes of the March 19, 2024 Open Session
     - Approval | Chair | 7 | 4:30 p.m. |
   - 2.2 Business Arising - none
     - | Chair | - | 4:30 p.m. |

3. **NEW BUSINESS / FOR DISCUSSION**
   - 3.1 Report of the President
     - Information | President | 17 | 4:30 p.m. |
     - a) Statement of Freedom of Expression at the University of Manitoba
     - Information | President | 21 |
   - 3.1 Respectful Rematriation and Repatriation Ceremony Policy and Procedure
     - Information | A. Bruce | 23 | 4:45 p.m. |

4. **COMMITTEE REPORTS**
   - 4.1 Report of the Board Executive Committee
     - Information | Chair | 62 | 4:50 p.m. |
     - a) Board and Committee Annual Priorities 2024-25
     - Approved | Chair | 63 |
   - 4.2 Report of the Finance and Infrastructure Committee
     - Information | B. Shearer | 71 | 5:05 p.m. |
     - a) 2024-25 Proposed Tuition and Course Fees
     - Approval | N. Andrew | 74 |
     - b) 2024-25 Consolidated Budget
     - Approval | N. Andrew | 88 |
   - 4.3 Report of the Governance and Board Development Committee
     - Information | K. Osiowy | 110 | 5:40 p.m. |
   - 4.4 Report of the Advancement Committee
     - Information | D. Finkbeiner | 111 | 5:45 p.m. |
5. **NEW BUSINESS**

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<tr>
<td>5.1</td>
<td>Proposal for a College of Community and Global Health, Rady Faculty of Health Sciences</td>
<td>Approval</td>
<td>President</td>
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<td>5.2</td>
<td>Temporary Increase to Admission Target, Doctor of Pharmacy, College of Pharmacy</td>
<td>Consultation</td>
<td>President</td>
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6. **UNANIMOUS CONSENT AGENDA**

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 at the end of the agenda

### 6.1 From Senate for Approval

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<tr>
<td>6.1.1.</td>
<td>Reports of the Senate Committee on Awards (dated January 16, February 20)</td>
<td>Approval</td>
<td>Chair</td>
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<td>6.1.2.</td>
<td>Report of the Senate Committee on Awards (dated April 2, 2024)</td>
<td>Approval</td>
<td>Chair</td>
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<td>6.1.3.</td>
<td>Proposal to close the Bachelor of Arts (General) in Linguistics and American Sign Language – English Interpretation, Faculty of Arts</td>
<td>Approval</td>
<td>Chair</td>
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<td>6.1.4.</td>
<td>Proposal to convert the Leslie F. Buggey Professorship in Pharmacy to a Chair</td>
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### 6.2 From Senate for Information

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<td>6.2.1.</td>
<td>Reports from Senate (April 3 and May 15, 2024)</td>
<td>Information</td>
<td>Chair</td>
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<td>6.2.2.</td>
<td>Request to Extend Temporary Suspension of Admissions, Post-baccalaureate Diploma in Agrology, Faculty of Agriculture and Food Sciences, President’s Approval</td>
<td>Information</td>
<td>Chair</td>
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### 6.3 From the Finance and Infrastructure Committee

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<td>6.3.1.</td>
<td>2024-2025 Residence Room and Meal Rates</td>
<td>Approval</td>
<td>Chair</td>
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<td>6.3.2.</td>
<td>2024 Student Giving Agreements</td>
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### 6.4 From the Advancement Committee

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<td>6.4.1.</td>
<td>2023-2024 Fundraising Update</td>
<td>Information</td>
<td>Chair</td>
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### 6.5. From the Executive Committee

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<tr>
<td>6.5.1.</td>
<td>Distinguished Service Award Policy, Procedure and Bylaws</td>
<td>Approval</td>
<td>Chair</td>
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### 6.6. From the Governance and Board Development Committee

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<tr>
<td>6.6.1.</td>
<td>Revised Code of Conduct</td>
<td>Approval</td>
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### BOARD OF GOVERNORS OPEN SESSION
Tuesday, May 28, 2024 at 4:00 p.m.

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<thead>
<tr>
<th>6.7. From the Vice-President Administration</th>
<th>Approval</th>
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<th>(consent)</th>
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<tr>
<td>6.7.1. Revisions to Accessibility Policy</td>
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**MOTION TO MOVE TO CLOSED & CONFIDENTIAL SESSION**  
Approval  Chair  -  6:10 p.m.
Minutes of the OPEN Session of the
Board of Governors
March 19 at 4:00 p.m.

Present:  L. Magnus, Chair
J. Leclerc, Secretary

J. Anderson  M. Benaroch  D. Brown  I. Fakankun  D. Finkbeiner
L. Hyde  K. Lee  A. Mahon  S. Li  K. Osiowy
S. Prentice  S. Puznak

Via Teleconference:  J. DeSouza-Huletey  D. Roussin  C. Yendt

Regrets:  D. Brothers  D. Hiebert-Murphy  T. Karuhogo  V. Koldingnes
L. Pittman  A. Puchniak  B. Shearer

Absent:  A. Bell

Assessors:  R. Thalhammer  M. Shaw

Officials:  N. Andrew  A. Bruce  M. Pinto  M. Watson

Others attending:  J. Gerlach

ANNOUNCEMENTS

The Chair acknowledged that the University of Manitoba is located on the original lands of the Anishinaabeg, Ininewuk, Anisininewuk, Dakota and Denesuline, and on the National Homeland of the Red River Métis, recognizing the treaties made on these lands and committing to resolving harms and mistakes of the past and present.

The Chair shared her own personal commitment to listening and learning from Indigenous peoples and communities in moving forward in a spirit of reconciliation. She expressed her hope that the Board will use its diverse expertise and backgrounds to continue to work together in trust and collaboration to fulfill its fiduciary duties in the best interest of the University as a whole, always demonstrating the highest respect for each other, for students, faculty, and staff and the community the University serves.
FOR ACTION

1.  APPROVAL OF THE AGENDA

It was moved by Ms. Lee and seconded by Mr. Osiowy:  
THAT the agenda for the March 19, 2024 meeting be approved.  
CARRIED

2.  MINUTES (Open) Session

2.1 Approval of the Minutes of the December 5, 2023 Open Session and the Minutes of the February 27, 2024 Open Session Strategic Meeting as circulated or amended.

It was moved by Ms. Lee and seconded by Chancellor Mahon:  
THAT the minutes of the December 5, 2023 Open session be approved as circulated, and  
THAT the minutes of the February 27, 2024 Open Session Strategic Meeting be approved as amended.  
CARRIED

2.2 Business Arising

There was no business arising from the minutes.

3.  PRESENTATION / DISCUSSION

3.1 Strategic Research Plan

Dr. Pinto began his presentation by sharing his gratitude and appreciation for the dedication of members of the Strategic Research Planning Committee, in addition to those who have provided input and assisted with the continuous optimization of the plan.

He reminded Board members that the Strategic Research Plan was presented at a University of Manitoba town hall in October of 2023, and to Senate at their meeting this past January, noting that feedback received has been incorporated and further consultation with the planning committee has resulted in a balanced strategic research plan.

Dr. Pinto provided a high-level overview of the guiding principles of the Strategic Research Planning Committee:

1. The Committee will build on the strong foundation of fundamental inquiry and foundational knowledge.
2. Highlight existing strengths and build those existing strengths based on that foundation.
3. Combine those strengths in imaginative combinations to give themes of research.
4. To admit that these themes themselves can and will connect.
Dr. Pinto explained that this strategic plan is not intended to highlight all individual specialties, but rather serve as a high-level plan that captures the spirit of the University of Manitoba. In referring to the tag line of the plan “Change Through Research”, Dr. Pinto provided an overview of how this can be accomplished both internally and externally. He shared the vision and mission of the plan, and provided an overview of the seven intertwining research values that include:

1. Reconciliation  
2. Responsiveness  
3. Responsibility  
4. Relationality  
5. Relevance  
6. Reciprocity  
7. Respect

Dr. Pinto explained that these seven research values signify the importance of the seven sacred teachings of Indigenous culture, understanding that decisions made today must consider their impact seven generations from now.

He spoke about foundations, and the pursuit of fundamental knowledge being the cornerstone of research at the University of Manitoba. He shared with Board members; seven themes of research agreed upon by the planning committee:

1. Foundations  
2. Social Justice and Human Rights  
3. Research by, for, and with Indigenous Peoples  
4. Water and Food Security  
5. Health and Well-being  
6. Climate Action and Sustainability  
7. Manitoba, Hudson Bay, Arctic, and the World

Dr. Pinto explained that these seven themes are meant to interweave and interconnect, and not serve in isolation of one another. He spoke about the concepts of two-eyed and multi-eyed seeing in recognizing innovative thinking, and where innovation occurs. He presented a graphic image that that reflects the intention to build on disciplinary foundations to derive multi-disciplinary areas of research and explained that this strategic plan is intended to provide support to society.

In response to a question, Dr. Pinto explained that to implement and share the vision of this plan, discussions and connections need to occur. He spoke about several events that will be taking place, hosted by the VPRIO, including SET Day (high school students), undergraduate and graduate showcases, meet and greet sessions with faculty, students, staff and Canada
Research chairs as well as the IGNITE series. He noted the critical importance of student participation, and that reaching out to students will continue to ensure that this can be achieved.

He explained that these themes do not incorporate all areas of research, sharing that support will be provided to those areas that may take a different path, and will ensure this is emphasized moving forward.

Ms. Bruce spoke about the major intersections between Indigenous community and research at this institution, and the significant impact on these communities. She shared the importance of ensuring that the appropriate foundational pieces are in place to continue fostering community relationships, allowing the institution to move forward. She asked if this connection under the “People, Partnerships, Platforms and Processes” within the Strategic Research Plan could be strengthened.

Dr. Pinto spoke about social and economic reconciliation strategies in place, including three Tier 2 Indigenous Canada Research Chairs, securing of digital and archival storage within Indigenous communities, the IGNITE program “Just Waters”, Reimagining Food Systems for Climate Change Adaptation, and REACH (Reimagining Arctic and Central Canada Accessibility through Hudson Bay).

4. COMMITTEE REPORTS

4.1 Report of the Board Executive Committee

The Chair noted that at its meeting on January 30th, the Committee reviewed and discussed items related to the work of the Board and its Committees and received an update on progress made to date in addressing the Board and committee annual priorities. She shared that the Committee was pleased with progress made, and plans for the remainder of the year.

4.2 Report of the Human Resource and Compensation Committee

The Chair explained that during its meetings on February 13th and March 7th, the Committee received an update on Board-approved HR policies in efforts by management to update, evaluate and reclassify policies, incorporating many into a new employee handbook. She shared that the Committee also considered two items for approval by the Board.

a) Deans of Faculties, Directors of Schools of the University, and College Deans Policy and Appointment and Review Procedure

Dr. Benarroch explained that in working to streamline these governing documents, the recommendation is to bring together existing policy for Deans, Directors, and College Deans and procedures governing their appointment, reappointment, or renewal. He added that the language overall has been updated to incorporate EDI, adding that these policy and procedures
will now allow for a dean or director to be that of more than one unit at a time, and specifies procedures of how that can occur.

Dr. Benarroch informed Board members that this was previously considered by Senate, who offered suggested improvements relating to the consultation with, and reporting back to units, specific to budget matters. He noted that those suggestions have been incorporated within the documents, and that the updated policy and procedure are being recommended by Senate for approval by the Board.

It was moved by Mr. Finkbeiner and seconded by Ms. Hyde:

**THAT the Board of Governors:**

1. Approves effective immediately:
   a. Deans of Faculties, Directors of Schools of the University, and College Deans Policy;
   b. Deans of Faculties, Directors of Schools of the University, and College Deans: Appointment and Review Procedure;

2. Repeal effective immediately:
   a. Deans of Faculties Bylaw;
   b. Directors of Schools of the University Bylaw; and
   c. Deans of Faculties and Directors of Schools of the University: Appointment and Review Policy and Procedure.

   CARRIED

b) Staff Benefit Plan Enhancements

[Mr. Gerlach joined the meeting]

Ms. Andrew spoke about collaboration that occurred throughout this process, sharing that the Staff Benefits Committee is made up members from all employee groups, as well as members appointed by the Board of Governors, and that this recommendation was unanimously approved by Committee.

In highlighting the enhancements to the Staff Benefit Plan, Ms. Andrew shared that these enhancements include the addition of vision coverage, enhancements to drug coverage as well as paramedical coverage, including the addition of a fifth paramedical coverage for mental health with an annual coverage of $1,000 for full-time and $750 for part-time employees. She shared that there will also be an expanded list of mental health practitioners covered by the plan. She explained that these enhancements are exciting, sharing the importance of financial sustainability in ensuring that the increase in premiums is manageable by the employee and the University.

Ms. Andrew shared that a review of the Employee Assistance Program (EAP) was done, and within these plan enhancements, the University has transitioned to a new provider that will offer
more comprehensive and culturally sensitive counselling. She added that the new provider is lower cost, and those savings will be transferred and used to increase the employee Health Care Spending limits.

In response to a question, Mr. Gerlach explained that the Supplemental Health Plan is separate from Blue Cross, which provides dental coverage. He explained that the Blue Cross plan was revised two years ago, when annual cover maximums were revisited and increased accordingly, adding that few concerns have been received from employees regarding dental coverage.

Ms. Roussin spoke about Indigenous cultural aspects of health and healing that do not currently fit under health coverage, such as land-based activities and/or support by Elders. She asked if this will be a consideration of the University in offering these as a covered service within the plan. Mr. Gerlach shared that this was a focus of conversation with Canada Life and the University’s new EAP provider, sharing that from an EAP perspective, significant improvement has been made in providing culturally sensitive counselling from Indigenous, BIPOC and the LGBTQ communities. He explained that while there work yet to be done, the University will continue to ensure they remain inclusive and supportive for Indigenous people.

Ms. Andrew explained that in signaling the importance of this to Canada Life and the EAP provider, although it may take some time, these companies will begin to respond and build on those requests. She shared the importance that the University of Manitoba consider those current gaps, and what services can be offered to fill them.

Mr. Gerlach explained the removal of annual drug limits, sharing that this will bridge the gap between drug coverage at the University and an employee’s pharmacare deductible. Dr. Brown shared the huge step forward for the institution, noting that health coverage can change vastly from province to province. He added that this will also serve as a great benefit to the institution in terms of staff recruitment.

Chancellor Mahon declared a conflict of interest and did not vote on this item.

It was moved by Dr. Anderson and seconded by Mr. Finkbeiner:

**THAT the Board of Governors approves enhancements to the Staff Benefits Plan for active full-time and part-time employees effective April 1, 2024, as recommended by the Staff Benefits Committee.**

**CARRIED**

The Chair thanked Mr. Gerlach for joining the meeting to speak to this matter.

[Mr. Gerlach left the meeting]
4.3 Report of the Governance and Board Development Committee

Mr. Osiowy shared that at its meeting on February 13th, the Committee discussed several items relating to the work of the Board and its Committees. He explained that the Committee reviewed the 2022-23 Board annual evaluation questionnaire from last year, and recommended revisions that will be incorporated into the survey and shared with Board members this spring.

He also shared that the Committee reviewed the current Board of Governors Code of Conduct, and suggested updates which will be brought to the Board for approval at a future meeting.

Mr. Leclerc shared that Committee members reviewed and considered revisions to the Board Submission template, with the intention to streamline information shared with the Board and/or its committees. He noted that this template provides a high-level overview of the key values and implications and an overview of key questions being asked of Board members in considering the submission. Mr. Leclerc shared that this revised template will be implemented in the coming months.

a) Open/Closed Session Framework for the Board

Mr. Osiowy explained that with the desire to foster transparency, a meeting agenda framework has been developed and will guide the development of Board agendas, adding that the intention is to include as many business items within the Open session as possible. He noted that the framework document includes examples of items that can and should fall within each of the three Board meeting sessions.

Dr. Shaw shared his appreciation of the work being done to develop this framework and looks forward to its implementation. The Chair shared that this framework aligns with the focus of the Board in continuing to consider the importance of transparency, adding that this also includes reporting on the work of Board committees.

4.4 Report of the Advancement Committee

Mr. Finkbeiner shared that at its meeting on January 30th, the Committee received a presentation on alumni engagement and programs, including the University’s alumni communication strategy, in addition engagement goals for Alumni Relations, an alumni engagement scorecard, and an overview of the University of Manitoba’s Alumni Association.

He shared that Committee members received an overview of philanthropy related policies, with many being reviewed in the upcoming year, and were advised that the Trust and Endowment Policy will be coming forward to the Board for approval later this year. The Committee also received an update on the draft Case for Support relating to the University of Manitoba’s next philanthropic campaign, understanding that it is currently undergoing revisions.
Mr. Finkbeiner noted that the Committee received an overview of the President’s Advisory Council, and an update on the progress and activities within Government Relations relating to the post-election engagement with government, initiatives relating to the Health Sciences expansion and UM’s presentation to the Treasury Board and pre-budget submission.

4.5 Report of the Audit and Risk Management Committee

The Chair shared that at its meeting on March 4th, the Committee approved the Office of the Auditor General Annual’s Audit Plan for the year ending March 31, 2024, which was provided to Board members for information within the Consent agenda.

5. NEW BUSINESS

5.1 President’s Report

In highlighting several areas within his report, Dr. Benarroch shared that the University of Manitoba’s Strategic Plan has been approved and will be presented to the community in early April. He explained that work is already underway in developing the implementation working group and that faculties are now beginning to develop their own strategic plans, building on the University of Manitoba’s strategic plan.

He reminded Board members that Ms. Angie Bruce joined the University in February as Vice-President Indigenous, sharing that she emceed the 2024 Knight Lecture event recently held at the Fort Garry Campus and that this provided a fantastic opportunity for members of the University community to meet Ms. Bruce.

Dr. Benarroch provided an update on Government Relations at the University, sharing that a new Government and Community Relations Officer has been hired, providing a full team complement and allowing for greater focus on federal outreach. He explained that a considerable amount of work is underway within government relations, related to new international student study permit requirements. He shared that the University presented to Treasury Board on our budget needs.

Dr. Benarroch informed Board members that the work with Trustlab has stalled, however the University continues to work towards listening and responding to community, understanding this requires a multi-faceted approach.

He shared that the University is on track to reaching its annual fundraising goal of $61.4 million, with $51.47 million raised to date. He spoke about his recent “What’s the Big Idea” podcast with Dr. Julienne Strove, which was a fascinating opportunity to learn about sea ice and climate change.
Dr. Benarroch explained that the University continues its work on the budget model, reviewing capital planning and the development of a budget carryover policy. He spoke about emerging opportunities at the University, including S.E.T. Day, the Reputational Campaign, the launch “What Kind of Bison Are You? with the new bison images, and recent learning on Artificial Intelligence. He also provided an overview of some major institutional achievements such as the visit from The Honorable Jody Wilson-Raybould as the 2024 Knight Lecturer and fundraising successes with significant gifts to the University.

Dr. Benarroch explained that the University has received further information relating to international student caps and visas, understanding now that the University’s cap is specific to the number of acceptances offered to international students, rather than international visas. He shared that this is a three-step process, which first begins with the University accepting an international student. Then, the student must receive an attestation letter from the province, and then the student can apply for their visa. He noted that the University of Manitoba was given a cap of 5953 as the number of international student acceptances that can be issued. He explained that the University is re-examining its strategy, in that a fair amount of international student acceptances do not become registrations. He explained that one change being implemented is a new $2,000 deposit fee that would not be refundable unless the international student does not receive their visa. The purpose of this deposit fee is to ensure that internal student applications are from those who are serious about attending this institution, understanding the difficulties faced in now having a specific cap on the number of acceptances that the University of Manitoba can offer.

5.2 Request to Extend Temporary Suspension of Admissions to Post-baccalaureate Diploma in Agrology, Faculty of Agriculture and Food Sciences

Dr. Benarroch explained that this program has not been accepting students since 2015-16, sharing that the department would like to do a market analysis to determine if the program can and should be reinstated. He noted that implementing a further two-year extension would allow the unit to do so, ensuring that students cannot apply to the program during that time.

6. UNANIMOUS CONSENT AGENDA

It was moved by Dr. Anderson and seconded by Mr. Finkbeiner: THAT the Board of Governors approve and/or receive for information the following:

THAT, the Board of Governors approve:
- Reports of the Senate Committee on Awards (dated November 19 and December 19, 2023)

The Board received for information the following:
- Reports from Senate (dated January 10, February 7 and March 6, 2024)
• Annual Report of the University Discipline Committee, September 1, 2022, to August 31, 2023
• Undergraduate Admission Targets, 2024 – 2025
• Extension of Suspensions of Admissions, President’s Approval: Bachelor of Science (Major) and Bachelor of Science (Honours) in Biotechnology, Faculty of Science
• Implementation of Graduate Micro-Diploma in Applied Health Services Research, Department of Community Health Sciences

MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION

It was moved by Dr. Brown and seconded by Mr. Puznak:
THAT the meeting move into Closed and Confidential Session.

CARRIED

________________________________ ______________________________
Chair     University Secretary
PRESIDENT’S REPORT TO THE BOARD
May 28, 2024

Progress on President’s Priorities

- The final report on the President’s Priorities for 2023/24 will be presented to the Human Resources Compensation Committee on June 17, 2024.

Strategic Planning Update

- UM’s new strategic plan, MomentUM, was unveiled to the UM community at an event on April 4th. Over 300 faculty, staff, students, and members of the UM community gathered for the event. The event included a witness ceremony, an overview of the new plan, and a showcase of several remarkable projects and research being done on campus.

- A new UM brand story video was unveiled at the MomentUM event and is running in circulation to alumni, employees, faculty, and students.

- The 2024-2029 Strategic Research Plan was approved by Senate on April 3, 2024.

Major Institutional Achievements

- Federal Research Funding: UM, in partnership with the Universities of Alberta, Saskatchewan and Calgary, has received $57 million in critical funding to conduct world-leading vaccine and biomanufacturing research and build two new innovative facilities, an investment that positions the institution to play a significant role in addressing future pandemic threats in Canada and around the world. The funding included a series of investments from the Canada Foundation for Innovation’s (CFI) Canadian Biomedical Research Fund (CBRF) and the Biosciences Research Infrastructure Fund (BRIF). The funds are designed to prepare for future health threats by increasing domestic capacity to produce life-saving vaccines. This funding will elevate the UM’s position as a strategic research leader in life sciences and biomanufacturing.

- Annual Fundraising: UM finished the fiscal year with the second highest annual fundraising achievement in its history, raising nearly $64M.
• **Planned Giving**: The successful “40 for 140” Campaign for UM’s Isbister Legacy Society celebrated the 140th anniversary of the very first planned gift to UM. With 40 new confirmed commitments, UM has established a new record; this is the highest number of new commitments in a single year in the history of the University of Manitoba.

• **What Kind of Bison Are You?** This recruitment campaign picked up several awards at the 2023/24 Educational Marketing Awards – a Gold in Special Promotion and a Silver in Digital Programming.

• **Health Care Programs Expansion**: Government has signaled approval of UM’s proposed expansions in 5 health-related programs in their budget letter. Along with previously announced expansions to nursing, respiratory therapy and clinical psychology, UM is poised to play a significant role in the province’s plans for health care training and workforce retention.

• **Advancing Open Education**: Open educational resources (OER) lower financial barriers to education by providing low- or no-cost course materials to students. The University of Manitoba’s Advance Open Ed project, established in 2023 with strategic funding from the university, aims to support the development of open educational resources and the adoption of open scholarship practices. As of March 31, 2024, the project has provided $130,279 to support publishing projects and educational initiatives around open scholarship. Of that total, $79,600 has been awarded to support the creation of nine OER. When completed, these resources will provide no-cost course materials to approximately 1,700 University of Manitoba students per year in courses across five different faculties. These resources may also be used by universities around the world, increasing the university’s reputation globally and possibly aiding in increasing our ranking. Additionally, $30,000 from the project fund is supporting open-access book publishing at University of Manitoba Press for two titles that can also be used as textbooks, expected to be published in 2024/25. The project is also raising awareness and engagement with open scholarship within the university community through a speaker series and by encouraging participation in open scholarship conferences. The project will continue into 2024/25 with funding available for an additional nine OER and further activities that will continue to raise awareness on campus and promote additional uptake of low- or no-cost course materials among the faculty.

• **Internal quality assurance**: The process is now fully operational with 24 programs or program units engaged in or completing their academic program reviews.

• **UMPress**: Several notable titles have been published this year:
Plundering the North: A History of Colonialism, Corporate Welfare and Food Security has been shortlisted for the Canadian Historical Association’s Best Scholarly Book in Canadian History Prize and Long Listed for the JW Dafoe Book Prize.

Reclaiming Anishinaabe Law: Kinamaadiwin Inaakonigewin and the Treaty Right to Education has also been longlisted for the JW Dafoe Prize.

Also of note: Around the Kitchen Table: Metis Aunties’ Scholarship editor Laura Forsythe and Returning to Ceremony author Chantal Fiola were interviewed on APTN; on May 18th Bead Talk: Indigenous Knowledge and Aesthetics from the Flatlands was launched in the beading nook at the National Gallery of Canada; and the following titles have been favorably reviewed in national publications:

- The Art of Ectoplasm reviewed in the Literary Review of Canada https://reviewcanada.ca/magazine/2024/05/sessions-supernatural/

Emerging Opportunities

- **Diversification in Research**: The VPRI continues to explore the diversification of funding sources and collaborations, particularly in Europe, such as with Horizon Europe and Welcome Trust.

- **Respectful Rematriation and Repatriation**: On June 3, UM will issue a public apology for its history related to the inappropriate acquisition and housing of Indigenous ancestral remains, burial belongings, and cultural heritage without consent. This event will be open to all and offers an opportunity for members of the community to witness the apology and to learn about a new policy and procedures that have been created to acknowledge this history, ensure that Respectful Rematriation and Repatriation are completed, and to prevent against future acquisition, stewardship, or use of Indigenous ancestral remains, burial belongings, and cultural heritage at UM.

- **Shared Storage/Shared Collections**: Libraries across Canada are facing increasing space pressures at the same time that use of legacy print collections is declining. Although most materials are now being acquired in electronic formats at the UML, legacy print collections must be stored and made accessible as many of these items are no longer available for acquisition in print or electronically.

- **As a research library, UML has an obligation to store and make these materials accessible for future generations. However, with new technology such as RapidILL that allows UML to scan and share materials within hours and programs such as controlled digital lending that will allow UML to share an electronic surrogate of an out-of-print...**
title, there is capacity to make materials available across distances as speedily as within our own campuses. The UML is exploring the opportunity to create a shared print collection with other western Canadian research libraries by merging collections and eliminating duplicates of low-circulation materials while retaining multiple copies of materials produced in or about Canada, particularly the western provinces, and written by western Canadian authors. This is a more sustainable (both economically and environmentally) research library model that would free up space in universities’ individual libraries while ensuring that materials are conserved in temperature and humidity-controlled high-density storage facilities for future generations. It allows researchers in these libraries to have direct electronic access to a much wider range of print materials that can be scanned on demand, making it easier for researchers to access more materials.

- **Artificial Intelligence in Libraries**: Artificial intelligence (AI) holds the promise to transform modern work, including in libraries. UML is beginning to explore how AI will affect our work and where opportunities for greater productivity, access to materials, or improved systems lie. This includes experimenting with AI in the following areas:
  - developing a chatbot that will answer basic directional questions from students and pass more complex questions to library staff;
  - developing a tool that will help faculty find journals where article-processing charges (APCs) discounts or waivers have been negotiated by the UML;
  - using AI tools to increase productivity in our own practices;
  - providing trials of vendor products, such as Scopus AI.
Freedom of Expression Statement Discussion Document for Senate and the Board of Governors

Background
Universities are often centers of political and social activism, and protests may arise in response to broader societal and global issues. Many Canadian universities have adopted freedom of expression statements to affirm their commitment to providing the space to explore complex issues through a lens of diverse ideas, perspectives, experiences and opinions.

UM is drafting a public statement that will serve to affirm UM’s commitment to freedom of expression, academic freedom and the right to assemble and protest in a manner that ensures the protection of the physical safety of UM community members, minimizes the disruption to UM services and operations, and is in accordance with all UM policies and Canadian and Manitoban law.

The following key elements will form the basis of UM’s statement and are being shared with Senate and the Board of Governors for discussion and feedback as part of this process.

Key Elements of Statement

Definition of Freedom of Expression Freedom of expression at UM includes the right to express ideas, information, and opinions freely through any medium, respecting the diversity of methods in which these ideas can be conveyed and debated.

Commitment to Freedom of Expression and Speech UM is committed to free and open inquiry in all matters and supports freedom of expression as a key element of our university environment. Learning requires exposure to a variety of different perspectives, and these perspectives will often and quite naturally conflict.

Academic Freedom The right to academic freedom is addressed specifically in the context of the collective agreement with the University of Manitoba Faculty Association (UMFA) and the UM’s policy on Academic Freedom and Responsibilities.

Navigating Challenging Conversations It is not the role of a university to shield individuals from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. It is for individuals to make judgements on these views for themselves. While all members of the UM community share in the responsibility for maintaining a climate of mutual respect, concerns about civility can never be used as a justification for closing off discussion of ideas, however offensive those ideas may be to members of our community.

Boundaries and Limitations Freedom of expression and speech do not mean that individuals may say whatever they wish, wherever they wish. UM may restrict expression that violates Canadian or Manitoba law, causes the university to violate law, violates applicable university policies, procedures or collective agreements, falsely defames a specific individual, constitutes a genuine threat or harassment, or that
unjustifiably violates substantial privacy or confidentiality interests. In addition, UM may reasonably regulate the time, place and manner of expression to ensure that it does not disrupt the regular activities of the university. However these are narrow exceptions to the general commitment to freedom of expression, and it is critical that these exceptions are not used in a matter that is inconsistent with UM’s commitment to free and open discussion of ideas.

Support Services and Inclusivity In a diverse and inclusive university environment, community members can expect, on occasion, to be confronted by ideas or images that they find offensive, unwise, or immoral. UM remains committed to providing support services to those who need them.

Education UM commits to educating its members about their rights and responsibilities related to freedom of expression. Through workshops, seminars, and resources, UM aims to foster a community that understands and values the balance between free expression and mutual respect.

Protection Against Retaliation UM is committed to assuring all community members who choose to exercise their right to freedom of expression will be protected from retaliation, discrimination, or undue sanction. This protection is crucial for maintaining an environment where ideas can be exchanged freely and safely.
AGENDA ITEM:
Respectful Rematriation and Repatriation Ceremony Policy and Procedure

RECOMMENDATION:
THAT the Board of Governors receive the Respectful Rematriation and Repatriation Ceremony Policy and Procedure for information.

PURPOSE and KEY CONSIDERATIONS:
The Board is receiving the material in accordance with section 2.6 of the Governing Document Development and Review Procedure for information.

Key considerations include:
1. This Policy and Wise Practices/Procedure are meant as an important step in reconciliation efforts by the University 1) to recognize its role in the acquisition and stewardship of Indigenous Ancestors and/or Belongings without proper consent, 2) to atone for these actions, and 3) to take appropriate steps to ensure that these actions do not occur again at the University.
2. This Policy and Wise Practices/Procedure are designed as a mechanism towards maintaining high institutional and ethical standards in both academia and research going forward, while respecting human rights, truth telling and academic freedom.

EXECUTIVE SUMMARY and BACKGROUND:

Summary:
The Respectful Rematriation and Repatriation Ceremony (“RRRC”) involves returning Indigenous Ancestors and Belongings (as defined in the Policy sections 2.1(a) and (j)) that were taken and/or held by the University of Manitoba without proper consent to First Nations, Inuit and Métis descendant communities.

The Policy and Procedure are intended to acknowledge this history of acquisition and stewardship without proper consent, to ensure that Respectful Rematriation and Repatriation of Indigenous Ancestors and Belongings are carried out, and to prevent against future acquisition, stewardship, and/or use of Indigenous Ancestors and Belongings at the University without proper consent.

Background:
- Over the course of its history, the University of Manitoba has acquired and accepted stewardship of Indigenous Ancestors and Belongings brought to various departments (including but not limited to the Department of Anthropology) by anatomists, archaeologists, researchers, private individuals, and by
Many of the Ancestors in the Department of Anthropology came from ‘salvage’ operations relating to public work projects since the 1960s. In addition, Indigenous Ancestors that were held in other faculties before that time - such as Anatomy and Cell Science and the Faculty of Nursing - were eventually transferred to Anthropology after its founding in 1962. Additionally, the archives of the University of Manitoba have consistently accepted papers and photographs pertaining to the research of scholars, and other materials of significant cultural, historical, and familial importance to Indigenous peoples.

In the Fall of 2019, the Department of Anthropology reached out to Indigenous faculty, staff, and Elders at the University of Manitoba to discuss its housing of the remains of approximately 200 Indigenous Ancestors. In 2022, additional Ancestors were identified in the Athletic Therapy Lab of the Faculty of Kinesiology and Recreation Management. It was, however, the group of Ancestors long housed in the Anthropology Labs that first brought people into Ceremony to learn how to walk together in a good way toward peace and healing.

In late 2020, the Department of Anthropology at the University of Manitoba contacted Elders, Grandmothers, Grandfathers and Knowledge Keepers who work at the University to apologize; and to ask for their help and ongoing guidance and direction regarding Respectful Rematriation and Repatriation of Indigenous Ancestors and Belongings. The group received the Department's apology and agreed to form the Respectful Rematriation and Repatriation Ceremony Council (“RRRC Council”) to assist the University in this work.

The RRRC Council gave directions on how to respectfully care for Ancestors while identification work is underway and urged the University to return and rebury the Ancestors, as quickly as possible. The Council also emphasized the need for the University to accept responsibility for its violent actions, commit to truth-telling and develop a University-wide repatriation policy.

In February 2022 a Respectful Rematriation and Repatriation Ceremony Working Circle (“RRRCWC”) was formed (who’s membership and terms of reference are set out in its Shared Rules for Governance (TOR) document (2022) included as Appendix “A” to the Procedure) to assist in the drafting and future implementation of the Policy and Procedure.

From 2022 until the present, the Policy work has been under way in respectful collaboration with the University, Descendant Communities, the RRRC Council and the RRRC Working Circle.

On December 20, 2023, the RRRC Policy and Procedure co-chairs presented the Policy and Procedure to the President’s Executive Team for review and comment.

On February 1, 2024, the RRRC Policy and Procedure were provided to the University of Manitoba Faculty Association (“UMFA”) for their review and comment. Comments were received from UMFA on April 8, 2024, and a further consultation discussion meeting took place on April 17, 2024.

On February 13, 2024, the RRRC Policy and Procedure co-chairs presented to the University Deans and Directors on the Policy and Procedure.

On April 22, 2024, the RRRC Policy and Procedure were presented to Senate for information.

On May 1, 2024, the RRRC Policy and Procedure co-chairs presented the Policy and Procedure at the Senate Executive Committee meeting for information and questions.

May 2024, the RRRC Policy and Procedure are being presented to the Board for information.

June 3, 2024, is the anticipated date of the official signing of the Policy by the President of the University at a public ceremony and event.

**RESOURCE REQUIREMENTS and IMPLICATIONS:**

Indigenous Descendant Communities will not be responsible for any costs associated with Respectful Rematriation or Repatriation of Ancestors or Belongings. The University is committed to providing and seeking out sufficient resources to support Respectful Rematriation and Repatriation efforts by the University, ongoing educational efforts and supporting initiatives that breathe life into this Policy. This does not mean that the efforts will be solely funded by the University. Instead, the University will support efforts to obtain funding (i.e. grants) and where necessary, may provide such funding. As examples, over 1.2 million dollars has been obtained through successful co-chairs’ grant applications for this work. The Faculty of Arts
has also supported the RRRC with over $500,000 in supports. Co-chairs have also now obtained based funds (SSHRC Insight) to complete repatriations of Ancestors over the next 5 years.

Recommendations: 2 new full time positions (over the next 3-5 years) in Archives and Anthropology to expedite implementation and transformation in these two majorly implicated areas.

*Budget sheets available upon request.

Resources for Respectful Rematriation or Repatriation will not be taken from funding and resources allocated to other Indigenous specific and strategic priorities at the University.

Each Faculty, Department, Unit, School, Centre, or Library:

1) Must conduct internal searches and census activities to determine if they have any Ancestors or Belongings taken and held without proper consent. This is already occurring at the University in Anthropology and Archives.
2) Must provide an annual report on the status of their internal searches/census activities.
3) Must work with the co-chairs to develop Care Plans for any Ancestors or Belongings found in their respective areas.
4) Must commit to provide and account for the resources required for the above listed activities (including budgetary and human resources).

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:

The Respectful Rematriation and Repatriation Ceremony Policy and Procedure is inherently connected to the University’s commitment to the advancement of reconciliation, fostering and upholding of human rights and dignity, and dedication to decolonization.

The 2024-2029 Strategic Plan expressly acknowledges that the University “take[s] tangible actions to keep each other accountable to maintain high ethical standards and ethical stewardship [and has] a shared commitment to Reconciliation, human dignity, open dialogue, transparency, and collegial governance.”

Further, the Strategic Plan expressly states that the University “acknowledges and atones for both past and ongoing harms” in order to walk together toward social change and building and fostering better relationships internally and externally. This Policy and Procedures is one very important step on this path.

This Policy and Procedure, and the actions which are intended to flow from it, are in keeping with the principal tenets of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and Truth and Reconciliation Commission’s Calls to Action and the City of Winnipeg Indigenous Accord (of which U of M is a signatory).

RISKS and OPPORTUNITIES:

Rematriation and Repatriation policies and legislation that accord with UNDRIP have not readily been developed or implemented across Canada. This Policy and Wise Practices/Procedure is leading the way for similar policies and/or legislation to be developed.

This Policy and Wise Practices/Procedure is unique, in that it is proactive and Elder and Indigenous-led, and that the University is making an apology and atoning for its role in the acquisition and stewardship of Ancestors and Belongings without proper consent. While this might be viewed as a minimal risk to the reputation of the University, it is actually a positive movement toward truth-telling, reconciliation, decolonization, and a reduction in the harm caused by inappropriate acquisition, stewardship, research and teaching when conducted without proper consent.

Overall risks associated with this Policy are minimal.
There is also a limitation of liability clause to the University when Rematriation/Repatriation efforts have been jointly decided with Descendant Communities (where identified) and limits on any liability to the University when Ancestors have been reburied.

Opportunities that arise from this Policy and Procedure include: building stronger relationships with FN, Inuit and Metis Nations, communities, and families; advocacy with FN, Inuit and Metis nations, as well as other heritage holding institutions, for stronger policies and legislation for repatriation and Indigenous control over their own cultural heritage; forging strong community and intersectoral partnerships for innovation in cultural heritage practices in Canada.

**CONSULTATION:**

**RRRC Council**
- Elder Carl Stone, ISC-University of Manitoba (2021-23)
- Grandfather Wanbdi Wakita, Access-University of Manitoba (2021-pres.)
- Elder Wanda Murdock, ISC-University of Manitoba (2021-2023)
- Elder Norman Meade, ISC-University of Manitoba (2021-pres.)
- Knowledge Keeper Ed Azure, Social Work-University of Manitoba (2021-pres.)
- Knowledge Keeper Kim Guimond, ISC-University of Manitoba (2023-2024)

**RRRC Co-chairs**
- Lara Rosenoff Gauvin, Anthropology Department
- Cary Miller (former), Office of the Vice-President (Indigenous)
- Pahan Pte San Win, Respectful Repatriation Ceremony Council
- Lorena Fontaine, Indigenous Studies

**RRRC Working Circle**
- Jaime Lavallee, University of Saskatchewan faculty of Law – repatriation expert
- Elder Florence Paynter, Assembly of Manitoba Chiefs and Assembly of First Nations
- Elder Maata Evaluardjuk-Palmer, Manitoba Inuit Association
- Marie Walker, Southeast Resource Development Council
- Brandi Cable, Indigenous Undergraduate Student (until 2022)
- Maire McDermot, Office of the Vice-President (Indigenous)
- Kjell Anderson, Faculty of Law
- Heather Bidzinski, Libraries & Archives
- Kevin Brownlee (former), Manitoba Museum
- Laura Kelvin, Anthropology Department
- Marc Kruse, Faculty of Law
- Raymond Frogner, NCTR
- Linda Larcombe, RFHS
- Adele Perry, Centre for Human Rights Research
- Michael Yellow Bird, Faculty of Social Work
- Rachel ten Bruggencate, Anthropology Department
- Vanessa Lillie, Office of the Vice-President (Indigenous)
- Jennifer Ratray, Southern Chiefs Organization
- Annemieke Farenhorst, VPRI
- Dodie Jordaan, Ka Ni Kanichihk Inc
- Gerald Sandy, Canupawakpa Dakota Nation
- Ken Whitecloud, Canupawakpa Dakota Nation
- Diane Redsky, Ma Mawi Wi Chi Itata
- Chelsea Meloche, Anthropology Department
Jessica Barlow, Office of the Vice-President (Indigenous)
Suzanne McLeod, School of Art
Avery Letandre, Interlake Reserves Tribal Council
Christy Anderson, OVPI
Julia Gamble, Anthropology Department (added for Procedures)

Other Bodies:
UM Legal
President’s Executive Team
UMFA Exec
Senate Exec
Senate

RRRC Inter-institutional Group
Julia Gamble, Anthropology Department (UM)
David Finch, Manitoba Museum
Chelsea Meloche, Anthropology (UM)
Rachel ten Bruggencate, Anthropology (UM)
Vania Gagnon, Province of Manitoba
Maureen Mathews (former), Manitoba Museum
Kevin Brownlee (former), Manitoba Museum
Angeline Nelson, University of Winnipeg
Thomas McLeod (former), Association of Manitoba Museums
Derek Johnson, Anthropology (University of Manitoba)
Suyoko Tsukamoto, Province of Manitoba
Amelia Fay, Manitoba Museum
Linda Larcombe, RFHS, UM.
Sarah Delaronde, Anthropology, University of Winnipeg
Val McKinley, Curator, University of Winnipeg’s Anthropology Museum and Collections
Chantal Fiola, University of Winnipeg, Associate Vice President Indigenous
Laura Kelvin, Anthropology (U of MB)
Seema Hollenberg, Manitoba Museum
Chandra Erlendson, Canadian Museum for Human Rights
ROUTING TO THE BOARD OF GOVERNORS:

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ATTACHMENTS:

Appendix A – Respectful Rematriation and Repatriation Ceremony Policy

Appendix B – Respectful Rematriation and Repatriation Ceremony Wise Practices/Procedure

Appendix C – Guidance Document for the Respectful Rematriation and Repatriation Ceremony Policy (Draft, for Background/Context Information)
UNIVERSITY OF MANITOBA
POLICY

Policy: RESPECTFUL REMATRIATION AND REPATRIATION CEREMONY

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Part I
Reason for Policy

OVERVIEW

1.1 In the Fall of 2019, the Department of Anthropology reached out to various Indigenous faculty, staff, and Elders at the University of Manitoba (the “University”) to discuss its housing of Indigenous Ancestors and Belongings who/that have been acquired and/or held at the Department of Anthropology and other Faculties and/or Departments of the University without Proper Consent, and the need to respectfully Rematriate and Repatriate Indigenous Ancestors and Belongings.

1.2 The University acknowledges that it has come into possession of Indigenous Ancestors and Belongings without Proper Consent, and that these acquisition, housing and/or research practices, regardless of intention, have not always been beneficial to or respectful of Indigenous rights or interests and did not accord with the 2010 Tri-Council Policy Statement (TCPS 2) Ethical Conduct for Research Involving Humans or the Indigenous principles of ownership, control, access, and possession (OCAP®, OCAS, Qaujimajatuqangit).
1.3 This Policy documents the commitment of the University to respectfully engage in and honour the sacred Ceremony of the Rematriation and Repatriation of Indigenous Ancestors and their Belongings who/that were acquired or held by the University without Proper Consent throughout the University’s history and to engage in respectful practices going forward.

1.4 The University apologizes for its role and complicity in colonial relations of violence caused by the inappropriate acquisition and housing of Indigenous Ancestors and their Belongings without Proper Consent, and the disrespect and harm to Indigenous Peoples, spirits, sacred places, Nations and Descendant Communities that has been caused by the actions or activities of the University.

1.5 This Policy is a living document, created in the spirit of collaboration between the University, Respectful Rematriation and Repatriation Ceremony Council, Respectful Rematriation and Repatriation Ceremony Working Circle, Indigenous Governments, Organizations, and Descendant Communities.

GUIDING PRINCIPLES

1.6 The Guiding Principles of this Policy include:

(a) the recognition that unjust and disrespectful acquisition, research and Caregiving practices— whereby Indigenous Ancestors and Belongings were acquired and held at the University without Proper Consent is physical and spiritual proof of a broader past relationship of colonialism, exploitation, hurt, and violence against Indigenous Peoples and the great need to make amends, atone, and move forward in a good way.

(b) the recognition that Indigenous peoples possess collective rights which are indispensable for their existence and well-being. This includes rights to maintain, protect and develop the past, present and future manifestations of their cultures; the use and control of their Belongings, archaeological and historical sites, oral traditions, intellectual knowledge, items of cultural significance, designs, ceremonies, technologies and visual and performing arts and literature; and to the respectful Rematriation and Repatriation of their Ancestors and Belongings.

(c) the recognition that Respectful Rematriation and Repatriation is Ceremony. To be and participate in this Ceremony, the University must act in Collaboration with Descendant Communities and commit to honour the Respectful Rematriation and Repatriation Ceremony with their hearts, minds, body, and spirits, and as articulated in this Policy;

(d) the need to decolonize this University policy and procedure through the use of respectful actions and language that humanizes and acknowledges life and spirit in what has been violated and dehumanized through centuries of colonial language and actions.
PURPOSE

1.7 The purpose of this Policy is:

(a) to acknowledge that the University takes responsibility for its role and complicity in the acquisition and the assumption of stewardship of Indigenous Ancestors and their Belongings without Proper Consent and the harm this has caused.

(b) to articulate the University’s commitment to the Respectful Rematriation and Repatriation Ceremony of Indigenous Ancestors and Belongings who/those have been provided to and/or received by the University without Proper Consent and to act through respectful, transparent and effective mechanisms developed in partnership and Collaboration with Indigenous Peoples, their Nations, and Descendant Communities.

(c) to articulate a framework for and to set out the manner by which the University shall respectfully engage in Respectful Rematriation and Repatriation of Indigenous Ancestors and Belongings using the Guiding Principles and to recognize that best practices and guidance are required for the University’s Caregiving of Indigenous Ancestors and their Belongings, including how and when to engage in Respectful Rematriation and Repatriation.

(d) to honour the Calls to Action set out by the Truth and Reconciliation Commission of Canada (TRC), which identifies the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as the framework for reconciliation at all levels and across all sectors of society, and further the commitment by the University toward reconciliation and to act respectfully and in dignified ways with respect to Indigenous Peoples, their Nations, and communities.

(e) to uphold the UNDRIP as an expression of the “minimum standards” necessary to protect and respect the rights of Indigenous peoples, and specifically Articles 11, 12 and 31, and to fulfill the University’s obligation and commitment to respect human rights and promote their fullest realization, including the human rights of Indigenous Peoples.

(f) to ensure that the University is compliant with relevant legislation, accords, and policies.

Part II
Policy Content

DEFINITIONS

2.1 The terms below have the following defined meanings for the purpose of this Policy
and any related Procedures:

(a) "Belongings" means 1) Indigenous human biological materials (e.g., blood, tissue, DNA etc.); 2) tangible items or objects (e.g., ceremonial objects, funerary objects/possessions, drums, artwork, tools, clothing, field notes, photographs, recordings, vessels, or other objects that have particular sacred or communal functions); 3) intangible cultural expressions that exist in unpublished form(s) including audio and video recordings of Indigenous voices and people, primary transcripts of Indigenous voices and song, photographs of Indigenous people, primary direct and indirect transcription of Indigenous Traditional Knowledge (e.g., maps, sketches); and/or 4) all such items that relate to Indigenous Ancestors, including any soil or items, that may have been taken from the sacred resting place(s) or that have been in contact with them; that have been acquired, deposited, loaned, abandoned, or have come within the possession or stewardship of the University, either legally or illegally, without Proper Consent.

(b) "Caregiving" means the University's assumption of responsibility to take care of the Indigenous Ancestors and Belongings under its stewardship in accordance with appropriate guidance provided by the Council and/or Descendant Communities, and any Care Plan, including but not limited to matters relating to sacred burial, respectful reburial, housing and Ceremony, and which may involve the University to honour respectful caregiving commitments for as long as requested.

(c) "Care Plan(s)" means a documented plan that records the care to be provided to Indigenous Ancestors and/or Belongings while in the care of the University, that includes the consideration of unique needs, circumstances, and cultural and spiritual preferences of Descendent Communities or as guided by the Council. Care plans provide guidance to caregivers so they can effectively care for Indigenous Ancestors and/or Belongings. The structure of care plans may differ as it is the result of a collaborative planning process which respects the ongoing self-determination and sovereignty of Descendant Communities.

(d) "Ceremony" means to acknowledge and strengthen connection with the physical and spiritual worlds, and may include prayer, actions, intentions, and mark significant life moments, as diversely practiced by First Nations, Inuit and Métis.

(e) "Co-Chairs" or "Respectful Rematriation and Repatriation Ceremony Co-Chairs" means three (3) representatives, each respectively appointed by the Council, Office of the Vice-President (Indigenous), and Department of Anthropology or Archives and Special Collections, who together are responsible for the coordination and implementation of this Policy, on behalf of Office of the Vice-President (Indigenous), Office of the Vice-President (Research and International).
(f) “Collaboration” refers to the processes of shared, Indigenous-led decision making, rooted in respect, responsibility, and equal relationship, and valuing different ways of knowing.

(g) “Descendant Communities” means the descendants of the Original Peoples who are the rightful stewards of the Indigenous Ancestors and their Belongings, and can include an individual, relative, Nation, community or group.

(h) “Holistic Rematriation and Repatriation” means the bringing together Indigenous Ancestors and/or their Belongings for Respectful Rematriation and Repatriation, who/that originated from the same place/site but may be separated and housed at multiple institutions, departments, faculties, colleges, units, libraries, schools or equivalent.


(j) “Indigenous Ancestor(s)” or “Ancestor(s)” means the spirits and physical or biological remains of Original Peoples, including but not limited to in what is now generally referred to as Manitoba and North America/Turtle Island.

(k) “Original Peoples” means Indigenous Peoples – the Nations, Peoples, communities, and individuals who have called the sacred lands of what is now known as Manitoba and North America/Turtle Island home for thousands of years. This large and diverse group is not limited by the arbitrary geographic boundaries imposed by colonization on rights and responsibilities associated with original or ancestral lands, and territory.

(l) “Policy” means this Respectful Rematriation and Repatriation Ceremony Policy.

(m) “Proper Consent” means free, informed and ongoing consent, understanding and permission, and refers to the process whereby Indigenous individuals, families, Nations, local governing authorities, and/or Descendant Communities would have given/would give the University (including through its employees and other authorized representatives) consent and permission to acquire and/or steward Indigenous Ancestors and/or their Belongings. Proper Consent also refers to and values Indigenous people’s protocols, ways of knowing and living, and their ways respecting “permission”, including ongoing accountability, collaboration, and respectful relationships within the consent process.
“Respectful Rematriation” or “Rematriation” means a literal return to Mother Earth and also refers to “a restoration of right relationships and a true action of decolonization, aimed not just at righting a past wrong, but transforming our collective future.”

“Respectful Repatriation” or “Repatriation” means the respectful return of custody, responsibility, and any and all ownership claims, including copyright, and/or the burial/reburial, according to the ways, knowledge, wishes, and beliefs of Original Peoples and Descendant Communities or with guidance of the Council, of any Indigenous Ancestors and Belongings who/that came under the stewardship of the University without Proper Consent. Respectful Repatriation may include Holistic Rematriation and Repatriation.

“Respectful Rematriation and Repatriation Ceremony Council” or “Council” means a group of Grandmothers, Grandfathers, Elders and Knowledge Keepers brought together by the University for the purpose of providing guidance on matters relating to Respectful Rematriation, Repatriation, and Caregiving at the University.

“Respectful Rematriation and Repatriation Ceremony Working Circle” or “Working Circle” means a group of representatives of Indigenous Governments, Indigenous organizations, other invited Indigenous professionals, and members of the University staff, faculty, and student body, brought together to assist in the creation of this Policy and Wise Practices/Procedures, and which may assist with the implementation of Respectful Rematriation and Repatriation Ceremony.

“Temporary Resting Room” means the respectful Caregiving area to house and care for Ancestors and their Belongings at the University until they can be Rematriated and/or Repatriated. Not all Belongings will be cared for in the Temporary Resting Room. Any Belongings held in the Temporary Resting Room are those that are identified to have been found alongside Ancestors at their sacred burial sites or that have housed or been in contact with Ancestors during their housing.

“University” means the University of Manitoba.

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“University Community” means all central administration, departments, faculties, colleges, units, libraries, schools, centres, employees, students, researchers, educators, scholars (whether visiting or not), fellows, individuals with University appointments, visitors, volunteers and members of administrative or governing bodies and committees of the University.

“Wise Practices” or “Procedures” describes the procedures attached to this Policy that will provide guidance on how the Policy will be implemented and followed. These derive from both Indigenous pedagogies and University processes.

APPLICATION

2.2 This Policy applies to the University and the University Community.

2.3 Notwithstanding Section 2.2, this Policy does not apply to anything held by or stored with the National Centre for Truth and Reconciliation, or anything acquired or obtained thereby through donation, gift, deed, agreement or otherwise.

RESPONSIBILITIES OF THE UNIVERSITY AND UNIVERSITY COMMUNITY

2.4 The University is committed to:

(a) engaging in Respectful Rematriation and Repatriation as outlined in this Policy and any related Wise Practices/Procedures, and in accordance with all governing laws and policies.

(b) respectfully Collaborating and being led by Descendant Communities, in all cases, but on a case-by-case basis, to ensure that comprehensive Respectful Rematriation and Repatriation respects their ongoing self-determination and sovereignty and acknowledging that Descendant Communities will follow their own human, natural, and sacred laws, ways, practices, and processes regarding this work.

(c) accepting guidance from the Council in all aspects of this Policy, in accordance with applicable laws and policies.

(d) engaging in outreach and Collaboration with Descendant Communities on Respectful Rematriation and Repatriation, as deemed appropriate, through its Co-Chairs under the guidance of the Council, and in coordination with the Office of the Vice President (Indigenous), and the Working Circle as needed.

(e) prioritizing Respectful Rematriation and Repatriation matters, so that they occur in a timely manner and as resources allow, with the initial prioritization of the Respectful Rematriation and Repatriation of Indigenous Ancestors.
implementing and undertaking internal searches and census activities at the University and its Departments, Faculties, Colleges, Units, Libraries, Schools or equivalent, to identify Indigenous Ancestors and Belongings, and providing sufficient resources and personnel to support and assist its Departments, Faculties, Colleges, Units, Libraries, Schools or equivalent, to undertake searches and census activities within their respective areas necessary for respectful Caregiving and Respectful Rematriation and Repatriation.

establishing outreach and Collaboration criteria and appropriate Care Plans when Indigenous Ancestors or Belongings taken or held without Proper Consent have been identified at the University and Wise Practices/Procedures to guide Respectful Rematriation and Repatriation efforts to move forward in a good way.

respectful Caregiving as outlined in this Policy and associated Wise Practices/Procedures until comprehensive Respectful Rematriation and Repatriation occurs, and/or for a duration requested by Descendant Communities or as guided by the Council. Being a respectful Caregiver includes seeking and following guidance on proper engagement and Care Plans in accordance with applicable laws and policies, from the Council, related Descendant Communities, and the Working Circle where appropriate. Such Care Plans may include Ceremonies (including but not limited to, respectful housing, feasting, pipe Ceremonies), identifying descendants and relatives, archival assessments and digitization of materials, protocols for access, use or handling, and/or Respectful Rematriation and Repatriation.

creating and maintaining a Temporary Resting Room for as long as is required.

ensuring barriers to the application of this Policy are reduced, including, but not limited to, that Descendant Communities will not be required to incur financial costs associated with Respectful Rematriation and Repatriations or Caregiving by the University.

providing and seeking out sufficient resources to support Respectful Rematriation and Repatriation efforts by the University, ongoing educational efforts and supporting initiatives that breathe life into this Policy.

continuing to build relationships and working in Collaboration with Descendant Communities, as well as other heritage-holding institutions (e.g., museums, universities, provincial and federal government archives) in Manitoba and elsewhere to complete Holistic Rematriation and Repatriations, wherever possible.
2.5 The University calls upon all members of the University Community to:

(a) educate themselves as to the histories of colonialism and violence associated with the acquisition and stewardship of Indigenous Ancestors and Belongings without Proper Consent;

(b) be aware of their respective responsibilities and to educate themselves as to the expectations and reporting requirements, if any, under this Policy and associated Wise Practices/Procedures; and

(c) educate those for whom they are responsible regarding expectations for ethical conduct set out in this Policy and any associated Wise Practices/Procedures.

2.6 The University Departments, Faculties, Colleges, Units, Libraries, Schools or equivalent, commit to undertake internal searches and census activities and reporting at their respective Departments, Faculties, Colleges, Units, Libraries, Schools or equivalent, to identify and report on Indigenous Ancestors and Belongings obtained and/or held without Proper Consent, and commit to providing sufficient resources to undertake such searches and census activities and reporting necessary for respectful Caregiving and Respectful Rematriation and Repatriation.

EDUCATION AND SUPPORT

2.7 Education is a fundamental aspect of the University’s commitment to preventing and addressing further harm and violence against Indigenous Peoples, Nations and Descendant Communities by the acquisition and stewardship of Indigenous Ancestors and Belongings taken or held without Proper Consent. The University will provide access to coordinated education and training programs pertaining to preventing, responding to, and raising awareness about improper acquisition, research, teaching, and Caregiving practices, and information on the Respectful Rematriation and Repatriation Ceremony and this Policy and related Wise Practices/Procedures. Educational measures taken by the University will be proactive, grounded in the Guiding Principles of this Policy, and include implementing and actively promoting education, awareness, prevention, and training programs, in multiple fully accessible formats and tailored to multiple audiences.

2.8 As part of its role in relational repair and reconciliation, the University is committed to public truth-telling and transparency regarding the matters set out in this Policy, specifically the historical reasons necessitating the development of the Policy and the University’s ongoing commitments.

2.9 The University will respect, support, and defer to Descendant Communities’ ways, processes, knowledges, and decisions regarding Respectful Rematriation and Repatriation. The University will work within any existing provincial and federal
heritage and repatriation legislation and will advocate for their revisions, should they be necessary, based on Collaboration with Indigenous Peoples.

ADDITIONAL MEASURES

2.10 Subject to express exceptions stated herein, the University commits to not accessioning or accepting care in the future of Indigenous Ancestors and Belongings brought to the University that have been acquired and/or obtained without Proper Consent, including but not limited to, accessions of donated faculty records or accessions under statutory authority, including but not limited to The Anatomy Act (Manitoba) or The Heritage Resources Act (Manitoba), as amended from time to time.

2.11 Exceptions may be made to the foregoing provision upon the guidance of the Council, and/or Working Circle where appropriate, done in accordance with provincial and federal laws.

2.12 Nothing in this Policy or any related Wise Practices/Procedure is intended to detract from the academic freedom of the University’s academic staff and encourages that academic freedom in relation to Indigenous Ancestors and Belongings be conducted with Proper Consent, responsibly, ethically and in accordance with all intellectual property rights, copyright and this Policy and Wise Practices/Procedure.

2.13 Research and/or teaching at the University shall only take place with Indigenous Ancestors or Belongings with Proper Consent, or by establishing Collaborations, partnerships, and/or agreements with Descendant Communities. Standard community-led access protocols will be applied to all Ancestors and Belongings housed at the University.

2.14 Decisions about specific Rematriations and Repatriations will only be made by the University in Collaboration with the involved and related Descendant Communities, or under the guidance of the Council and Co-Chairs. Descendant Communities will decide how and when to make public statements about specific Rematriations and Repatriations to their Communities. When there is no identified Descendant Community, decisions regarding public statements made by the University will be made by the Co-Chairs under the guidance of the Council, or the Working Circle as needed. Public statements made by the University about this Policy or Wise Practices/Procedures or the efforts of the University with regard to Rematriations and Repatriations will be done ethically, and will take into account the sensitivity, privacy and confidentiality of information and the wishes of Descendant Communities, in accordance with this Policy and Wise Practices/Procedures.

2.15 Any archived data relating to the University’s Council and Working Circle will follow standard archival community-led access protocols, OCAP® and OCAS protocols, as well as Qaujimajatuqangit. Descendant Communities’ own protocols for archival materials and other documentation associated with this work will be observed.
2.16 Allocations of funding or resources for Respectful Rematriation and Repatriation will not be taken from funding or resources allocated for Indigenous specific commitments or strategic priorities of the University.

2.17 The University, through the Offices of Vice Presidents (Indigenous, and Research & International), will continue to engage in and with larger communities (e.g., Descendant Communities, as well as academic, political, legal) in accordance with this Policy and will participate in provincial, national and international conversations on Indigenous rights and respectful language with respect to respectful Rematriation, Repatriation, and Caregiving.

Part III
Accountability

3.1 The Office of Legal Counsel is responsible for advising the Vice-Presidents (Indigenous and Research & International) that a formal review of this Policy is required.

3.2 The Office of the Vice Presidents (Indigenous and Research & International), being guided by and in Collaboration with the Co-Chairs, Council, and the Working Circle when appropriate, are responsible for the implementation, administration and review of this Policy.

3.3 This Policy is a living document and a review can be requested through Legal Counsel or the Office of Vice Presidents (Indigenous, or Research & International), or in Collaboration with any Indigenous governments, organizations, or Descendant Communities.

3.4 Subject to section 2.3, the entire University Community is responsible for complying with this Policy and honouring this Policy in a good way and in compliance with all laws and policies applicable to the University of Manitoba.

Part IV
Authority to Approve Procedures

4.1 The Offices of Vice Presidents (Indigenous and Research & International), being guided by and in collaboration with the Co-Chairs, Council, and the Working Circle where applicable, may approve Procedures, which are secondary to and comply with this Policy.

Part V
Review

5.1 This Policy is a living document and will be reviewed in this spirit on an ongoing basis and as required.
5.2 If no prior review of this Policy is conducted in accordance with Section 5.1, Governing Document reviews shall be conducted every ten (10) years. The next scheduled review date for this Policy is ten (10) years from date of approval.

5.3 In the interim, this Policy may be revised or repealed if:

(a) the Vice-Presidents (Indigenous, and Research & International), or the Approving Body, being guided by the Council or Descendant Communities, deems it necessary or desirable to do so;

(b) the Policy is no longer legislatively or statutorily compliant; and/or

(c) the Policy is now in conflict with another Governing Document.

5.4 If this Policy is revised or repealed all Secondary Documents, if applicable, shall be reviewed as soon as possible in order that they:

(a) comply with the revised Policy; or

(b) are in turn repealed.

Part VI
Effect on Previous Statements

6.1 This Policy supersedes all of the following:

(a) all previous Board of Governors/Senate Governing Documents on the subject matter contained herein; and

(b) all previous Administration Governing Documents on the subject matter contained herein.

Part VII
Cross References

7.1 This Policy should be cross referenced to the following relevant Governing Documents, legislation and/or forms:

(a) Academic Freedom and Responsibilities Policy;

(b) Access and Privacy Policy;

(c) Archives Policy

(d) Art Collections Policy and Procedures;

(e) Ethics of Research Involving Humans Policy and Procedures;
(f) Gifts to the University Policy;

(g) Intellectual Property Policy;

(h) National Centre for Truth and Reconciliation Governance Policy and Procedures;

(i) Records Management Policy and Procedures;

(j) Research Agreements Policy and Procedures;

(k) Respectful Work and Learning environment Policy and Procedures;

(l) Responsible Conduct of Research Policy, Code of Ethics, and Investigation Procedure;

(m) Responsibilities of Academic Staff with Regard to Students Policy;

(n) Other governing documents of the University which speak to research, teaching, Indigenous reconciliation, archives, or equity, diversity and inclusion and/or anti-racism;

(o) University of Manitoba / University of Manitoba Faculty Association Collective Agreement; and

### UNIVERSITY OF MANITOBA
### WISE PRACTICES/PROCEDURE

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### Part I
### Reason for Wise Practices/Procedure

1.1 To provide a framework for and give effect to the Respectful Rematriation and Repatriation Ceremony Policy and matters relating to the acquisition, use, Caregiving, and Rematriation and Repatriation of Indigenous Ancestors and Belongings at the University, including how and when to engage in Respectful Rematriation and Repatriation, consistent with:

(a) the Guiding Principles of the Policy; and

(b) the University’s broader commitments to:

(i) recognize, respect and uphold the human rights of Indigenous Peoples, including those affirmed in the United Nations Declaration on the Rights of Indigenous Peoples.
(ii) honour the Calls to Action set out by the Truth and Reconciliation Commission of Canada (TRC) and further the commitment by the University toward reconciliation and to act respectfully and in dignified ways with respect to Indigenous peoples, their Nations, and communities.

1.2 To ensure that the voices of Indigenous peoples and Descendant Communities remain central to governance and administration regarding the acquisition, Caregiving, and Rematriation and Repatriation of Indigenous Ancestors and Belongings at the University and the attaining of Proper Consent.

1.3 To articulate and establish a model of Respectful Rematriation and Repatriation among the University, Indigenous peoples, Nations, communities, organizations, and other institutional partners, and for protocol management and review, and modifying and monitoring of protocols and procedures concerning reporting and compliance.

Part II
Wise Practices/Procedural Content

DEFINITIONS

2.1 These Wise Practices/Procedures are to be read in conjunction with the Respectful Rematriation and Repatriation Ceremony Policy and all capitalized terms used herein shall have the same meaning and application given to them as the defined terms in the Respectful Rematriation and Repatriation Ceremony Policy.

SHARED RESPONSIBILITIES

2.2 Implementing and adhering to the Policy and Wise Practices/Procedures on the Respectful Rematriation and Repatriation of Indigenous Ancestors and Belongings taken and/or held without Proper Consent is a shared responsibility.

2.3 Notwithstanding this shared responsibility, the specific roles and responsibilities are as follows:

2.4 Co-Chairs

(a) There shall be three (3) Co-Chairs of the Respectful Rematriation and Repatriation Ceremony at the University.

(b) Each Co-Chair is respectively appointed by the following three (3) bodies: 1) the Council, 2) the Office of the Vice-President (Indigenous), and 3) the Department of Anthropology and/or Archives, for a renewable term of five (5) years.

(c) The three (3) Co-Chairs are responsible for:
(i) internal knowledge sharing at the University amongst the Council, Working Circle, Designated Heads/Leads, and the Office of the Vice-President (Indigenous) and Office of the Vice-President (Research and International), and the Provost (Vice-President Academic) where necessary;

(ii) the coordination of the work of Rematriation, Repatriation, and Caregiving at the University;

(iii) outreach and Collaboration with identified Descendant Communities on Respectful Rematriation and Repatriation;

(iv) providing Departments, Faculties, Colleges, Units, Libraries, or equivalent, Heads/Leads with guidance on respectful protocols for working with Ancestors and Belongings;

(v) the collection of reporting information from Departments, Faculties, Colleges, Units, Libraries, or equivalent, on their respective searches and census activities;

(vi) coordinating with and reporting information to the Office of the Vice-Presidents (Indigenous) regarding the Rematriation and Repatriation work at the University; and

(vii) All other matters as set out in the Policy and the Wise Practices/Procedures.

2.5 Respectful Rematriation and Repatriation Ceremony Council

(a) Respectful Rematriation and Repatriation Ceremony Council (the “Council”) is comprised of a group (minimum of 3) of Indigenous Grandmothers, Grandfathers, Elders, and Knowledge Keepers, who may be associated with and/or employed by the University. Any Grandmother, Grandfather, Elder, and Knowledge Keeper can self-identify their intent to serve on the Council and may be invited by the Co-Chairs or existing Council to serve on the Council for a definite or indefinite term.

(b) The Council provides guidance on all relevant matters, as determined by them, relating to the Respectful Rematriation, Repatriation, and Caregiving at the University.

2.6 Respectful Rematriation and Repatriation Ceremony Working Circle

(a) The Respectful Rematriation and Repatriation Ceremony Working Circle (the “Working Circle”) membership and terms of reference are set out in its Shared Rules for Governance (TOR) document (2022) included as Appendix “A” to the Procedure.
(b) The Working Circle is guided by the Council and is tasked to assist with creating the Policy and Wise Practices/Procedures and may provide oversight and input on the implementation of Rematriation and Repatriation, as needed, and may be reconstituted for any appropriate purpose pursuant to the Policy or Procedures.

2.7 Central Administration

(a) The University is expected to play a leading role in applying and advancing the policies, procedures, standards, guidelines, and principles in relation to Indigenous Ancestors and Belongings taken or held without Proper Consent and the rights of Indigenous peoples.

(b) The Vice-President (Indigenous) and Vice-President (Research and International) jointly bear executive responsibility for the implementation of the University's Policy of Respectful Rematriation and Repatriation of Indigenous Ancestors and Belongings taken and/or held without Proper Consent.

(c) The University will exercise appropriate measures to ensure that its practices, processes, and procedures designed to protect the rights of Indigenous Ancestors and Belongings are being applied and are in compliance with the Policy. This administrative overview shall be the responsibility of the Office of the Vice President (Indigenous), through an annual report.

(d) The Offices of Vice Presidents (Indigenous and Research & International), and under the guidance of the Council, and the Working Circle as needed, will oversee the engagement, outreach and Collaboration with Descendant Communities on Respectful Rematriation and Repatriation through the Co-Chairs, as deemed appropriate by these Wise Practices/Procedures.

2.8 Departments/Faculties/Colleges/Units/Libraries/Schools

(a) Each Department, Faculty, College, Unit, Library, School or equivalent, will appoint and maintain a procedural “Lead” within their respective areas who is capable of complying with the responsibilities set out in the Policy and Wise Practices/Procedures. It is the discretion of the Department, Faculty, College, Unit, Library, School or equivalent to determine if more than one Lead is required. The term of the Lead will be appropriately determined by each Department, Faculty, College, Unit, Library, School or equivalent.

(b) Each Department, Faculty, College, Unit, Library, School or equivalent, will ensure their budgets contribute to, account for and allocate a reasonably sufficient amount of resources required for internal searches, census activities and the appropriate administration of the Respectful Rematriation and Repatriation process;
(c) Leads may reasonably delegate, in writing, specific responsibilities under the Policy and Wise Practices/Procedures to their appropriate designates.

(d) Department, Faculty, College, Unit, Library, School or equivalent, Leads have a general responsibility for:

(i) encouraging and ensuring compliance with this Policy and these Wise Practices/Procedures;

(ii) seeking guidance on respectful protocols for working with Ancestors and Belongings via the Co-Chairs.

(e) Each Department, Faculty, College, Unit, Library, School’s, or equivalent, procedural Lead will:

(i) will give direction on internal searches and census activities within their respective Department, Faculty, College, Unit, Library, School or equivalent;

(ii) oversee the conduct of searches and census activities specific to its Department, Faculty, College, Unit, Library, School or equivalent, to identify and account for Ancestors or Belongings taken or held without Proper Consent within their respective spaces and shall receive updates from such searches; and

(iii) assist in the reporting of information regarding their internal searches and census activities for their respective Department, Faculty, College, Unit, Library, School or equivalent.

(f) Each Department, Faculty, College, Unit, Library, School or equivalent, will contribute to and provide an annual report as set out in these Wise Practices/Procedures, which reports information regarding their internal searches and census activities and any plans to address matters in accordance with this Policy and Wise Practices/Procedure. This report will then be provided to the individual(s) in charge of their respective Department, Faculty, College, Unit, Library, School (i.e. Dean, Director) and will then be provided to the Co-Chairs to compile for and present to the Office of the Vice-President (Indigenous) with regard to the work pursuant to the Policy and Wise Practices/Procedure. For example, each Department in a Faculty will do an annual report and provide their reports to the Dean/Director, who will compile this information into a final report to provide to the Co-Chairs.

(g) Academic Administrators or Faculty/School Deans/Directors and Department Heads or their designates, as the case may be, have the authority to suspend research and/or teaching, in whole or in part and
specific to Indigenous Ancestors and Belongings being used in such research and/or teaching without Proper Consent, within their respective Department, Faculty, College, Unit, Library, School or equivalent, which in their opinion, prima facie, does not comply with:

(i) this Policy or Procedure;

(ii) other applicable University policies, procedures, or codes of ethics that may include Indigenous Ancestors and/or Belongings; or

(iii) responsible and ethical research and/or teaching regarding consent and the human rights of Indigenous peoples generally.

(h) Non-compliance with any part of section 2.8(g)(i) through (iii) above shall be reported to the Lead of the respective Department, Faculty, College, Unit, Library, School or equivalent, which will then be elevated to the appropriate Academic Administrators or Faculty/School Deans/Directors and Department Heads or their designates, as the case may be, and shall be subject to the appropriate reviews specified in section 2.8(j) or (k) below.

(i) Academic Administrators or Faculty/School Deans/Directors and Department Heads or their designates, as the case may be, will provide written notice to the researcher or educator detailing any issue(s) of non-compliance and the terms of the immediate suspension.

(j) In the case of a suspension of research, in whole or in part, Leads, upon the authority of the Faculty/School/Unit Deans/Directors and Department Heads or their designates, as the case may be, will immediately notify the Office of the Vice-President (Indigenous), and Office of the Vice-President (Research and International), and the Provost (Vice-President Academic) where necessary, as well as the Co-chairs, of any action to suspend research described in this Wise/Practices/Procedures. The Offices of the Vice-President(s), as applicable, will initiate a review of the suspension within five (5) working days. The review process for the suspension shall be dealt with in accordance with the applicable University Policy and Procedure, including but not limited to the University’s Responsible Conduct of Research Policy, Code of Ethics and Investigation Procedures, the Ethics of Research Involving Humans Policy and Procedures, and/or University of Manitoba/University of Manitoba Faculty Association Collective Agreement, as applicable and as informed by this Policy and Wise Practices/Procedure.

(k) In the case of a suspension of teaching, in whole or in part, that concerns Indigenous Ancestors and/or Belongings being used without Proper Consent, Leads, upon the authority of the Academic Administrator, will immediately notify the Office of the Vice-President (Indigenous), and Office of the Vice-President (Research and International) and the Provost (Vice-
President Academic), as well as the Co-chairs, of any action to suspend teaching described in this Wise/Practices/Procedures. The Offices of the Vice-President(s) as applicable, will initiate a review of the suspension within five (5) working days. The review process for the suspension shall be dealt with in accordance with the applicable University Policy and Procedure, including but not limited to the University’s Responsibilities of Academic Staff with Regard to Students Policy and Procedure, and/or the University of Manitoba/University of Manitoba Faculty Association Collective Agreement, as applicable and as informed by this Policy and Wise Practices/Procedure.

2.9 Researchers, Educators and Ethics Boards

(a) Researchers and educators are responsible for/required to be aware of, honour, and comply with the Policy and Wise Practices/Procedures.

(b) When research, teaching or publication is expected to involve First Nations, Inuit or Métis Ancestors and/or Belongings taken or held without Proper Consent, whether subject to ethics approval or not, researchers and educators are responsible to ensure they have obtained Proper Consent in a manner that respects the ongoing self-determination and sovereignty of Indigenous peoples and acknowledges that First Nations, Inuit or Métis will follow their own ways, practices, protocols and processes of providing their Proper Consent. Where Proper Consent is not obtained, researchers and educators are obligated not to use Ancestors and/or Belongings in their research and/or teaching.

(c) To uphold the rights of Indigenous peoples, all research conducted at the University, including research conducted by partners and third parties, accessing the holdings of the University with respect to Ancestors and/or Belongings, whether subject to ethics board review or not, must be consistent with:

(i) the Policy and Wise Practices/Procedures;

(ii) all relevant University policies, procedures, standards, guidelines and principles pertaining to ethical research;

(iii) all relevant policies, procedures, standards, guidelines and principles that are used and employed in applicable disciplines, including but not limited to archival work;

(iv) the First Nation principles of OCAP (Ownership, Control, Access and Possession), Métis principles of Ownership, Control, Access and Stewardship (OCAS), and the Inuit Qaujimajatuqangit;

(v) the Tri-Council Policy Statement on Research Involving the First Nations, Inuit and Métis Peoples of Canada, where applicable; and
(vi) the University of Manitoba Framework for Research Engagement with First Nation, Metis, and Inuit Peoples.

(d) Academic program reviews are expected to comply with this Policy and Wise Practices/Procedure.

2.10 University Community

(a) It is the responsibility of the entire University Community to respect the autonomy of Indigenous peoples and Descendant Communities. The University Community will follow the Policy and these Wise Practices/Procedures and do the utmost to prevent acquisition, research, teaching, access and use of Indigenous Ancestors and Belongings without Proper Consent.

INTERNAL SEARCHES/CENSUSES OF UNIVERSITY

2.11 Each Department, Faculty, College, Unit, Library, or equivalent, is responsible for:

(a) Conducting searches of its respective Department, Faculty, College or Unit, Library, or equivalent, including all labs, collections, archives and records, for the presence of Indigenous Ancestors and/or Belongings identified to have been taken or held by the University without Proper Consent;

(b) the creation and maintenance of written census(es) of Indigenous Ancestors and/ Belongings identified as being taken or held by the University without Proper Consent; and

(c) contributing to and providing an annual report regarding the information on their internal searches and census activities. These annual reports shall be provided to the Co-Chairs to further compile for and present to the Office of the Vice-President (Indigenous) with regard to the work pursuant to the Policy and Wise Practices/Procedure.

2.12 All Department, Faculty, College, Unit, Library, School or equivalent, members working on internal searches and/or census activities will seek guidance on respectful protocols for Caregiving and working with Ancestors and Belongings taken or held without Proper Consent via the Co-Chairs.

2.13 Written census(es) must include:

(a) an accurate account, or accurate estimate where necessary, of the number of Indigenous Ancestors and/or Belongings found/held in the Department, Faculty, College, Unit, Library, School or equivalent

(b) a description of Ancestors and/or Belongings included;
(c) reference to the means, date(s), and location(s) in which the collection or portion of the collection was acquired, where readily ascertainable; and

(d) information relevant to identifying Descendant Communities, if available, and known traditional territorial and/or cultural affiliation.

2.14 The Co-Chairs are intended to be the principle point of communication with external parties or entities outside of the University with regard to this Policy and Wise Practices/Procedures. All Department, Faculty, College, Unit, Library, Schools or equivalent, members must not share information related to internal searches, census activities or reporting with parties or entities outside of the University that:

(a) circumvents the Respectful Rematriation and Repatriation Ceremony or breaches this Policy or Wise Practices/Procedures;

(b) does not accord with Descendant Communities’ Proper Consent and desired access protocols;

(c) does not respect the dignity and integrity of Descendant Communities; and

(d) shares or discloses private, confidential or personal information, as privacy and confidentiality regarding Descendant Communities is vital to recognition of their sovereignty and rights to control their culture, heritage and information.

2.15 The Co-Chairs must be notified immediately in the event of any inappropriate external communication or information sharing set out in Section 2.14 above, whether inadvertent or not, regarding this Policy and Wise Practices/Procedures or Indigenous Ancestors and/or Belongings taken or held without Proper Consent.

IDENTIFYING DESCENDANT COMMUNITIES

2.16 Identification and/or determination of Descendant Communities of Indigenous Ancestors and/or Belongings will be done through:

(a) meaningful, respectful, and extensive Collaboration with Indigenous individuals, families, Nations, local governing authorities, and communities in Manitoba, or elsewhere if necessary, and in Collaboration with the Co-Chairs, under the guidance of the Council, and Working Circle as needed, and in coordination with the Office of the Vice-President (Indigenous);

(b) remaining open to and acknowledging Indigenous knowledge in identification, for example, using oral tradition, Ceremony, knowledge of burial traditions, travel, migration, tools, and dress; and

(c) internal census, searches and/or archival information to aid in the identification process.
Where a Descendant Community is Identified

2.17 Where a Descendant Community is identified, Co-chairs, under the guidance of the Council, and in coordination with the Office of the Vice-President (Indigenous), will contact the identified Descendant Community to initiate communication:

(a) regarding the identified Indigenous Ancestors and/or Belongings taken or held at the University without Proper Consent

(b) the Respectful Rematriation and Repatriation of Ancestors and/or Belongings; and

(c) including providing census, site and or collection/item summary information and reports.

Where Overlapping/Shared Descendant Communities are Identified

2.18 Where overlapping/shared Descendant Communities are identified, Co-chairs, under the guidance of the Council, in coordination with the Office of the Vice-President (Indigenous), will contact the identified overlapping/shared Descendant Communities to initiate communication:

(a) regarding the identified Indigenous Ancestors and/or Belongings taken or held at the University without Proper Consent

(b) the Respectful Rematriation and Repatriation of Ancestors and/or Belongings; and

(c) including providing census, site and or collection/item summary information and reports.

Where no Descendant Community is or can be identified

2.19 Where Ancestors and/or Belongings can be identified as Indigenous, but where no Descendant Community(ies) can be readily or reasonably ascertained or identified, the Co-chairs, under the guidance of the Council, and in coordination with the Office of the Vice-President (Indigenous):

(a) will, where it is deemed practical to do so, advise the appropriate Department, Faculty, College, Unit, Library, or equivalent, to conduct further work toward identifying any Descendant Community(ies); and/or

(b) will establish and document a Care Plan that records all known information regarding the Indigenous Ancestor and/or Belongings, and which may include Ceremony, burial or reburial; and/or

(c) may reconstitute the Working Circle to provide additional guidance.
Where Holistic Rematriation and Repatriation May Be Required

2.20 If, from the information obtained through internal search and census process, Indigenous Ancestors and/or Belongings are identified who/that originated from the same place/site but may be separated and housed at multiple institutions, Departments, Faculties, Colleges and/or Units, Libraries, the Co-chairs, under the guidance of the Council and in coordination with the Office of the Vice-President (Indigenous), will:

(a) contact the institutions, Departments, Faculties, Colleges and/or Units, Libraries, Schools or equivalent, where Indigenous Ancestors and/or Belongings who/that originated from the same place/site but may be separated and housed and advise of the circumstances and will document all correspondence;

(b) advise that Holistic Rematriation and Repatriation may be required and the processes by which this can take place; and

(c) Collaborate with the institutions, Departments, Faculties, Colleges and/or Units, Libraries, Schools or equivalent, using best efforts, to ensure that this Policy and Procedure are followed.

RESPECTFUL REMATRIATION AND REPATRIATION

Engagement and Collaboration with Descendant Communities

2.21 Any outreach and Collaboration with Descendant Communities will respect their ongoing self-determination and sovereignty and acknowledge that Descendant Communities will follow their own ways, practices, and processes regarding Respectful Rematriation and Repatriation.

2.22 The University will engage in outreach and Collaboration with Descendant Communities on Respectful Rematriation and Repatriation through the Co-Chairs, under the guidance of the Council and in coordination with the Vice-President (Indigenous), and the Working Circle as needed.

2.23 Where Indigenous Ancestors and/or Belongings taken and/or held without Proper Consent have been identified, the Descendant Community(ies) have also been identified, and outreach has taken place, Descendant Community(ies) will decide whether or not to participate in the Respectful Rematriation and Repatriation Ceremony.

2.24 It is acknowledged that Proper Consent is ongoing consent and may be withdrawn at any time prior to finite actions (including, but not limited to, burial or re-burial) being taken in the Respectful Repatriation and Repatriation Ceremony process. Ongoing Collaboration is critical to ensure that Proper Consent is achieved in the Respectful Rematriation and Repatriation Ceremony process. The parties in the
process for Respectful Rematriation and Repatriation will not be considered at fault for any Collaborative decision making.

2.25 Funding is a well-known barrier to Respectful Rematriation and Repatriation. Descendant Communities will not be responsible to incur any costs associated with the Respectful Rematriation and Repatriation of Indigenous Ancestors or Belongings that were taken or held at the University without Proper Consent. The University will use best efforts to seek out, provide, secure and allocate funding for Respectful Rematriation and Repatriation, as required, and will not detract from funding which is specific to Indigenous commitments or strategic initiatives identified at the University to do so.

2.26 The Descendant Communities and the Co-Chairs, under the guidance of the Council, and the Working Circle where necessary, will Collaborate with the University to determine reasonable funding and resources for the Respectful Rematriation and Repatriation of Indigenous Ancestors and/or Belongings taken and/or held without Proper Consent.

Processes for Respectful Rematriation and Repatriation

2.27 Where Descendant Community(ies) decide to participate in the Respectful Rematriation and Repatriation Ceremony:

(a) The Descendant Community(ies) will determine the processes for Rematriation, Repatriation, and Caregiving. This may include, but is not limited to, an apology, sacred burial/reburial, and Ceremony.

(b) The Co-Chairs will Collaborate with Descendant Community(ies) to understand and implement Descendant Community(ies) needed processes for Caregiving, Respectful Rematriation and Repatriation and the development of a Care Plan. These processes may include, but are not limited to, interim or longer-term care, visitations, restrictions on access and duplications, logistics and protocols for return.

(c) The Co-Chairs will Collaborate with Descendant Community(ies) to understand and implement appropriate ways for documenting Descendant Community(ies) and Collaborative decisions regarding Caregiving and/or Rematriation and Repatriation. Processes for documenting these decisions may include, but are not limited to, written confirmation by Descendant Community(ies), oral attestations by Co-chairs as to Descendant Community(ies) decisions, or video recordings on decisions.

2.28 Where Descendant Community(ies) cannot (at that time) or do not wish to engage in the Respectful Rematriation and Repatriation Ceremony:

(a) the Co-chairs will sign a written attestation as to:
(i) the form and manner of action taken to contact and Collaborate with the Descendant Community(ies) on the identified Indigenous Ancestors and/or Belongings and Respectful Rematriation and Repatriation Ceremony;

(ii) the decision(s) indicated by the Descendant Community(ies) (i.e. no response to repeated emails, phone calls, visits, verbal or written indication from the Descendant Community(ies) that they cannot participate at this time, etc.); and

(iii) any Collaborative Care Plan(s) established that details the Caregiving for the Indigenous Ancestor(s) and/or Belongings until such time as a Descendant Community(ies) can appropriately engage in the process, and a timeline of such future engagement.

(b) The Co-Chairs will follow up with the identified Descendant Community(ies) every five (5) years, unless otherwise specified.

2.29 It is acknowledged that a Descendant Community(ies) may have their own reasons for being unable to engage in the Respectful Rematriation and Repatriation Ceremony, including, but not limited to, capacity issues, disputes, and/or political circumstances. These factors should not be a barrier to participation where Indigenous Ancestors and/or Belongings taken and/or held without Proper Consent, and a Descendant Community(ies) has been identified and they have indicated their ongoing desire to engage in the process.

2.30 The University will use best efforts to identify Indigenous Ancestors and/or Belongings and identify Descendant Community(ies). However, where no Descendant Community(ies) can be reasonably identified, a Care Plan may be established for Respectful Rematriation and Repatriation in accordance with the Policy and Wise Practices/Procedure.

CAREGIVING AT THE UNIVERSITY

Care Plans

2.31 Where Indigenous Ancestors and/or Belongings taken and/or held without Proper Consent have been identified and where the Descendant Community(ies) have also been identified, a Collaborative Care Plan may be established.

2.32 Care Plans should be adhered to as closely and respectfully as possible.

2.33 Where Indigenous Ancestors and/or Belongings taken and/or held without Proper Consent have been identified, but where a Descendant Community(ies) has/have not been identified, a Care Plan may be established by the Co-Chairs, under the guidance of the Council, in coordination with the Office of the Vice-President (indigenous), and the Working Circle where necessary, that:
(a) records all known information regarding the Indigenous Ancestor and/or Belongings; and

(b) which may include, but is not limited to, ongoing Caregiving, a public acknowledgement, burial/reburial, and Ceremony, where appropriate.

2.34 In instances specified in section 2.33 above, the Co-Chairs may, at any time or at a maximum of every five (5) years, call for:

(a) a review of the Care Plan; and/or

(b) a review of, or request to continue, internal search and census activities with the possibility to identify Indigenous Ancestors and/or Belongings.

Temporary Resting Room

2.35 The University created a Temporary Resting Room to house and care for Ancestors and their Belongings until they can be respectfully Rematriated or Repatriated. Not all Belongings will be cared for in the Temporary Resting Room. Any Belongings held in the Temporary Resting Room are those that are identified to have been found alongside Ancestors at their sacred burial sites or that have housed or been in contact with Ancestors during their housing.

2.36 The University must maintain the Temporary Resting Room for as long as it is required under this Policy and Wise Practices/Procedure.

2.37 Access to the Temporary Resting Room is restricted. All access requests must be submitted in writing to the Co-Chairs.

2.38 Where Ancestors and/or Belongings are/or will be housed at the Temporary Resting Room, the Caregiving shall be conducted with guidance from the Descendent Community(ies), and/or the Council, and/or the Working Circle as needed.

Belongings Held in Department, Faculty, College, Unit, Library, School or Equivalent

2.39 Belongings that are not identified to have been found alongside Ancestors at their sacred burial sites or that have housed or been in contact with Ancestors during their housing, may be housed respectfully at the Department, Faculty, College, Unit, Library, School or equivalent, through the establishment of an appropriate Care Plan, unless otherwise specified.

2.40 Each respective, Department, Faculty, College, Unit, Library, School or equivalent, will follow an established Care Plan. Where a Care Plan is yet to be established, the respective Department, Faculty, College, Unit, Library, School or equivalent, shall seek instruction from the Co-Chairs, under the guidance of the Council, or
the Working Circle as needed, on how to provide respectful Caregiving for the Belongings.

Part III
Accountability

3.1 The Office of Legal Counsel is responsible for advising the Vice-Presidents (Indigenous and Research & International) that a formal review of this Procedure is required.

3.2 The Office of the Vice Presidents (Indigenous and Research & International), being guided by and in Collaboration with the Co-Chairs, Council, and the Working Circle when appropriate, are responsible for the implementation, administration and review of this Procedure.

3.3 This Procedure is a living document and a review can be requested through Legal Counsel or the Office of Vice Presidents (Indigenous, or Research & International), or in Collaboration with any Indigenous governments, organizations, or Descendant Communities.

3.4 These Procedures do not apply to anything held by or stored with the National Centre for Truth and Reconciliation, or acquired or obtained thereby through donation, gift, deed, agreement or otherwise.

3.5 Subject to section 3.4, the entire University Community is responsible for complying with this Procedure and honouring this Procedure in a good way and in compliance with all laws and policies applicable to the University of Manitoba.

Part IV
Review

4.1 This Procedure is a living document and will be reviewed in this spirit on an ongoing basis and as required.

4.2 If no prior review of this Procedure is conducted in accordance with Section 4.1, Governing Document reviews shall be conducted every ten (10) years. The next scheduled review date for this Policy is ten (10) years from date of approval.

4.3 In the interim, this Procedure may be revised or repealed if:

(a) Vice-Presidents (Indigenous, and Research & International), or the Approving Body, being guided by the Council or Descendant Communities, 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) all previous Board of Governors/Senate Governing Documents on the subject matter contained herein; and
(b) 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) The Respectful Repatriation and Rematriation Ceremony Policy;
(b) Academic Freedom and Responsibilities Policy;
(c) Access and Privacy Policy;
(d) Archives Policy;
(e) Art Collections Policy and Procedures;
(f) Ethics of Research Involving Humans Policy and Procedures;
(g) Gifts to the University Policy;
(h) Intellectual Property Policy;
(i) National Centre for Truth and Reconciliation Governance Policy and Procedures;
(j) Records Management Policy and Procedures;
(k) Research Agreements Policy and Procedures;
(l) Respectful Work and Learning environment Policy and Procedures;
(m) Responsible Conduct of Research Policy, Code of Ethics, and Investigation Procedure;

(n) Responsibilities of Academic Staff with Regard to Students Policy;

(o) Other governing documents of the University which speak to research, teaching, Indigenous reconciliation, archives, or equity, diversity and inclusion and/or anti-racism;

(p) University of Manitoba / University of Manitoba Faculty Association Collective Agreement; and

Context of Policy

The Policy documents the commitment of the University of Manitoba to respectfully engage in and honour the sacred Ceremony of the Rematriation and Repatriation of Indigenous Ancestors and their Belongings obtained by the University without Proper Consent, throughout the University’s history.

The Respectful Rematriation and Repatriation Ceremony Policy concerns all Indigenous Ancestors and their Belongings (including Indigenous human biological materials, and other Indigenous tangible and intangible cultural heritage across the University) that have been stewarded without Proper Consent.

The Respectful Rematriation and Repatriation Ceremony Policy is Indigenous Elder, Grandfather, Grandmother and Knowledge Keeper guided, and was developed by a joint committee of university scholars and representatives of First Nations, Métis and Inuit Nations and organizations.

As the Respectful Rematriation and Repatriation Ceremony moved forward, Elder Norman Meade (2022) emphasized that we should consider the concept of Rematriation, in addition to Repatriation, to emphasize a return to Mother Earth, and the importance of spirituality, and to counter patriarchal and paternalistic colonial legal policies, practices, and thinking.

The work and policy was named the Respectful Rematriation and Repatriation Ceremony in 2022.

Respectful Rematriation and Repatriation is Ceremony (Elder Wanda Joy Murdock 2021). To be in this Ceremony, Grandfather Wanbdi Wakita (2022) teaches that the University must act in balance with human law, natural law, and spiritual law, and we thus commit here to honour the Respectful Rematriation and Repatriation Ceremony with our hearts, minds, body, and spirits. This includes recognition of unjust and disrespectful past research practices whereby knowledge became property – where intellectual property rights, ownership, control, stewardship, access, and possession of Indigenous knowledge, objects and persons deriving from research with Descendant Communities rested with the researcher and/or the University (Elder Carl Stone 2021, Elder Maata Evaluardjuk-Palmer 2022, Elder Florence Paynter 2023).
The ownership, stewardship, control, access and possession of the Ancestors and Belongings pertaining to any and all Respectful Rematriations and Repatriations shall remain with the Descendant Indigenous individuals, families, nations, or communities (Elder Florence Paynter 2023).

Rematriation and Repatriation Ceremonies for returning Indigenous Ancestors and Belongings to Descendant Communities shall occur according to the ways, practices, legal orders, wishes, and instructions of Descendant Communities on a case-by-case basis through outreach, engagement and Collaboration with Indigenous families, Nations, local governing authorities, or communities without cost to them.

The process for the development of this Policy models what reparative policy development at the university level could look like for policies that directly impact First Nations, Métis and Inuit Nations and Communities.

The Policy is in compliance with the Truth and Reconciliation Commission Calls to Action 43, 44, 67, 69, 70 and United Nations Declaration on the Rights of Indigenous Peoples Articles 11, 12, 13, 18, 19, 31.

Background

In the Fall of 2019, the Department of Anthropology reached out to Indigenous faculty, staff, and Elders at the University of Manitoba to discuss its housing of the remains of Indigenous Ancestors. In 2022, additional Ancestors were identified in the Athletic Therapy Lab of the Faculty of Kinesiology and Recreation Management.

The Department of Anthropology was founded in 1962, and accepted stewardship of Indigenous Ancestors and Belongings brought to the department by archaeologists, researchers, private individuals, and by public organizations like the RCMP and Office of the Chief Medical Examiner. Many of these Ancestors came from ‘salvage’ operations relating to public work projects since the 1960s. In addition, Indigenous Ancestors that were held in other faculties such as Anatomy and Cell Science since the early 1900s were transferred to Anthropology after its founding.

Meanwhile, the archives of the University of Manitoba have accepted recordings and photographs pertaining to the research of scholars, and other materials of significant cultural, historical, and familial importance to Indigenous peoples without their consent.

It was, however, the group of Ancestors long housed in the Anthropology Labs that first brought people into Ceremony to learn how to walk together in a good way toward peace and healing.

Acknowledgment, Acceptance of Responsibility & Action
The University acknowledges that, since its inception in 1877, it has accepted Indigenous Ancestors and Belongings, and apologizes for the disrespect and spiritual hurt caused by their assumption of stewardship without Proper Consent that violated Indigenous Peoples’ authority and ways of life.

The inappropriate care of Indigenous Ancestors by institutions such as the University of Manitoba is physical and spiritual proof of a broader past relationship of exploitation, hurt, and violence (Grandmother Pahan Pte SanWin 2022) and did not respect Indigenous principles of ownership, control, access, and possession (OCAP®, OCAS, Qaujimajatuqangit).

The University accepts responsibility for its complicity in violent colonial relations that led to this assumption of stewardship of Indigenous Ancestors and Belongings without Proper Consent that violates and disrespects Indigenous Peoples, as well as the nation-to-nation treaties entered into by First Nations, Inuit and Métis Nations— and their descendants — of what is generally referred to as Manitoba and North America.

This accountability and acceptance of responsibility by the University is very important to this Ceremony (Elder Carl Stone 2021).
The Board Executive Committee met on April 11, 2024. The Committee reviewed and discussed two items for approval by the Board in Open Session.

**Board of Governors and Committee Priorities for 2024-25 (for approval – see Agenda Item 4.1.(a))**

As outlined in its Terms of Reference, the Committee is tasked with developing annual Board priorities and overseeing them. These annual priorities will be used in finalizing the Board and Committee annual work plans for the upcoming year.

As part of this oversight, Committee members received an update on the 2023-24 Board and Committee annual priorities, as well as the proposed Board and Committee annual priorities for 2024-25.

Committee members discussed in detail, the proposed priorities for the Board of Governors and its Committees, highlighting the importance that the Board continue their focus on building community and transparency, in addition to ensuring that Board members remain informed on the monitoring of student experience and outcomes at the University of Manitoba.

**The Committee recommends THAT the Board of Governors approve the Board of Governors and Committee Priorities for 2024-2025.**

**Distinguished Service Award Policy, Procedure and Bylaws (see Consent Agenda Item 6.5.1.)**

In accordance with revisions to its Terms of Reference, the Executive Committee is now responsible for considering and recommending nominations for the Distinguished Service Award to the Board for approval. Committee members were informed that revisions to the Distinguished Service Award Policy and Procedure clarify this responsibility of the Committee, and no other changes to the nomination and/or selection process have been made. The recommendation is also to repeal the Distinguished Service Award Committee Bylaws, as the Distinguished Service Award Committee no longer exists.

**The Committee recommends THAT the Board of Governors:**

1. Approves effective immediately, revisions to the Distinguished Service Award Policy and Procedure.
2. Repeal effective immediately, the Distinguished Service Award Committee Bylaw.
AGENDA ITEM:
Board of Governors and Committee Priorities for 2024-2025

RECOMMENDATION:
THAT the Board of Governors approve the proposed Board of Governors and Committee Priorities for 2024-2025, as recommended by the Executive Committee.

PURPOSE and KEY CONSIDERATIONS:
Section 3 b) iii) of the Executive Committee terms of reference empower the Committee to “develop annual Board priorities and set an annual work plan”. Section 3 c) assigns the Committee responsibility to oversee Board Committee priorities. The purpose of this document is to facilitate the Executive Committee’s identification of priorities for the Board and Board Committees for the 2024-2025 Board year. These priorities will be used to inform the finalization of the Board and Board Committee work plans for the upcoming year.

- The Committee met on April 11th to review and recommend the Board and Committee priorities for the coming year.

EXECUTIVE SUMMARY and BACKGROUND:
In April 2023, the Executive Committee discussed Board and Committee priorities for the 2023-2024 year. These priorities were endorsed by the Board in May 2023 and updated by the Executive Committee in September 2023. Attachment 1 outlines progress on these priorities to March 31, 2024.

Attachment 2 outlines proposed Board and Board Committee priorities for 2024-2025. These proposed priorities were developed considering:
- The current year priorities;
- MomentUM, the UM Strategic Plan, approved in February, 2024;
- UM’s Enterprise Risk Register and
- Discussions and feedback from the Board.

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:
Having clearly articulated priorities for the Board and Committees that are linked to MomentUM is important for the Board to fulfill its role and ensure that UM is advancing its mission and living its values.
**RISKS and OPPORTUNITIES:**

The proposed priorities were identified considering the identified risks in the UM Risk Register to help the Board gain reasonable assurance that the risks are well-managed.
**ROUTING TO THE BOARD OF GOVERNORS:**

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**SUBMISSION PREPARED BY:** Jeff Leclerc, University Secretary

**ATTACHMENTS:**

Attachment 1 – 2023-2024 Board and Committee Priorities Update to March 31, 2024
Attachment 2 – Proposed 2024-2025 Board and Committee Priorities
In April 2023, the Executive Committee discussed Board and Committee priorities for the 2023-24 year. These priorities were endorsed by the Board in May 2023, and updated by the Executive Committee in September 2023. An update on these priorities and the actions taken to address them through to March 31, 2024 are outlined below.

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| Monitor progress on building community and reinforcing a culture of trust at the UofM | ✓ Regular discussions as part of President’s Report  
✓ Bargaining Update provided to the Board of Governors on Dec. 5, 2023 |
| Oversee the development of the UM Brand Positioning and Strategic Plan | ✓ Discussion of draft UM Strategic Plan on December 5, 2023  
✓ Approval of Strategic Plan at February 27, 2024 Board meeting |
| Planned:                                                               |                                                                              |
| • Brand Positioning Update/Presentation (at either the May 28, 2024 or June 25, 2024 Board Meeting) | |
| Monitor UM approach and strategy for accessible, supportive student experience and successful outcomes, examples including: | ✓ Presentation on Artificial Intelligence in the Classroom on Oct. 10, 2023  
✓ Fall Enrolment Update on Oct. 10, 2023  
✓ Health Sciences at UM (Feb. 27, 2024 Board strategic discussion)  
✓ Tour of Bannatyne Campus teaching and research facilities (Feb. 27, 2024) |
| • Enrolment strategy                                                  |                                                                              |
| • Data on student learning and classroom experience - update on material presented previously by Mark Torchia (showing trends at UM and comparison to other U15) | |
| • Student well-being - trends; strategy                              |                                                                              |
| • International students - strategy; supports; experience            |                                                                              |
| • Experiential learning - strategy and trends                         |                                                                              |
| Set the tone in advancing reconciliation, equity, inclusion, anti-racism, anti-ableism, including monitoring the implementation of recommendations of the Anti-Racism Task Force | ✓ Training for all Board members through *The Path 2023: Your Journey Through Indigenous Canada*  
✓ Anti-Racism Task-Force: Interim Report, Recommendation and Next Steps on Sept. 19, 2023  
✓ EDI Efforts in Rady Faculty of Health Sciences, part of Feb. 27, 2024 strategic discussion |
<p>| Planned:                                                               |                                                                              |
| • Reconciliation Action Plan (Spring 2024)                           |                                                                              |
| • <em>The Path</em> Kitchen Table Discussion (during a session to be scheduled) | |</p>
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| Develop integrated annual Board work plan | ✓ Implemented new Board meeting structure in 2023-24  
✓ Integrated Annual Board work plan developed (shared with Executive Committee on Jan 30, 2024)  
Planned:  
• Develop Annual Board priorities, goals and workplan (April 11, 2024 Executive meeting)  
|  
| Monitor alignment of UM activity with strategic plan and provincial priorities |  
| **Advancement Committee** |  
| Understand the UM narrative; monitor advancement on how the UM “tells its story” | ✓ Brand Chemistry Workshop Follow-Up on Oct. 24, 2023  
Planned:  
• Stakeholder perceptions / Brand Strategy (April 24, 2024 Adv. meeting)  
|  
| Review and provide strategic oversight on the government relations strategy (federal and provincial) | ✓ Provincial Government Post-Election on Oct. 24, 2023  
✓ Government Relations Update on January 30, 2024  
Planned:  
• Government Relations Strategy and Strategic Plan (Apr. 24 2024 Adv. meeting)  
|  
| Support the UM’s goals for philanthropic achievement | Planned:  
• Review 2023-24 Achievement and 2024-25 Philanthropic Goals (Apr. 24, 2024 Adv. meeting)  
|  
| Understand the UM’s relationship with the federal government | Planned:  
• Government Relations Strategy and Strategic Plan (Apr. 24, 2024 Adv. meeting)  
|  
| **Audit and Risk Management Committee** |  
| Monitor implementation of Enterprise Risk Management program and risk register | Planned:  
• Enterprise Risk Management Update (Mar. 5, 2024 and June 18, 2024 ARMC meetings)  
|  
| Consider how key risks are monitored either by ARMC or other appropriate Board Committees |  
|  
| Understand and assess the cyber security risk to the UM | ✓ Cyber Security Report and Update on Sept. 12, 2023 and March 5, 2024  
|  
| **Finance and Infrastructure Committee** |  
| Review and assess five-year financial sustainability plans | Planned  
• Five-year operating financial plan, risks and opportunities, and financial sustainability  
<p>|</p>
<table>
<thead>
<tr>
<th>Review and assess five-year major capital plans, including long-term (i.e. life of the asset) capital plan</th>
<th>Planned</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Presentation/Discussion on Capital Planning Process Development (April 2, 2024 FI meeting)</td>
</tr>
<tr>
<td></td>
<td>• Five-year capital financial plan, including risks and opportunities (May 14, 2024 FI meeting)</td>
</tr>
</tbody>
</table>

**Human Resources and Compensation Committee**

<table>
<thead>
<tr>
<th>Implement updated Process for the <em>Annual Performance Evaluation of the President</em></th>
<th>✓ Board Feedback survey added as part of the Annual Review Process, and other 360-degree elements incorporated into the President Reappointment Review Process</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>✓ Completed Presidential Reappointment Review Process</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Monitor Trust initiatives/understand next steps</th>
<th>Planned</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Bargaining Updates (Feb. 13 and March 8, 2024 HRCC meetings)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Monitor Labour Relations risks and strategy</th>
<th>Planned</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Bargaining mandate discussion (Feb. 13, 2024 and March 8, 2024 meetings)</td>
</tr>
</tbody>
</table>

**Governance and Board Development Committee**

<table>
<thead>
<tr>
<th>Continue to implement Governance Working Group recommendations</th>
<th>✓ Governance Working Group Recommendations on Nov. 7, 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Planned</td>
</tr>
<tr>
<td></td>
<td>• Governance Working Group Recommendations (Feb. 13, 2024 and May 14, 2024 GBD meetings)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Implement annual Board education and development plan</th>
<th>✓ Board Education Plan on Sept. 5, 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Planned</td>
</tr>
<tr>
<td></td>
<td>• Board Education Plan (May 14, 2024 GBD meetings)</td>
</tr>
</tbody>
</table>
Proposed 2024-2025 Board and Committee Priorities

Proposed Board Priorities for 2024-2025 (*indicates a link to a top risk in the UM Risk Register)

- Oversee the implementation of the MomentUM Strategic Plan, including understanding UM’s Values and how they are considered in decision-making.
- Monitor progress on building community and reinforcing a culture of transparency at UM.
- Monitor UM’s approach for student learning and experience, including:
  - Student recruitment strategy and enrollment targets
  - Student learning, student outcomes, and classroom experience
  - Student supports, including financial aid, well-being supports, and on-campus services
- Set the tone in advancing reconciliation, equity, inclusion, anti-racism, anti-ableism, including monitoring the implementation of recommendations of the Anti-Racism Task Force and the Reconciliation Action Plan.*
- Oversee UM’s top ten risks and mitigation strategies, including implications to UM’s long-term strategy and sustainability.*

Proposed Board Committee Priorities for 2024-2025

Executive Committee

- Monitor alignment of UM activity with strategic plan and provincial priorities. Monitor development of metrics to measure progress in advancing strategic plan.
- Monitor strategic implications of changes in international student study permit policy by Government of Canada on enrolment and budget.*
- Monitor and support Committees on fulfilment of their mandates under their Terms of Reference and annual priorities.

Advancement Committee

- Monitor UM’s goals for philanthropic achievement and plans for future campaigns.
- Oversee UM’s narrative, including UM’s brand position and community engagement plans.*
- Monitor government relations strategy (federal and provincial), including the research landscape.*

Audit and Risk Management Committee

- Monitor refresh of enterprise risk register, including consultation on top ten risks to UM.
- Monitor implementation of key Internal Audit recommendations, including effectiveness and timeliness of management response.

Finance and Infrastructure Committee

- Monitor five-year financial and long-term financial sustainability plans.*
- Monitor five-year capital plans and longer-term capital planning.*
- Monitor current and long-term deferred maintenance plans.*

Human Resources and Compensation Committee

- Monitor labour relations risks and strategy.*
- Monitor bargaining on open collective agreements.*
- Review and recommend on university compensation philosophy*
- Develop and implement a 360-degree review and development process for the President
Governance and Board Development Committee

- Develop processes to identify and nominate Board and Board committee members who bring experience, diversity and strength to the work of the Board.
- Review and update the Board Code of Conduct.
- Develop a Board Committee assessment process.
The Finance and Infrastructure Committee met on April 3, 2024 and May 14, 2024. Items forwarded for recommendation from the April 3, 2024 meeting are included in the report from the Executive Committee. At its meeting on May 14, 2024, the Committee reviewed and recommended the following items for approval by the Board of Governors:

2024-2025 Proposed Course and Tuition Fees (for approval – see Agenda Item 4.2.(a))

Dr. Hiebert-Murphy provided the Committee with a detailed summary of the proposed tuition and course fees for the 2024-2025 academic year, noting that overall, the University’s undergraduate and graduate tuition rates remain among the lowest compared to peers in other provinces. She explained that the domestic undergraduate tuition increases of 2.75% follow what is allowed by the Province, except for the Pharm.D. program, where tuition is already competitive with other programs across the country and will not increase.

With respect to international undergraduate tuition, Dr. Hiebert-Murphy explained that the 5.75% increase on tuition is aimed to minimally close the gap between undergraduate international tuition rates across the U15 while allowing students the ability to financially manage the increase. She added that the University has committed to using 25% of the additional revenue generated by the international undergraduate tuition increase to enhance student supports for international students, including increased financial support, mental health, and social supports.

Dr. Hiebert-Murphy, President Bennaroch, and Mr. Emslie, CFO and Comptroller, responded to a number of tuition-related questions, particularly relating to international undergraduate tuition rates. Specifically, they addressed the variables that impact different proposed tuition increase models, and the ability of the proposed tuition increase to offset the projected lower undergraduate international student enrolment. They stressed the importance of balancing accessible and affordable education for students with the costs associated with academic programming and providing a positive student experience. President Benaroch provided the Committee with information regarding the potential for differential tuition increases so that the University can better align its tuition to its peers, noting that this may be a consideration in future years.

The Committee recommends THAT the Board of Governors approves general increase for tuition fees and university-wide fees for the 2024/25 Academic Year as follows:

- Undergraduate domestic tuition rates increase 2.75%, with the exception of no increase for the Pharm.D. program
- Undergraduate international tuition rates increase 5.75%
- Graduate domestic and international tuition and continuing fee rates increase 2.75%
- University-wide fees increase 2.75%
- University Lab Fees increase to $40 (Lab I), $65 (Lab II), and $95 (Lab III).

and

THAT the Board of Governors approve the 2024/25 tuition and course fee assessment schedule, including a new assessment of university-wide fees in certificate and micro-certificate programs, revisions to the tuition assessment schedules in the J.D., M.Dent., and M.P.A.S. programs effective the Fall Term 2024, and revisions to the tuition assessment schedule in the M.B.A. program effective the Fall Term 2025, respectively.
2024-2025 Consolidated Budget (for approval – see Agenda Item 4.2.(b))

The Committee received a detailed presentation from President Benarroch, Dr. Hiebert-Murphy and Mr. Emslie regarding the 2024-2025 consolidated budget, summarizing the budget development process, the Provincial Operating Grant, and other revenue sources. They reviewed with the Committee consolidated revenues and expenses, the general operating budget, and the University Fund and associated subventions and provided an overview of the multi-year budget plan.

President Benarroch provided the Committee with a summary of the University’s 2024-2025 consolidated budget, noting that a balanced budget is being presented to the Board. He noted several key highlights to the University’s consolidated budget for the 2024/2025 fiscal year including:

- 2% general increase to the Provincial Operating Grant ($7.6 million);
- Tuition and fee increases as indicated in the 2024-2025 proposed course and tuition fee submission;
- $17.9 million increase in provincial funding for targeted previously approved program expansions and $7.2 million in provincial funding for newly approved expansions for 2024/25;
- $6 million increase in investment income to reflect current and projected interest rates;
- $1.9 million decrease in International College of Manitoba royalty revenue due to uncertainty related to the Federal cap on visa applications.

Dr. Hiebert-Murphy then provided the Committee with a summary of investments that will be made by the University in the 2024/2025 fiscal year, including:

- Implementation of health program expansions to address labour market needs;
- Increased investment in the Faculty of Science to address high demand programs;
- Wage increases for settled and outstanding collective agreements;
- Increased utility costs due to HVAC upgrades, inflationary increases, and carbon tax;
- Increased budget for Student Affairs to address volume pressures and enhance student supports;
- Advancing Equity, Diversity, and Inclusion and anti-racism initiatives and continued investments in advancing Reconciliation and decolonization;

President Benarroch, Dr. Hiebert-Murphy, and Mr. Emslie responded to questions from Committee members regarding sustainability, investment in strategic priority areas, and concerns that stakeholders may have. Mr. Emslie addressed the mitigations that have been built into the 2024-2025 and associated contingency and budget reserve amounts that can help to offset some of the potential financial risks.

The Committee recommends THAT the Board of Governors approves:

- A consolidated budget for the year ending March 31, 2025 that includes:
  - total revenues of $1,116 million
  - total expenses of $1,114 million
  - a balanced general operating budget with revenue of $820 million
  - a capital spending plan of $115 million.

2024-2025 Residence Room and Meal Plan Rates (for approval – see Consent Agenda Item 6.3.1.)

The Committee reviewed the detailed submission with respect to student residences and meal plans, including comparable housing rates off campus, noting that the proposed rate increases for 2024-2025 range from below inflationary to inflationary, a moderate increase to recover the rise in general operating costs. Meal plan rates are proposed to increase by five percent to cover the increase in food costs. The Committee noted that additional options and flexibility have been
added into meal plan rates for students. The full submission is included in the consent agenda for the Board’s review.

The Committee recommends THAT the Board of Governors approves the Residence room rates, meal plan rates, and extended stay fee for 2024-2025 as part of the consent agenda.

2024 Student Giving Agreements (for approval – see Consent Agenda Item 6.3.2.)

The Committee reviewed the proposal and background materials for student giving agreements that have been recommended and voted on by students in the Faculty of Agricultural and Food Sciences (Degree and Diploma), Faculty of Arts, School of Dental Hygiene, Dr. Gerald Niznick College of Dentistry, Max Rady College of Medicine, Desautels Faculty of Music and College of Nursing.

The Committee recommends THAT the Board of Governors approves the assessment of the proposed contributions as part of the consent agenda.
AGENDA ITEM:

2024/25 Proposed Tuition and Course Fees

RECOMMENDED RESOLUTION:

THAT the Board of Governors approves general increases for tuition fees and university-wide fees for the 2024/25 Academic Year as follows:

- Undergraduate domestic tuition rates increase 2.75%, with the exception of no increase for the Pharm.D. program.
- Undergraduate international tuition rates increase 5.75%.
- Graduate domestic and international tuition and continuing fee rates increase 2.75%.
- University-wide fees increase 2.75%.
- University Lab Fees increase to $40 (Lab I), $65 (Lab II), and $95 (Lab III).

THAT the Board of Governors approve the 2024/25 tuition and course fee assessment schedule, including a new assessment of university-wide fees in certificate and micro-certificate programs, revisions to the tuition assessment schedules in the J.D., M. Dent., and M.P.A.S. programs effective the Fall Term 2024, and revisions to the tuition assessment schedule in the M.B.A. program effective the Fall Term 2025, respectively.

CONTEXT AND BACKGROUND:

This Tuition and Course Fees Submission has been prepared and is proposed for consideration and approval alongside the 2024/25 Budget Submission, which includes and discusses the impact of revenue from the proposed tuition and course-related fees.

Highlights of the proposed 2024/25 budget include continued investments in advancing Reconciliation and decolonization, as well equity, diversity, and inclusion initiatives. It includes additional supports for academic program delivery, such as enhancing experiential learning opportunities, improving academic learning spaces, and support for the provincially targeted health program expansions. As well, in recognition of the need to maintain affordability and accessibility, the budget includes increased investments in financial supports for graduate students and undergraduate international students and provides additional resources for Student Affairs to enhance student supports and services.

Overall, the University of Manitoba’s (UM) undergraduate and graduate tuition rates remain low compared to peers in other provinces. This is largely due to historical provincial tuition and fee regulation, notably a tuition freeze from 1999/00 to 2008/09 and a subsequent limit to increases of CPI (1.0% to 2.8%) from 2011/12 to 2017/18. Tuition rates increased by 6.6% in 2018/19 and an average increase of 3.75% from 2019/20 to 2022/23. In 2023/24, tuition rates increased by 2.75%.
The current regulatory framework empowers the Minister to annually determine allowable increases for regulated tuition and fees. The provincial government directed that UM target 2.75% as the maximum allowable domestic tuition increase across all university programs for the 2024/25 academic year.

An analysis of international differential fees shows UM continues to remain significantly lower than comparators. The federal government’s cap on international student visa applications may have significant impacts on international student enrolment. A 1% reduction in international student enrolment equates to an approximately $1 million reduction in tuition revenue and impacts multiple years. Many of our comparator institutions are increasing international undergraduate tuition levels between 2% and 7%. It is expected the proposed increase of 5.75% at UM will not materially change the tuition gap between UM and its competitor institutions leaving UM remaining an attractive and affordable institution of choice for international students.

TUITION AND COURSE-FEE CHANGES, 2024/25

Attachment 1: 2024/25 Domestic and International Tuition and Assessment Schedule by Program and 2024/25 University Wide Fees

Outlined below are proposed changes to tuition and course-fee rates for the 2024/25 year. Attachment 1 provides a detailed listing of domestic and international tuition rates, university-wide fees, assessment schedules, and proposed rates.

Undergraduate Domestic Tuition
Consistent with the provincially directed maximum allowable tuition increase, undergraduate domestic tuition rates are proposed to increase 2.75%, with the exception of the PharmD program, which will remain unchanged since those fees are already at levels competitive with comparable programs at other universities.

The impact of the proposed increases on students will be dependent on their program of study and on individual course selection. An analysis of students registered in a full course-load (or the equivalent of 30 credit hours) across a sampling of programs results in increases ranging from approximately $130 to $670 per year. The following examples reflect a student’s average tuition based on their unique combination of courses taken from various faculties and the average course load for their program. For example, full-time domestic students enrolled in programs in Management will experience an increase of approximately $152 per year and those in the Undergraduate Medical Education (U.G.M.E.) program will pay $302 more per year. Most students, including students enrolled in Arts and Science, two of the largest Faculties, will expect to pay approximately $133 more per year for a full course-load. At an individual course level, domestic students paying per credit hour rates can expect to see increases of $3 to $6 per credit hour depending on the course, with an average increase of $4.50 per credit hour. For example, a student enrolled in a 3-credit hour course offered by the Faculty of Agricultural and Food Sciences will see an increase from $539 per course to $554 per course. A student enrolled in a 3-credit hour Kinesiology and Recreation Management course will see an increase from $505 per course to $519 per course.

Graduate Tuition and Continuing Fees
Graduate tuition fee rates are proposed to increase by 2.75% as directed by the provincial government. The Graduate Continuing Fee is to increase by 2.75%, in alignment with the proposed tuition increase.

The impact of these increases will depend on the program fees that a student pays. Most domestic students who pay the standard program fee rate, will see an increase of approximately $162 in annual program fees. Students paying continuing fees will see an increase of approximately $15 in the per term continuing fee.
International Tuition Fees
Attachment 2: Undergraduate International Tuition Comparisons

International tuition is set at domestic tuition plus the international differential surcharge.

A review was undertaken of international tuition rates using the 2023/24 Statistics Canada Tuition and Living Accommodation Costs (TLAC) data for western Canada and U15 institutions. UM undergraduate tuition levels for international students were lower than the next lowest province and comparative U15 institution by 15% to 50% depending on the program of study.

Accordingly, it is proposed that undergraduate international overall tuition rates (domestic plus differential surcharge) increase 5.75% for 2024/25. Graduate international tuition will be increased at the same rate as domestic tuition, 2.75%.

Using the same examples above, international students enrolled in programs in Management will expect to pay $1,212 more per year and students in Arts and Science programs will expect to pay approximately $1,060 more per year for a full course-load. At an individual course level, international students paying per credit hour rates can expect to see increases of $22 to $47 per credit hour depending on the course, with an average increase of $36 per credit hour. For example, a student enrolled in a 3-credit hour course offered by the Faculty of Agricultural and Food Sciences, will see an increase from $1,993 per course to $2,107 per course. A student enrolled in a 3-credit hour Kinesiology and Recreation Management course will see an increase from $1,929 per course to $2,040 per course. [Note: Medicine does not admit international students; thus, there is no parallel example to the domestic rates.]

International graduate students paying the standard program fee rate will see an increase of approximately $357 in annual program fees. International students pay the same continuing fee as domestic students, so will similarly see an increase of approximately $15 in the per term fee.

Historically UM has had few financial supports for international students experiencing financial difficulty. The 2024/25 budget proposes to use a portion of the increase in international undergraduate tuition to create a pool of funds dedicated to supporting international students with financial need.

University-Wide Fees and Lab Fees
Proposed changes to university-wide fees, including the distance surcharge, library fee, sport and recreation fee, student services fee, and technology fee, reflect an increase of approximately 2.75%.

The current lab fee structure was introduced in 2020/21 and has increased by inflation annually. Given lab fees are largely based on a cost-recovery model and given increasing costs in materials and equipment, Lab Fees are proposed to increase by the following:

<table>
<thead>
<tr>
<th>Lab Fee</th>
<th>2023/24 Rate</th>
<th>Proposed 2024/25 Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lab I</td>
<td>$36.74</td>
<td>$40.00</td>
</tr>
<tr>
<td>Lab II</td>
<td>$62.97</td>
<td>$65.00</td>
</tr>
<tr>
<td>Lab III</td>
<td>$89.21</td>
<td>$95.00</td>
</tr>
<tr>
<td>Lab IV</td>
<td>Course dependent</td>
<td>Course dependent</td>
</tr>
</tbody>
</table>

Tuition and University-Wide Fee Assessment Schedules
Tuition assessment schedules in the following programs are proposed to be revised to ensure alignment across programs and that students are not unduly assessed additional program fees if time-to-completion in programs are delayed. Proposed changes are a change in schedule only and do not result in students paying additional tuition fees over the course of their program.
Tuition assessment schedule changes:

- **Juris Doctor (J.D.) tuition assessment schedule** change to allow for an alternate Summer Term assessment of program fees in instances where students enroll in summer term course offerings making them eligible for graduation earlier (current and new students).

- **Master of Dentistry (M. Dent.) tuition assessment schedule** change from a program fee every year until completion to three- or four-years of program fees (depending on the program) plus continuing fee in each term not assessed program fees (current and new students).

- **Master of Physician Assistant Studies (M.P.A.S.) tuition assessment schedule** change from a program fee every year until completion to two-years of program fees plus continuing fee in each term not assessed program fees (current and new students).

- **Master of Business Administration (M.B.A.) tuition assessment schedule** change from a per credit hour tuition assessment to two-years of program fees plus continuing fee in each term not assessed program fees, effective Fall Term 2025 (new students only).

University-wide fee assessment schedule changes:

- **Certificate and Micro-Certificate Programs** will be assessed university-wide student fees. Students enrolled in these programs are supported by institutional systems and have access to the same student supports and services as all other students. Given the unique structure of these programs, a prorated Service and Technology Fee calculated as 3.5% of course fees/non-degree tuition will be assessed, except for Division of Extended Education Intensive Programs. As these programs are structured such that students are on-site and in full-time studies over the full academic year, the same university-wide fees as diploma and degree-level programs will be levied.

Along with the above assessment schedule changes, the Engineering Tuition Fee Surcharge is proposed to end effective the 2024/25 Academic Year. The Engineering Tuition Fee surcharge was approved in 2007 as an increase to the Engineering per credit hour tuition rate where new revenue generated was allocated directly to the Price Faculty of Engineering to support students and program delivery. As part of this approval, the Faculty was restricted in assessing lab fees due to the targeted revenue. This model of allocation no longer fits within the budget model and is complex to administer. Moving forward 100% of tuition revenue will be allocated through the current model. This change will not impact on the Faculty’s continued commitment to invest in bursaries for students and in its delivery of academic programming. Tuition rates in Engineering programs will remain unchanged except for the proposed increases above. As well, with the cessation of the surcharge, Engineering will have the option to assess university-wide lab fees, where applicable, bringing the Faculty into alignment with practices in other units delivering similar lab-based programming.

**Unit-Specific Course Fees (for information only)**

**Attachment 3: 2024/25 Unit-Specific Course Fees**

Pursuant to The University of Manitoba Act, the Board has the power to determine all fees and charges to be paid to the University. In March 1979, the Board delegated approval of incidental fees, including compulsory fees, to Administration. It is Administration’s responsibility to identify any fees that may be of public concern and present these to the Board for comment. Any significant fee changes or introductions of new institutional fees continue to go to the Board for approval.

Consistent with the above-noted Board delegation of the approval of fees, the attached unit-level course fee changes have been approved by the Provost and Vice-President (Academic) and the Vice-President (Administration) and are being provided to the Board for information only.

Unit-specific course fees are generally considered to be cost-recovery and required to cover the costs associated with offering unique course experiences. For 2024/2025, increases of up to 2.5% were applied
consistent with initial planning assumptions for inflation, unless a more significant increase was requested by the unit. Increases more than 2.5% were reviewed by the Tuition and Fees Coordination Committee for completeness and forwarded to the Provost and Vice-President (Academic) and Vice-President (Administration) for final review and approval.

Notable changes to unit-specific course fees for 2024/25 include:

- introduction of a PST charge on the Clinical Instrument Fees in Dentistry and Dental Hygiene to bring the university in alignment with tax legislation given that students retain the equipment purchased with these fees; and
- an increase to the Law Clinical Exam fee to adjust for expanded offerings of Law clinics and increase costs of exam software.

**RESOURCE REQUIREMENTS:**

Alongside this submission, the University is proposing a balanced 2024/25 operating budget. The 2024/25 budget projects proposed tuition and course fee rates that, factoring in enrolment trends and projections, will result in an estimated revenue increase of approximately $15.2 million compared to the 2023/24 budget for a total tuition budget of $248.9 million in 2024/25. The additional revenue provided by the proposed tuition and fee increases are critical to meeting increased costs related to delivery of programs and services at the University.

**CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:**

In February 2024, the University approved a new strategic plan, **MOMENTUM: Leading Change Together - University of Manitoba Strategic Plan 2024-2029.** This plan identifies three strategic themes: creating knowledge that matters, empowering learners, and reimagining engagement. Tuition and other related fees are critical in enabling UM to address areas of high priority, including those related to student supports and services and the continued delivery of high-quality and innovative academic programming.

This proposal recognizes the vital role that tuition plays in supporting day-to-day operations while continuing to provide access to an affordable post-secondary education.

**IMPLICATIONS:**

The University considers legislative and other government direction in setting tuition fees at levels that ensure resources are in place to support high-quality programs, while maintaining affordable access to post-secondary education for its students.

**ALTERNATIVES:**

In considering ongoing cost pressures (e.g. current inflationary environment) and other external factors that have significant impact on the University (e.g. impacts of federal cap on international student visas), various scenarios were considered in order to balance the budget and to continue to achieve the University’s mission and priorities.

**CONSULTATION:**

Tuition fee discussions and consultations have involved the office of the Provost and Vice-President (Academic); the office of the Vice-President (Administration); Deans and Directors of Faculties and Schools; the Faculty of Graduate Studies; the President’s Budget Advisory Committee; and the senior student leadership team.
Proposed unit-specific course fees were submitted by Deans and Directors and have been reviewed by representatives of the Provost and Vice-President (Academic), Vice-President (Administration), Office of the Registrar, Financial Services, and the Office of Institutional Analysis.

### ROUTING TO THE BOARD OF GOVERNORS:

<table>
<thead>
<tr>
<th>Reviewed</th>
<th>Recommended</th>
<th>By</th>
<th>Title</th>
<th>Date</th>
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<tbody>
<tr>
<td>✔️</td>
<td>✔️</td>
<td>Shelley Hopkins</td>
<td>Executive Director, Financial Planning and Budgeting</td>
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</tr>
<tr>
<td>✔️</td>
<td>✔️</td>
<td>Naomi Andrew</td>
<td>Vice-President (Administration)</td>
<td>April 26, 2024</td>
</tr>
<tr>
<td>✔️</td>
<td>✔️</td>
<td>Diane Hiebert-Murphy for Michael Benarroch</td>
<td>President and Vice-Chancellor</td>
<td>April 30, 2024</td>
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<tr>
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</table>

**SUBMISSION PREPARED BY (jointly):** Cassandra Davidson, Academic Planning and Priorities Specialist, and Hannah Hudson, University Budget Officer

**ATTACHMENTS:**

- **Attachment 1:** 2024/25 Domestic and International Tuition and Assessment Schedule by Program and 2024/25 University Wide Fees
- **Attachment 2:** Undergraduate International Tuition Comparisons
- **Attachment 3:** 2024/25 Unit-Specific Course Fees
## Attachment 1 - 2024/25 Domestic and International Tuition and Assessment Schedule by Program and 2024/25 University Wide Fees

### TUITION FEES

#### GRADUATE *

<table>
<thead>
<tr>
<th>Program Type / Name</th>
<th>Fee Rate</th>
<th>Program Fees (Yr. of Assessment)</th>
<th>FEE 2023/24</th>
<th>FEE 2024/25</th>
<th>% Inc.</th>
</tr>
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<tbody>
<tr>
<td>MASTER’S PROGRAMS - MPA (COURSE-BASED FEES) - FT &amp; PT</td>
<td>PER CR. HR.</td>
<td>--</td>
<td>$246.09</td>
<td>$252.86</td>
<td>2.75%</td>
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<tr>
<td>MASTER’S PROGRAMS - MASTER OF FINANCE FT</td>
<td>PER PROG./YEAR Yr. 1</td>
<td>$28,409.72</td>
<td>$29,190.96</td>
<td>2.75%</td>
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</tr>
<tr>
<td>MASTER’S PROGRAMS - MASTER OF FINANCE PT</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$14,204.86</td>
<td>$14,595.48</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - MASTER OF SCIENCE IN GENETIC COUNSELLING</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$18,274.84</td>
<td>$18,777.40</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - MASTER OF SUPPLY CHAIN MANAGEMENT AND LOGISTICS FT</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$14,128.12</td>
<td>$14,516.64</td>
<td>2.75%</td>
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</tr>
<tr>
<td>MASTER’S PROGRAMS - MASTER OF SUPPLY CHAIN MANAGEMENT AND LOGISTICS PT</td>
<td>PER PROG./YEAR Yrs. 1, 2, 3, 4</td>
<td>$7,064.06</td>
<td>$7,258.32</td>
<td>2.75%</td>
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</tr>
<tr>
<td>MASTER’S PROGRAMS - MASTERS OF PHYSICIAN ASSISTANT STUDIES</td>
<td>PER PROG./YEAR Yrs. 1-2 Each Year</td>
<td>$21,051.36</td>
<td>$21,630.26</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - OCCUPATIONAL THERAPY</td>
<td>PER PROG./YEAR Yrs. 1, 2 (as applicable)</td>
<td>$7,070.96</td>
<td>$7,265.40</td>
<td>2.75%</td>
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<tr>
<td>MASTER’S PROGRAMS - PHYSICAL THERAPY</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$11,034.08</td>
<td>$11,337.52</td>
<td>2.75%</td>
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</tr>
<tr>
<td>MASTER’S PROGRAMS - MASTER OF HUMAN RIGHTS FT</td>
<td>PER PROG./YEAR Yr. 1</td>
<td>$6,884.84</td>
<td>$7,074.16</td>
<td>2.75%</td>
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<tr>
<td>MASTER’S PROGRAMS - MASTER OF HUMAN RIGHTS PT</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$3,442.42</td>
<td>$3,537.08</td>
<td>2.75%</td>
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</tr>
<tr>
<td>MASTER’S PROGRAMS - (OTHER) FT</td>
<td>PER PROG./YEAR Yr. 1</td>
<td>$5,906.88</td>
<td>$6,069.32</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - MASTERS OF PHYSICIAN ASSISTANT STUDIES</td>
<td>PER PROG./YEAR Yrs. 1, 2 (as applicable)</td>
<td>$5,906.88</td>
<td>$6,069.32</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - CITY PLANNING FT</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$5,906.88</td>
<td>$6,069.32</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - FINE ARTS FT</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$5,906.88</td>
<td>$6,069.32</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - INTERIOR DESIGN FT</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$5,906.88</td>
<td>$6,069.32</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - NATURAL RESOURCES MANAGEMENT FT</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$5,906.88</td>
<td>$6,069.32</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - NURSING FT</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$5,906.88</td>
<td>$6,069.32</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - SCHOOL PSYCHOLOGY FT</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$5,906.88</td>
<td>$6,069.32</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - LANDSCAPE ARCHITECTURE FT</td>
<td>PER PROG./YEAR Yrs. 1, 2, 3 (as applicable)</td>
<td>$5,906.88</td>
<td>$6,069.32</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - MASTERS OF PHYSICIAN ASSISTANT STUDIES</td>
<td>PER PROG./YEAR Yrs. 1, 2, 3, 4 Each Year</td>
<td>$2,953.44</td>
<td>$3,034.66</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - MBA</td>
<td>PER CR. HR.</td>
<td>--</td>
<td>$574.74</td>
<td>$590.55</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - MBA FT</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$17,716.36</td>
<td>$17,716.36</td>
<td>2.75%</td>
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</tr>
<tr>
<td>MASTER’S PROGRAMS - MBA PT</td>
<td>PER PROG./YEAR Yrs. 1, 2, 3, 4</td>
<td>$8,858.18</td>
<td>$8,858.18</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - M.DENT. ORAL &amp; MAXILLOFACIAL SURGERY</td>
<td>PER PROG./YEAR Yrs. 1, 2, 3, 4 Each Year</td>
<td>$17,936.86</td>
<td>$18,430.12</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - M.DENT. ORTHODONTICS &amp; DENTOFACIAL ORTHOPEDICS</td>
<td>PER PROG./YEAR Yrs. 1, 2, 3 Each Year</td>
<td>$26,103.82</td>
<td>$26,821.68</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - M.DENT. PERIODONTICS</td>
<td>PER PROG./YEAR Yrs. 1, 2, 3 Each Year</td>
<td>$24,103.98</td>
<td>$24,766.84</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - M.DENT. PROSTHODONTICS</td>
<td>PER PROG./YEAR Yrs. 1, 2, 3 Each Year</td>
<td>$15,895.02</td>
<td>$16,332.12</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - PHD (FROM BACHELOR'S DEGREE (HONOURS))</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$5,906.88</td>
<td>$6,069.32</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>MASTER’S PROGRAMS - PHD (FROM MASTER’S)</td>
<td>PER PROG./YEAR Yrs. 1, 2</td>
<td>$5,906.88</td>
<td>$6,069.32</td>
<td>2.75%</td>
<td></td>
</tr>
</tbody>
</table>

* A graduate continuing fee is assessed in each academic term not assessed tuition fees (program fees or per credit hour tuition).

** MBA annual program fees are calculated on 2024-2025 tuition rates and are subject to annual rate increases in future years.

Nominal changes to fees may occur due to rounding.
<table>
<thead>
<tr>
<th>Program Type / Name</th>
<th>Fee Rate</th>
<th>Program Fees (Yr. of Assessment)</th>
<th>FEE 2023/24</th>
<th>FEE 2024/25</th>
<th>% Inc.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TUITION FEES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>UNDERGRADUATE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agricultural &amp; Food Sciences</td>
<td>PER CR. HR.</td>
<td>$179.59</td>
<td>$184.53</td>
<td>2.75%</td>
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</tr>
<tr>
<td>Agriculture Diploma</td>
<td>PER CR. HR.</td>
<td>$103.24</td>
<td>$106.08</td>
<td>2.75%</td>
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</tr>
<tr>
<td>Architecture</td>
<td>PER CR. HR.</td>
<td>$162.63</td>
<td>$167.10</td>
<td>2.75%</td>
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<tr>
<td>Arts</td>
<td>PER CR. HR.</td>
<td>$148.25</td>
<td>$152.33</td>
<td>2.75%</td>
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</tr>
<tr>
<td>College of Medicine - Courses</td>
<td>PER CR. HR.</td>
<td>$210.66</td>
<td>$216.45</td>
<td>2.75%</td>
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</tr>
<tr>
<td>College of Medicine - Family Social Sciences</td>
<td>PER CR. HR.</td>
<td>$164.38</td>
<td>$168.90</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Dental Hygiene Degree Completion Program</td>
<td>PER PROG./YEAR Yr. 1</td>
<td>$9,806.74</td>
<td>$10,076.42</td>
<td>2.75%</td>
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</tr>
<tr>
<td>Dental Hygiene Degree Completion Program Continuation Fee</td>
<td>PER TERM</td>
<td>$667.08</td>
<td>$685.42</td>
<td>2.75%</td>
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<tr>
<td>Dental Hygiene Year 1</td>
<td>PER PROGRAM Yr. 1</td>
<td>$7,899.10</td>
<td>$8,116.32</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Dental Hygiene Year 2</td>
<td>PER PROGRAM Yr. 2</td>
<td>$7,009.66</td>
<td>$7,202.42</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Dentistry 3D (1st $5,000 assessed in summer session prior to fall term)</td>
<td>PER PROGRAM Yr. 3</td>
<td>$61,845.96</td>
<td>$63,546.72</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Dentistry 4D</td>
<td>PER PROGRAM Yr. 4</td>
<td>$56,223.52</td>
<td>$57,769.66</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Dentistry Year 1</td>
<td>PER PROGRAM Yr. 1</td>
<td>$24,740.48</td>
<td>$25,420.84</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Dentistry Year 2, 3, 4</td>
<td>PER PROGRAM Yrs. 2, 3, 4</td>
<td>$24,163.56</td>
<td>$24,828.06</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Education (Practicum Fees 6 Ch)</td>
<td>PER COURSE</td>
<td>$394.13</td>
<td>$404.96</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Education (Practicum Fees 3 Ch)</td>
<td>PER COURSE</td>
<td>$197.06</td>
<td>$202.48</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>PER CR. HR.</td>
<td>$161.65</td>
<td>$166.10</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Engineering</td>
<td>PER CR. HR.</td>
<td>$168.51</td>
<td>$173.14</td>
<td>2.75%</td>
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</tr>
<tr>
<td>Environment Earth &amp; Resources</td>
<td>PER CR. HR.</td>
<td>$169.66</td>
<td>$174.33</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Faculty of Health Sciences</td>
<td>PER CR. HR.</td>
<td>$164.38</td>
<td>$168.90</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Kinesiology &amp; Recreation Mgmt</td>
<td>PER CR. HR.</td>
<td>$168.26</td>
<td>$172.89</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Law</td>
<td>PER PROG./YEAR Each Year</td>
<td>$12,164.92</td>
<td>$12,499.44</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>PER CR. HR.</td>
<td>$192.66</td>
<td>$197.96</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Rehabilitation Sciences</td>
<td>PER CR. HR.</td>
<td>$142.02</td>
<td>$145.93</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Medicine</td>
<td>PER PROGRAM Yr. 1</td>
<td>$11,345.70</td>
<td>$11,657.70</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Medicine - Year 2, 3, 4</td>
<td>PER PROGRAM Yrs. 2, 3, 4</td>
<td>$10,872.22</td>
<td>$11,171.20</td>
<td>2.75%</td>
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</tr>
<tr>
<td>Music (Desautels Faculty)</td>
<td>PER CR. HR.</td>
<td>$161.93</td>
<td>$166.38</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Nursing</td>
<td>PER CR. HR.</td>
<td>$160.72</td>
<td>$165.14</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Pharmacy - Pharm.D.</td>
<td>PER PROG./YEAR Each Year</td>
<td>$15,811.54</td>
<td>$15,811.54</td>
<td>0.00%</td>
<td></td>
</tr>
<tr>
<td>Post Graduate Medical Education (PGME) Tuition(UG): 12 MONTHS (prorated for 3,6,9 month terms)</td>
<td>PER PROGRAM</td>
<td>$1,213.24</td>
<td>$1,246.60</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>School of Art</td>
<td>PER CR. HR.</td>
<td>$177.49</td>
<td>$182.37</td>
<td>2.75%</td>
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</tr>
<tr>
<td>Science</td>
<td>PER CR. HR.</td>
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<td>$174.33</td>
<td>2.75%</td>
<td></td>
</tr>
<tr>
<td>Social Work</td>
<td>PER CR. HR.</td>
<td>$175.58</td>
<td>$180.41</td>
<td>2.75%</td>
<td></td>
</tr>
</tbody>
</table>

Nominal changes to fees may occur due to rounding.
<table>
<thead>
<tr>
<th>Program Type / Name</th>
<th>Fee Rate</th>
<th>Program Fees (Yr. of Assessment)</th>
<th>FEE 2023/24</th>
<th>FEE 2024/25</th>
<th>% Inc.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INTERNATIONAL TUITION</strong>*</td>
<td>PER CR. HR.</td>
<td>--</td>
<td>$541.39</td>
<td>$556.28</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - MPA (COURSE-BASED FEES) - FT &amp; PT</td>
<td>PER PROG./YEAR</td>
<td>Yr. 1</td>
<td>$35,498.08</td>
<td>$36,474.24</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - MASTER OF FINANCE FT</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2</td>
<td>$17,749.04</td>
<td>$18,237.14</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - MASTER OF SCIENCE IN GENETIC COUNSELLING</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2</td>
<td>$25,363.20</td>
<td>$26,060.68</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - MASTER OF SUPPLY CHAIN MANAGEMENT AND LOGISTICS FT</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2</td>
<td>$21,216.48</td>
<td>$21,799.92</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - MASTER OF SUPPLY CHAIN MANAGEMENT AND LOGISTICS PT</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2, 3, 4</td>
<td>$10,608.24</td>
<td>$10,899.96</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - OCCUPATIONAL THERAPY</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2 (as applicable)</td>
<td>$14,159.32</td>
<td>$14,548.68</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - MASTER OF HUMAN RIGHTS FT</td>
<td>PER PROG./YEAR</td>
<td>Yr. 1</td>
<td>$15,146.68</td>
<td>$15,563.20</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - MASTER OF HUMAN RIGHTS PT</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2</td>
<td>$7,573.34</td>
<td>$7,781.60</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - (OTHER) FT</td>
<td>PER PROG./YEAR</td>
<td>Yr. 1</td>
<td>$12,995.24</td>
<td>$13,352.60</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - (OTHER) PT</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2</td>
<td>$6,497.62</td>
<td>$6,676.30</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - APPLIED HUMAN NUTRITION</td>
<td>PER PROG./YEAR</td>
<td>Yr. 1</td>
<td>$17,498.36</td>
<td>$17,979.56</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - CITY PLANNING FT</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2</td>
<td>$12,995.24</td>
<td>$13,352.60</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - FINE ARTS FT</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2</td>
<td>$12,995.24</td>
<td>$13,352.60</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - INTERIOR DESIGN FT</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2</td>
<td>$12,995.24</td>
<td>$13,352.60</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - NATURAL RESOURCES MANAGEMENT FT</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2</td>
<td>$12,995.24</td>
<td>$13,352.60</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - NURSING FT</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2</td>
<td>$12,995.24</td>
<td>$13,352.60</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - SCHOOL PSYCHOLOGY FT</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2</td>
<td>$12,995.24</td>
<td>$13,352.60</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - LANDSCAPE ARCHITECTURE FT</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2, 3 (as applicable)</td>
<td>$12,995.24</td>
<td>$13,352.60</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - MBA</td>
<td>PER CR. HR.</td>
<td>--</td>
<td>$786.30</td>
<td>$807.92</td>
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<tr>
<td>MASTER'S PROGRAMS - MBA FT **effective 2025-2026</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2</td>
<td>n/a</td>
<td>$24,999.64</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - MBA PT **effective 2025-2026</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2, 3, 4</td>
<td>n/a</td>
<td>$12,402.36</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - M.DENT. ORAL &amp; MAXILLOFACIAL SURGERY</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2, 3, 4 Each Year</td>
<td>$56,342.34</td>
<td>$57,891.74</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - M.DENT. ORTHODONTICS &amp; DENTOFACIAL ORTHOPEDICS</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2, 3 Each Year</td>
<td>$90,112.98</td>
<td>$92,591.08</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - M.DENT. PEDIATRIC DENTISTRY</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2, 3 Each Year</td>
<td>$66,640.70</td>
<td>$68,473.32</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - M.DENT. PERIODONTICS</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2, 3 Each Year</td>
<td>$34,969.12</td>
<td>$35,930.76</td>
<td>2.75%</td>
</tr>
<tr>
<td>MASTER'S PROGRAMS - M.DENT. PROSTHODONTICS</td>
<td>PER PROG./YEAR</td>
<td>Yrs. 1, 2, 3 Each Year</td>
<td>$78,573.86</td>
<td>$80,734.64</td>
<td>2.75%</td>
</tr>
</tbody>
</table>

* International tuition represents domestic tuition fees plus an international differential surcharge assessed to international students.
** MBA annual program fees are calculated on 2024-2025 tuition rates and are subject to annual rate increases in future years.
*** A graduate continuing fee is assessed in each academic term not assessed tuition fees (program fees or per credit hour tuition).
## Attachment 1 - 2024/25 Domestic and International Tuition and Assessment Schedule by Program and 2024/25 University Wide Fees

<table>
<thead>
<tr>
<th>Program Type / Name</th>
<th>Fee Rate</th>
<th>Program Fees (Yr. of Assessment)</th>
<th>% Inc.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INTERNATIONAL TUITION</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>UNDERGRADUATE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agricultural &amp; Food Sciences</td>
<td>PER CR. HR.</td>
<td>$664.36</td>
<td>5.75%</td>
</tr>
<tr>
<td>Agriculture Diploma</td>
<td>PER CR. HR.</td>
<td>$394.60</td>
<td>5.75%</td>
</tr>
<tr>
<td>Architecture</td>
<td>PER CR. HR.</td>
<td>$621.55</td>
<td>5.75%</td>
</tr>
<tr>
<td>Arts</td>
<td>PER CR. HR.</td>
<td>$566.65</td>
<td>5.75%</td>
</tr>
<tr>
<td>College of Medicine - Courses</td>
<td>PER CR. HR.</td>
<td>$820.63</td>
<td>5.75%</td>
</tr>
<tr>
<td>College of Medicine - Family Social Sciences</td>
<td>PER CR. HR.</td>
<td>$628.21</td>
<td>5.75%</td>
</tr>
<tr>
<td>Education</td>
<td>PER CR. HR.</td>
<td>$617.84</td>
<td>5.75%</td>
</tr>
<tr>
<td>Engineering</td>
<td>PER CR. HR.</td>
<td>$561.88</td>
<td>5.75%</td>
</tr>
<tr>
<td>Environment Earth &amp; Resources</td>
<td>PER CR. HR.</td>
<td>$660.99</td>
<td>5.75%</td>
</tr>
<tr>
<td>Faculty of Health Sciences</td>
<td>PER CR. HR.</td>
<td>$628.21</td>
<td>5.75%</td>
</tr>
<tr>
<td>Kinesiology &amp; Recreation Mgmt</td>
<td>PER CR. HR.</td>
<td>$643.13</td>
<td>5.75%</td>
</tr>
<tr>
<td><strong>LAW</strong></td>
<td>PER PROG./YEAR</td>
<td>$29,761.94</td>
<td>5.75%</td>
</tr>
<tr>
<td>Management</td>
<td>PER CR. HR.</td>
<td>$736.37</td>
<td>5.75%</td>
</tr>
<tr>
<td>Rehabilitation Sciences</td>
<td>PER CR. HR.</td>
<td>$553.23</td>
<td>5.75%</td>
</tr>
<tr>
<td>Music (Desautels Faculty)</td>
<td>PER CR. HR.</td>
<td>$630.84</td>
<td>5.75%</td>
</tr>
<tr>
<td>Nursing</td>
<td>PER CR. HR.</td>
<td>$594.59</td>
<td>5.75%</td>
</tr>
<tr>
<td>Pharmacy - Pharm.D.</td>
<td>PER PROG./YEAR</td>
<td>$15,811.54</td>
<td>0.00%</td>
</tr>
<tr>
<td><strong>POST GRADUATE MEDICAL EDUCATION (PGME) TUITION(UG): 12 MONTHS (prorated for 3,6,9 month terms)</strong></td>
<td>PER PROGRAM</td>
<td>$4,725.74</td>
<td>5.75%</td>
</tr>
<tr>
<td>School of Art</td>
<td>PER CR. HR.</td>
<td>$678.48</td>
<td>5.75%</td>
</tr>
<tr>
<td>Science</td>
<td>PER CR. HR.</td>
<td>$660.99</td>
<td>5.75%</td>
</tr>
<tr>
<td>Social Work</td>
<td>PER CR. HR.</td>
<td>$649.46</td>
<td>5.75%</td>
</tr>
</tbody>
</table>

*International tuition represents domestic tuition fees plus an international differentialsurcharge assessed to international students.

## UNIVERSITY WIDE FEES

| Distance Surcharge (Added to Per Credit Hour Rate)          | PER CR.HR.     | $23.51                            | 2.75%  |
| Laboratory Fee - Lab I                                     | PER LAB COURSE | $36.74                            | 8.87%  |
| Laboratory Fee - Lab II                                    | PER LAB COURSE | $62.97                            | 3.22%  |
| Laboratory Fee - Lab III                                   | PER LAB COURSE | $89.21                            | 6.49%  |
| Laboratory Fee - Lab IV                                    | PER LAB COURSE | variable                          | n/a    |
| Library Fee (F/W)                                          | PER TERM       | $26.19                            | 2.75%  |
| Library Fee (S)                                            | PER TERM       | $13.09                            | 2.75%  |
| Recreation Fee (Fall/ Winter) FT                           | PER TERM       | $99.42                            | 2.75%  |
| Recreation Fee (Fall/Winter) PT                            | PER TERM       | $74.55                            | 2.75%  |
| Registration Fee (F/W)                                     | PER TERM       | $74.55                            | 2.75%  |
| Registration Fee (S)                                       | PER TERM       | $26.19                            | 2.75%  |
| Student Services Fee (F/W)                                 | PER TERM       | $26.19                            | 2.75%  |
| Student Services Fee (S)                                   | PER TERM       | $13.09                            | 2.75%  |
| Technology Fee (UG)                                        | PER CR. HR.    | $7.44                             | 2.75%  |
| Technology Fee (Grad)                                       | PER CR. HR.    | $7.44                             | 2.75%  |
| Technology Fee (UG FT-PRGM RATE) Fall/Winter               |              | $111.60                           | 2.69%  |
| Technology Fee (Grad FT-PRGM RATE) Fall/Winter             |              | $111.60                           | 2.69%  |
| Technology Fee (PT-PRGM RATE) Fall/Winter                  |              | $55.80                            | 2.69%  |

Nominal changes to fees may occur due to rounding.
Attachment 2: Undergraduate International Tuition Comparisons

Table 1: International Undergraduate Tuition, 2023-24 (average $ by province)
Source: Statistics Canada. Table 37-10-0045-01-Canadian and international tuition fees by level of study (current dollars), 2023-09-06

<table>
<thead>
<tr>
<th>Province</th>
<th>Average Tuition</th>
</tr>
</thead>
<tbody>
<tr>
<td>CA Avg.</td>
<td>$38,081</td>
</tr>
<tr>
<td>ON</td>
<td>$46,433</td>
</tr>
<tr>
<td>BC</td>
<td>$39,647</td>
</tr>
<tr>
<td>QC</td>
<td>$33,912</td>
</tr>
<tr>
<td>AB</td>
<td>$30,000</td>
</tr>
<tr>
<td>SK</td>
<td>$27,577</td>
</tr>
<tr>
<td>NS</td>
<td>$25,000</td>
</tr>
<tr>
<td>PEI</td>
<td>$22,000</td>
</tr>
<tr>
<td>MB</td>
<td>$20,502</td>
</tr>
<tr>
<td>NB</td>
<td>$18,912</td>
</tr>
<tr>
<td>NL</td>
<td>$17,477</td>
</tr>
</tbody>
</table>

Table 2: International Undergraduate Tuition, 2023-24 U15 Institutions (average $ by institution)
Source: UM Office of Institutional Analysis: Statistics Canada TLAC International Undergraduate Tuition, U15 and MB Institutions

<table>
<thead>
<tr>
<th>Institution</th>
<th>Average Tuition</th>
</tr>
</thead>
<tbody>
<tr>
<td>U15 Avg.</td>
<td>$41,347</td>
</tr>
<tr>
<td>Overall Avg.</td>
<td>$37,569</td>
</tr>
</tbody>
</table>

- Other Comparators – MB/Navitas:
  - MB: $20,502
  - Navitas: $16,623
### Table 3: International Undergraduate Tuition, 2023-24, UM and next lowest U15 Institution (average $ by area of study)*

Source: UM Office of Institutional Analysis: Statistics Canada TLAC International Undergraduate Tuition, U15 and MB Institutions

<table>
<thead>
<tr>
<th>Area of Study</th>
<th>UM Fall 2023 Avg Rate</th>
<th>2nd Lowest Avg Rate-U15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts</td>
<td>$40,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Engineering</td>
<td>$35,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Health</td>
<td>$30,000</td>
<td>$15,000</td>
</tr>
<tr>
<td>Management</td>
<td>$25,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>Environment</td>
<td>$20,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Science</td>
<td>$15,000</td>
<td>-</td>
</tr>
<tr>
<td>Nursing</td>
<td>$10,000</td>
<td>-</td>
</tr>
<tr>
<td>Agriculture</td>
<td>$5,000</td>
<td>-</td>
</tr>
<tr>
<td>Music</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Art</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Architecture</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Kinesiology</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Education</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Law</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

*Next lowest comparisons exclude the Universities of Montreal and Laval. Comparable Statistics Canada TLAC data for direct area of study comparisons is only available for those units included in the chart.

### Table 4: International Undergraduate Tuition, 2023-24, UM and next lowest U15 institution (% difference by area of study)*

Source: UM Office of Institutional Analysis: Statistics Canada TLAC International Undergraduate Tuition, U15 and MB Institutions

<table>
<thead>
<tr>
<th>Area of Study</th>
<th>% Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts</td>
<td>60%</td>
</tr>
<tr>
<td>Engineering</td>
<td>50%</td>
</tr>
<tr>
<td>Health</td>
<td>40%</td>
</tr>
<tr>
<td>Management</td>
<td>30%</td>
</tr>
<tr>
<td>Environment</td>
<td>20%</td>
</tr>
<tr>
<td>Science</td>
<td>10%</td>
</tr>
<tr>
<td>Nursing</td>
<td>0%</td>
</tr>
<tr>
<td>Agriculture</td>
<td>0%</td>
</tr>
<tr>
<td>Music</td>
<td>0%</td>
</tr>
<tr>
<td>Art</td>
<td>0%</td>
</tr>
<tr>
<td>Architecture</td>
<td>0%</td>
</tr>
<tr>
<td>Kinesiology</td>
<td>0%</td>
</tr>
<tr>
<td>Education</td>
<td>0%</td>
</tr>
<tr>
<td>Law</td>
<td>0%</td>
</tr>
</tbody>
</table>

*Next lowest comparisons exclude the Universities of Montreal and Laval. Comparable Statistics Canada TLAC data for direct area of study comparisons is only available for those units included in the chart.
<table>
<thead>
<tr>
<th>Program Type / Name</th>
<th>FEE 2023/24</th>
<th>FEE 2024/25</th>
<th>Fee Rate</th>
<th>% Inc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>ARCHITECTURE - ARCG 7090 - LEED Core Concepts and Strategies</td>
<td>$50.00</td>
<td>$50.00</td>
<td>PER COURSE</td>
<td>0.00%</td>
</tr>
<tr>
<td>ARCHITECTURE - ARCG 7150/7250/7350 - Cooperative Education/Integrated Work Term 1/2/3</td>
<td>$399.70</td>
<td>$399.70</td>
<td>PER CO-OP TERM</td>
<td>0.00%</td>
</tr>
<tr>
<td>ARCHITECTURE - Architecture Student Innovation and Enrichment Fund (F/W) - UG/GRAD</td>
<td>$233.44</td>
<td>$233.44</td>
<td>PER TERM</td>
<td>0.00%</td>
</tr>
<tr>
<td>ARCHITECTURE - EVDS 2100 - Urban Media Lab</td>
<td>$450.00</td>
<td>$350.00</td>
<td>PER COURSE</td>
<td>-22.22%</td>
</tr>
<tr>
<td>ARCHITECTURE - EVDS 3800/3900/4800/4900 - Cooperative Education/Integrated Work Term 1/2/3/4</td>
<td>$399.70</td>
<td>$399.70</td>
<td>PER CO-OP TERM</td>
<td>0.00%</td>
</tr>
<tr>
<td>ART, SCHOOL OF - SCHOOL OF ART STUDIO ENHANCEMENT AND TECHNOLOGY FEE (FALL/ WINTER TERM)</td>
<td>$30.00</td>
<td>$35.00</td>
<td>PER COURSE</td>
<td>16.67%</td>
</tr>
<tr>
<td>ART, SCHOOL OF - SCHOOL OF ART STUDIO ENHANCEMENT AND TECHNOLOGY FEE (SUMMER TERM)</td>
<td>$26.52</td>
<td>$27.00</td>
<td>PER TERM</td>
<td>1.81%</td>
</tr>
<tr>
<td>ARTS - ARTS 3010/3020/3030 - Arts Co-operative Option 1/2/3</td>
<td>$813.90</td>
<td>$834.25</td>
<td>PER CO-OP TERM</td>
<td>2.50%</td>
</tr>
<tr>
<td>ARTS - POLS 7800/7810 - MPA Co-operative Education Term 1/2</td>
<td>$399.70</td>
<td>$399.70</td>
<td>PER CO-OP TERM</td>
<td>0.00%</td>
</tr>
<tr>
<td>ENVIRONMENT, EARTH &amp; RESOURCES - ENVR 3400 - Introduction to Environment and Health</td>
<td>$45.00</td>
<td>$45.00</td>
<td>PER COURSE</td>
<td>0.00%</td>
</tr>
<tr>
<td>ENVIRONMENT, EARTH &amp; RESOURCES - ENVR 3980 - Coop Work Term 1</td>
<td>$688.50</td>
<td>$688.50</td>
<td>PER CO-OP TERM</td>
<td>0.00%</td>
</tr>
<tr>
<td>ENGINEERING - ENG 4012 - IEEQ Co-op Assignment</td>
<td>$419.50</td>
<td>$430.00</td>
<td>PER CO-OP TERM</td>
<td>2.50%</td>
</tr>
<tr>
<td>ENGINEERING - ENG 4800/4810/4820/4830/4840 - Co-operative Work 1/2/3/4/5</td>
<td>$419.50</td>
<td>$430.00</td>
<td>PER CO-OP TERM</td>
<td>2.50%</td>
</tr>
<tr>
<td>ENGINEERING - ENG 7800 - Biosystems M.Eng. Co-op/IIP Work Term</td>
<td>n/a</td>
<td>$430.00</td>
<td>PER CO-OP TERM</td>
<td>NEW</td>
</tr>
<tr>
<td>AGRICULTURAL &amp; FOOD SCIENCES - AGRI 2002/3002/4002 - Agricultural and Food Sciences Cooperative Education Work Term 1/2/3</td>
<td>$796.70</td>
<td>$796.70</td>
<td>PER CO-OP TERM</td>
<td>0.00%</td>
</tr>
<tr>
<td>AGRICULTURAL &amp; FOOD SCIENCES - ANSC 0670 - Beef Cattle Production and Mgmt</td>
<td>$10.00</td>
<td>$10.00</td>
<td>PER COURSE</td>
<td>0.00%</td>
</tr>
<tr>
<td>KINESIOLOGY &amp; RECREATION MANAGEMENT - KPER 1500 - Foundations of Physical Education and Kinesiology</td>
<td>$50.00</td>
<td>$51.25</td>
<td>PER COURSE</td>
<td>2.50%</td>
</tr>
<tr>
<td>KINESIOLOGY &amp; RECREATION MANAGEMENT - PHED 2742 - Group Fitness and Leadership</td>
<td>$21.94</td>
<td>$22.49</td>
<td>PER COURSE</td>
<td>2.51%</td>
</tr>
<tr>
<td>KINESIOLOGY &amp; RECREATION MANAGEMENT - PHED 3102 - Indigenous Song and Dance</td>
<td>$28.64</td>
<td>$29.36</td>
<td>PER COURSE</td>
<td>2.51%</td>
</tr>
<tr>
<td>GRADUATE STUDIES - Collaborative PhD (UM Partner) (F/W)</td>
<td>$553.00</td>
<td>$568.21</td>
<td>PER TERM</td>
<td>2.75%</td>
</tr>
<tr>
<td>GRADUATE STUDIES - Continuing Fee (F/W/S)</td>
<td>$553.00</td>
<td>$568.21</td>
<td>PER TERM</td>
<td>2.75%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dental Hygiene Clinic and Lab Fee (YR 1)</td>
<td>$5,838.32</td>
<td>$5,984.28</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dental Hygiene Clinic and Lab Fee (YR 2)</td>
<td>$3,407.54</td>
<td>$3,492.73</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dental Hygiene Clinical Instrument Fee (Yr 1)</td>
<td>$8,480.00</td>
<td>$8,692.00</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dental Hygiene Clinical Instrument Fee (Yr 1) - PST</td>
<td>n/a</td>
<td>$608.44</td>
<td>ANNUAL</td>
<td>NEW</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dental Hygiene E-textbook Fee (YR 1 + 2)</td>
<td>$2,337.65</td>
<td>$2,396.09</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry DMD B.Sc.(Dent) ORLB 1500/2500</td>
<td>$1,260.15</td>
<td>$1,291.65</td>
<td>PER COURSE</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry DMD Clinic and Lab Fee (YR 1)</td>
<td>$12,056.27</td>
<td>$12,357.68</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry DMD Clinic and Lab Fee (YR 2)</td>
<td>$13,757.12</td>
<td>$14,101.05</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry DMD Clinic and Lab Fee (YR 3)</td>
<td>$7,833.99</td>
<td>$8,029.84</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry DMD Clinic and Lab Fee (YR 4)</td>
<td>$4,566.71</td>
<td>$4,680.88</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry DMD Clinical Instrument Fee (Yr 1)</td>
<td>$13,722.00</td>
<td>$14,065.05</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry DMD Clinical Instrument Fee (Yr 1) - PST</td>
<td>n/a</td>
<td>$984.55</td>
<td>ANNUAL</td>
<td>NEW</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry DMD Clinical Instrument Fee (Yr 2)</td>
<td>$4,118.00</td>
<td>$4,220.95</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry DMD Clinical Instrument Fee (Yr 2) - PST</td>
<td>n/a</td>
<td>$984.55</td>
<td>ANNUAL</td>
<td>NEW</td>
</tr>
</tbody>
</table>

Nominal changes to fees may occur due to rounding.
<table>
<thead>
<tr>
<th>Program Type / Name</th>
<th>FEE 2023/24</th>
<th>FEE 2024/25</th>
<th>Fee Rate</th>
<th>% Inc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH SCIENCES - Dentistry DMD E-textbook Fee (YR 1-4)</td>
<td>$1,492.86</td>
<td>$1,530.18</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry IDDP Clinic and Lab Fee (YR 1)</td>
<td>$13,544.33</td>
<td>$13,882.94</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry IDDP Clinic and Lab Fee (YR 2)</td>
<td>$4,768.69</td>
<td>$4,887.91</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry IDDP Clinical Instrument Fee (Yr 1)</td>
<td>$14,062.00</td>
<td>$14,413.55</td>
<td>ANNUAL</td>
<td>2.50%</td>
</tr>
<tr>
<td>HEALTH SCIENCES - Dentistry IDDP Clinical Instrument Fee (Yr 1) - PST</td>
<td>n/a</td>
<td>$1,008.95</td>
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<td>HEALTH SCIENCES - Dentistry IDDP E-textbook Fee (Y 1 + 2)</td>
<td>$3,023.00</td>
<td>$3,098.58</td>
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<td>HEALTH SCIENCES - Dentistry MDent Oral &amp; Max. Surgery - Clinic and Lab Fee</td>
<td>$3,259.89</td>
<td>$3,341.39</td>
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<tr>
<td>HEALTH SCIENCES - Dentistry MDent Periodontics - Clinic &amp; Lab Fee</td>
<td>$3,259.89</td>
<td>$3,341.39</td>
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<tr>
<td>HEALTH SCIENCES - Dentistry MDent Pediatrics - Clinic &amp; Lab Fee</td>
<td>$3,259.89</td>
<td>$3,341.39</td>
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<tr>
<td>HEALTH SCIENCES - Dentistry MDent Ortho. &amp; Dent. Orthopedics - Clinic &amp; Lab Fee</td>
<td>$3,259.89</td>
<td>$3,341.39</td>
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<tr>
<td>HEALTH SCIENCES - Dentistry MDent Prosthodontics - Clinic &amp; Lab Fee</td>
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<td>HEALTH SCIENCES - HYGN 2314 - Dental Hygiene Theory and Practice III</td>
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<td>HEALTH SCIENCES - HEAL 4640 - Mechanisms of Disease 3</td>
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<td>HEALTH SCIENCES - NURS 0500 - PREP FOR PROF PRACTICE</td>
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<td>$385.88</td>
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<td>HEALTH SCIENCES - Midwifery Clinical Fee, Yr 2, 3, and 4</td>
<td>$1,784.28</td>
<td>$1,828.89</td>
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<td>HEALTH SCIENCES - PHRM 3110 - Pharmacy Skills Lab</td>
<td>$605.01</td>
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<td>HEALTH SCIENCES - PHARMACY CLINICAL FEE - PHARM.D.</td>
<td>$3,600.00</td>
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<td>HEALTH SCIENCES - UGME B.Sc.(Med.) - Int’l UGME 1500/2500</td>
<td>$1,106.01</td>
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<td>HEALTH SCIENCES - UGME B.Sc.(Med.) UGME 1500/2500</td>
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<td>HEALTH SCIENCES - UGME 4500 Clinical Elective</td>
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<td>HEALTH SCIENCES - PHGY 5012 - Laboratory Physiology and Pathophysiology</td>
<td>$127.00</td>
<td>$130.18</td>
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<td>HEALTH SCIENCES - UGME/MPAS - Medicine Simulation Fee</td>
<td>$52.48</td>
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<td>HEALTH SCIENCES - BRT (including degree completion program)/MOT/MPT - Rehabilitation Sciences Simulation Fee</td>
<td>$13.38</td>
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<td>LAW - Law Clinical/Exam Fee</td>
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<td>MANAGEMENT - IDM 2982/3982/4982 - Co-op Work Term 1/2/3</td>
<td>$849.54</td>
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<td>MANAGEMENT - SCM 7050/7052 - Co-op/Applied Project in Supply Chain Management and Logistics</td>
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<td>MANAGEMENT - IDM 7140 - MBA/MFIN Co-operative Education Fee</td>
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<td>MUSIC - MUSC 1400/2400/3470/4160/4470/5400 - Major Practical Study</td>
<td>$520.00</td>
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<td>MUSIC - MUSC 1460/2480/3480/4480 - Minor Practical Study</td>
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<td>MUSIC - MUSC 3690 - Percussion Techniques</td>
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<td>MUSIC - MUSC 3780 - Woodwind Techniques</td>
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<td>MUSIC - MUSC 3790 - Brass Techniques</td>
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<td>MUSIC - MUSC 3800 - String Techniques</td>
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<td>MUSIC - MUSC 3894 - Guitar Techniques</td>
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<td>MUSIC - MUSC 4752 - Elementary and Middle Years Choral Methods</td>
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<td>MUSIC - MUSC 4762 - Senior Years and Community Choral Methods</td>
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<td>MUSIC - MUSC 4894 - Advanced Guitar Techniques</td>
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<td>SCIENCE - (Various Courses) - Work Term</td>
<td>$585.93</td>
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<td>SCIENCE - COMP 7600/7800/7900 - Graduate Workterm I/II/III</td>
<td>$585.93</td>
<td>$600.58</td>
<td>PER CO-OP TERM</td>
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</tr>
</tbody>
</table>

Nominal changes to fees may occur due to rounding.
AGENDA ITEM:

2024/25 Consolidated Budget

RECOMMENDED RESOLUTION:

THAT the Board of Governors approves:

- A consolidated budget for the year ending March 31, 2025, that includes:
  - total revenues of $1,116 million
  - total expenses of $1,114 million
  - a balanced general operating budget with revenue of $820 million
  - a capital spending plan of $115 million

CONTEXT AND BACKGROUND:

EXECUTIVE SUMMARY

MomentUM: Leading Change Together, the University’s 2024-2029 Strategic Plan, lays a bold and ambitious strategy to bring about a socially just and prosperous future Manitoba. The 2024/25 operating budget supports the implementation of this bold new strategy by allocating resources to advancing the three strategic themes laid out in the strategy: Creating knowledge that matters; Empowering learners; and Reimagining engagement.

We enter fiscal 2024/25 facing several unknowns. Two significant collective agreements have expired and are being negotiated, and the Government of Canada has recently changed the process for issuing international student visas. Both unknowns have the potential to significantly impact the University’s financial position. The 2024/25 operating budget includes reasonable assumptions about the cost of collective agreement settlements and international student enrolments. The University has a rainy-day fund of $28.4 million which can be used to smooth the impact of negative variances from budgeted assumptions.

This budget was prepared using the budget model which has been in place for several years. However, some subvention changes were informed by proposed revisions to the model which will be utilized for the 2025-26 year, offsetting the impact of the grant reallocation due to changes in allocation drivers which will not be used in future.

Financial Highlights:

- 2% increase ($7.6 million) to the Provincial Operating grant.
- 2.75% tuition increase for all domestic students and international graduate students.
- 5.75% tuition increase for international undergraduate students.
- $17.9 million increase in provincial funding for targeted, previously approved program expansions in: Nursing, Respiratory Therapy, Clinical Psychology and Undergraduate Medical Education (UGME).
• $7.2 million in provincial funding for expansions newly approved in 2024/25 for: Physician Assistant, Nurse Practitioner, Physical Therapy, Occupational Therapy, and to support a potential expansion of UGME training in Brandon.
• Enrolment increase to reflect 2023/24 levels reduced by a projected decrease of 5% in international student enrolment due to uncertainty related to federal caps on student visa applications.
• Provincial deferred maintenance funding decreasing from $12.6 million in 2023-24 to $4.2 million for 2024-25.
• $6 million increase in investment income to reflect current and projected interest rates.
• $1.9 million decrease in International College of Manitoba (ICM) royalty revenue due to uncertainty related to the Federal cap on visa applications.

Key Investments:
• Continuing implementation of health program expansions to address labour market needs in healthcare.
• Increasing investment in Faculty of Science to address high demand programs.
• Wage increases for settled and outstanding collective agreements.
• Increasing budget for utility costs due to HVAC upgrades, inflationary increases, and carbon tax.
• Increasing the budget in Student Affairs to address volume pressures, enhance student supports, increase resources for international recruitment, and support the new federally imposed process related to international student applications.
• Increasing financial support for graduate and undergraduate students.
• New financial supports for international students.
• Advancing Equity, Diversity and Inclusion and anti-racism initiatives.
• Continuing investments in advancing Reconciliation and decolonization.
• Continuing expansion of experiential learning opportunities.
• Addressing aging infrastructure and enhancing learning spaces.
• Supporting implementation of the Enterprise Risk Management Program and implementation of the Campus Security Officer program.
• Supporting the implementation of the strategic plan.
• Supporting staff and faculty initiatives through the Strategic Initiatives Priorities Support Fund, a pool of funds faculty and staff can apply for to advance priorities outlined in the new strategic plan.

2024/25 BUDGET PROCESS

UM uses a multi-year integrated planning approach to develop the operating budget, ensuring that unit plans are aligned with the strategic priorities of the University. Units were provided with a one-year budget allocation for 2024/25 and an additional two years of estimated budget allocation to support them in longer term planning.

The 2024/25 budget process began in the summer of 2023 with the development of preliminary planning parameters stipulated by the Province, under which units developed their initial budget submissions. Under those assumptions, it was expected that salary and other costs would increase more quickly than growth in revenue, leaving most units having to identify cost saving strategies to balance their budgets. Budget templates provided an opportunity for units to identify operating pressures that could not be managed within their budget and the implications of the strategies they would implement to balance.

Central Unit budget submissions were presented to and discussed by the Central Unit Allocations Committee (CUAC) in the fall. Academic and Ancillary Units presented their budgets to the Executive Budget Committee in December and early January. The most significant challenge identified for all Academic and Central Units through this process was managing the salary increases within
their anticipated budgets. In addition, Central Units identified several specific existing and new pressures that they could not accommodate within their budgets. To balance their budgets, most units, both Central and Academic, identified strategies that included vacancy management, the transfer-in of carryover, and/or service delays.

Upon receipt of the Province’s funding letter on April 2nd, the planning parameters were updated to reflect more favourable revenue assumptions reflected in our funding letter and updated enrolment expectations.

Units updated their budget submissions based on the updated planning parameters in mid-April, generally reducing reliance on vacancy management and use of carryover relative to their preliminary submissions.

As part of the normal budget development process, several meetings were held with the President’s Budget Advisory Committee (BAC), the Deans’ and Directors’ Council, and Provost’s Council throughout the process, to discuss and present budget priorities. In addition, the Budget Townhall, open to the entire UM community, was held in September 2023, and the Provost and CFO met with each Faculty/School Council in the fall of 2023 to discuss budgets.

**CONSOLIDATED BUDGET**

**Attachment 1: 2024/25 Consolidated Statement of Operations Budget**

Attachment 1a shows the proposed consolidated budget for 2024/25, with comparative 2023/24 budget and projection formatted to align with PSAS (Public Sector Accounting Standards) and our audited annual report.

Attachment 1b shows the proposed consolidated budget for 2024/25 with comparative 2023/24 budget formatted to align with the quarterly financial report.

The consolidated budget, reported under PSAS, reflects revenues of $1,116 million, and expenses totaling $1,114 million. The net result of the revenues and expenses as budgeted is a consolidated surplus of $1.3 million before endowed donations and remeasurement gains. This projected net result is related to non-operating activities which under public sector accounting standards can result in a timing mismatch between when revenues are recognized and when expenses are incurred, limiting the ability to produce a balanced consolidated result. The operating budget is balanced.

The consolidated budget includes both the operating budget and the non-operating budget. The operating budget includes the academic, administrative, operational, and ancillary costs that are funded by revenues such as tuition and related fees, government grants, investment income, sales of goods and services to external parties and ancillary income. Under Provincial legislation, the operating budget must balance. The non-operating budget includes all sponsored research, funding received for special purposes like the provision of healthcare in Northern communities, and funds donated to us in trust to award scholarships and bursaries, or to support certain operating activities. The non-operating budget also includes funding and amortization expenses related to capital assets.

The operating activities budget in attachment 1b show that within this consolidated budget, the general operating budget, discussed in further detail below, is balanced. The non-operating activities, in attached 1b reflect a surplus position, due to the mismatch in the timing of when revenue is recognized, and expenses are incurred.
**Consolidated Revenue**

On a consolidated basis, 2024/25 budgeted revenues are $92.9 million greater than the 2023/24 Board approved budget.

**Provincial Grant Revenue**

On Provincial budget day (April 2), the Province issued to the University its 2024/25 funding letter which included:

- An operating grant of $420.8 million, including a 2% increase to our base operating grant and increased funding for healthcare-related program expansions.
- $4.2 million for deferred maintenance, which is a decrease from the $12.6 million provided in 2023/24.
- $10.5 million for capital which included $500K for the Prairie Crops and Soil Research Facility and $10 million which is for the first payment towards the UGME building expansion.

Overall, within Consolidated revenue, the Provincial revenue is budgeted to increase $48.6 million. This is driven by:

- $7.6 million increase to the base operating grant
- $25.2 million in additional operating funding to support healthcare program expansions.
- $10 million of additional operating funding from Manitoba Health via Service Purchase Agreements for Rady Faculty of Health Sciences expansions of PGME and Nursing
- $3.7 million of Increased CFI matching funding from Research Manitoba in non-operating revenue.
- $1.6 million of additional non-operating funding to support repayment of Provincial loans.

**Tuition Revenue**

Budgeted tuition revenue of $248.9 million represents an increase of $15.2 million over the 2023/24 budget of $233.7 million. This includes an increase to domestic tuition rates of 2.75%, the maximum allowed by the Province, as well as a 5.75% increase to undergraduate international tuition rates which are unregulated by the Province but are, and will remain, significantly lower than other comparable institutions after this increase.

The rate increases contribute $8.4 million to the year-over-year budgeted tuition revenue increase. In addition, enrolment increases resulting from program expansions and a budget increase to reflect actual increased enrolment levels realized in 2023/24 result in an increase of $12 million over the 2023/24 budget. However, this is offset by an anticipated decline in international enrolment levels due to the federal government caps on student visa applications, resulting in a $5.2 million decrease in budgeted enrolment revenues.

With the new federal caps on international students introduced late in the budget process and the Provincial allocation of those caps occurring just recently, there remains uncertainty on the enrolment levels for both first year undergraduate international students who enter directly into the UM and the number of students that will come to UM from ICM in 2024/25. The 2024/25 budget incorporates moderate assumptions for international student enrolments, assuming that first year enrolments and transfers from ICM will decrease by 20% from 2023/24 which equates to a 5% reduction in total international enrolment.

The tuition fee proposal is described in greater detail in the accompanying Tuition and Course Fees Board of Governors Submission, which also provides the detailed Tuition and Course Fee rates developed for the 2024/25 academic year.
Other Revenue

Investment income is budgeted to increase $16.5 million mainly due to higher interest rates. Federal and other government grants are increasing $9.7 million primarily due to increased research funding and funding of the National Advisory Committee for NCTR ($1.1 million). Ancillary Services and Sales of Goods and Services revenue are increasing by $7.7 million. Non-endowed donation revenue is decreasing by $3.5 million with lower anticipated recognition of trust-related donations, and ICM revenue is expected to decrease by $1.9 million as a result of the Federal cap on study permit applications.

Consolidated Expenses

On a consolidated basis, expenses are budgeted to increase by $75.3 million as compared to the 2023/24 board approved budget.

Compensation expenses

Overall compensation expenses are budgeted to increase by $55.8 million in 2024/25. This is mainly reflective of the salary increases for collective agreements (both settled, and an estimate for unsettled) and step increases ($21 million), increased faculty and staff to support approved program expansions ($27.6 million) and additional budgeted positions to support academic programming, research and delivery of services ($7.2 million) for both operating and non-operating activities.

Non-Compensation expenses

Overall non-compensation expenditures planned for 2024/25 are increasing by $24.6 million. Included are increases in operating activities of $18.7 million for materials, supplies and services ($12.9 million), utilities ($4.2 million), increased travel activity ($2.4 million), student awards ($1.9 million) and repairs and maintenance ($0.3 million). The increases are partly offset by a decrease in professional and external services ($3.0 million). Across all expense categories, about $4.6 million of the increases relate to healthcare program expansions and $6.6 million are supported by the increased Manitoba Health revenue in Rady Faculty of Health Sciences and other non-core revenue. The change in the non-compensation expenses for operating activities also reflects a shift of budget used for one-time strategic priorities in 2023/24 to the wage reserve in 2024/25. Non-operating activities expenditures are increasing by $5.9 million for anticipated research-related activity and delivery of Northern medical services.

Fund Transfers

Budgeted net transfers out of the operating fund are $1.3 million lower than the 2023/24 budget. This is primarily driven by increased transfers to Trust of $3.2 million for scholarships, bursaries and awards, a $4.4 million increase in transfers out for capital priorities mostly funded by strategic allocations from the University Fund, and a $2.6 million decrease of carryover transferred in to support operating budgets.

Those are offset by increased transfers in to operating of $7.8 million to support the Aurora modernization project and other IT projects, NCTR activities and general operating funded by Trust. In addition, unused contingency transferred into 2024/25 was $3.8 million higher than the prior year.

GENERAL OPERATING BUDGET

Attachment 2: 2024/25 General Operating Budget

Attachment 2a illustrates the 2024/25 general operating budget through the lens of the budget model, including the strategic allocations described in the pages that follow below.

Attachment 2b provides a summary of the total net budget by unit through the lens of the budget model, with comparatives to 2023/24. This budget comparison is inclusive of strategic allocations.
The budget model allocates tuition and Provincial Grant revenues to Academic Units based on predetermined drivers. These revenues support the direct expenses of Academic Units as well as the allocated net expenses of Central Units. A portion of the allocated revenue is contributed to the University Fund based on the participation rate (tax), which remains at 17.75% for 2024/25.

In Attachment 2a, revenues reflect tuition and Provincial grant revenue allocated within the budget model as well as direct revenues which are budgeted directly by the units themselves. Expenses and net fund transfers budgeted by units include salaries, benefits, and other operating expenses, as well as net transfers necessary to support both operating and non-operating expenses, such as debt repayment, capital projects, scholarships and bursaries, staff benefits, and research projects.

Central support cost allocations reflect the allocation of the net expenses of central Units to the Academic Units.

Operating revenues allocated to Academic Units are $605.7 million, an increase of $52.6 million (9.5%) over 2023/24. This includes $25.2 million budget increase for program expansions ($24.4 million in Rady Faculty Health Sciences (RFHS) and $0.8 million in Faculty of Arts). As shown in Attachment 2b, Academic Unit net budget allocations are increasing by $34.6 million (10.4%). There is some variation in the budgeted increase by Academic Unit due to the budget model’s allocation methodology, expansion funding, as well as strategic subvention adjustments for 2024/25. Note that this Unit budget allocation includes the budget increase for the estimate of wage increases for unsettled collective agreements. The revenue and expense drivers for the 2024/25 budget are based on 2022/23 data. Subvention adjustments were made to ensure that no unit saw a budget decrease relative to 2023/24.

Central support cost pool budgets are shown in Attachment 2b. Central support cost pool budget increases total $18.1 million (6.7%) which is inclusive of strategic allocations and $4.5 million for program expansions. $16.3 million of the budget increase for central support cost pools has been allocated out to Academic Units through the budget model with subvention provided to offset the impact of budget increases related to funded program expansions. Strategic allocations, included in the central Unit budgets are not allocated out to Academic Units. Within Central Units, investments that were made in the 2024/25 budget include:

- Supporting general salary increases for settled and unsettled collective agreements and targeted funding for wage increases for units that were unable to manage the cost increases and maintain service levels.
- Funding to support cost escalation on non-operating expenditures related to contracts mainly in Information Services and Technology (IST), The Centre for Advancement of Teaching and Learning (CATL), Libraries, and Student Affairs.
- Increasing the utility budget to reflect the cost projection for 2024/25 which captures a budget shortfall that has been incurred since 2022/23 due to increased rates, the carbon tax and consumption primarily resulting from increased airflow.
- Providing Student Services with a budget increase to address workload related to overall enrolment volume increases, to support recruitment efforts for international students and new processes related to the Federal caps on student visas, and to address a shortfall in agent costs.
- Addressing resource and cost pressures to meet regulatory requirements and new standards within Finance and Workplace Safety and Health including the implementation of Campus Safety Officers.
- Addressing resource needs to implement the Enterprise Risk Management Program.
- Implementing a no charge back process for work orders under $500 resulting from a successful pilot project carried out by Facilities in 2023/24 that was funded through Strategic Initiatives.
General University budget of $37.7 million includes annually budgeted items for some university-wide expenditures, reserves and strategic allocations from the University Fund. Also included here are reserves for pension expenses and deferred maintenance.

Including the investments made above, over the past five years Central Unit cost pool budgets have increased by 20.5% compared to increases in Academic Unit budgets of 29.9%.

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### % Change in Operating Budget 2018/19 to 2024/25

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**2024/25 University Fund**

**Attachment 3: 2024/25 University Fund**

**Attachment 3a: 2024/25 Subvention Schedule**

The University Fund is an important component of the University’s budget model. It provides a source of funds to allocate to areas of critical need and invest in the University’s strategic priorities. The University Fund also allows for the subvention of Academic Units that may not be allocated enough revenue to otherwise sustain their operations under the current model. The 2024/25 University Fund is presented in Attachment 3, including both contributions and planned allocations.

**Contribution to University Fund**

Academic Unit contributions to the University Fund are calculated at 17.75% of allocated tuition and grant revenues, and total $105.3 million for 2024/25. $17.2 million of the grant increase from 2023/24 continues to be held in the University Fund (this amount was not allocated out through the budget model in 2023/24 but was targeted to units as subvention for wage increases). In addition, the University Fund receives other income sources totaling $31.4 million comprised of investment income, a contribution from Ancillary Services, and the funds remaining from the prior year’s contingency/strategic reserve. In prior years, any unallocated royalty revenue received from ICM (e.g., $4 million in 2023/24 budget) has been held as a source of funds within the University Fund. With uncertainty related to Federal caps for ICM, this amount has been reduced to $2 million in the 2024/25 budget. Investment income has increased by $6.0 million over 2024/25 mainly due to the increase in interest rates and is aligned with the actual level of investment income in 2023/24. The total revenue coming into the University Fund in 2024/25 is $156 million, as compared to $147.9 million in 2023/24.

**Allocations from the University Fund**

Attachment 3 and the paragraphs that follow outline the strategic priorities and commitments that will be supported through allocations from the University Fund in 2024/25.

Attachment 3a provides a summary of subvention levels by unit. Subvention in 2024/25 totals $124.8 million representing approximately 80% of the University Fund. Subvention to Academic Units increased by $6.2 million from 2023/24. The increase in subvention offset an increase in central cost allocations related to health program expansions, and ensured no Academic Unit's budget was lower than last year.
Strategic allocations are intended to be spent in-year to advance institutional priorities. The 2024/25 budget includes $24.2 million in strategic allocations, an increase of $1.76 million over 2023/24, to the following priorities:

In support of the strategic theme, Empowering learners, the 2024/25 budget strengthens the University’s commitment to students by:

- Allocating $4.6 million to student assistance, for undergraduate and graduate students. This is an increase of $1.6 million over 2023/24.

- Introducing $540,000 to support international students with financial needs, funded through the additional increase in undergraduate international student tuition levels.

In support of the strategic theme, Creating knowledge that matters:

- $1.1 million has been allocated for the second year of a multi-year pilot program to enhance research competitiveness and support comprehensive interdisciplinary team research grants.

- $1.2 million has been allocated to address operating costs for John Buhler Research Centre, which was previously funded by a redirection of funds from Research Manitoba. These operating costs no longer have a funding source because of recent reductions in funding from Research Manitoba. This is under review to determine the appropriate source of funds in future years.

In support of the strategic theme, Reimagining engagement:

- $185,000 in support for website redevelopment to meet the new requirements for Manitoba’s Accessible Information and Communication Standard.

- $120,000 for a dedicated project manager to advance the University’s climate action plan.

- $11.3 million invested in deferred maintenance, capital and infrastructure priorities and projects:
  - $1 million in accessibility updates on campus.
  - $6.5 million to address deferred maintenance priorities for teaching spaces, campus common spaces, and infrastructure.
  - $2.5 million to complete HVAC improvements in learning spaces.
  - $750,000 to begin moving exterior building doors and learning spaces to card access.
  - $400,000 multi-year commitment to for staffing needs to address power failures until the Hydro-reservicing project is complete.

- $1.7 million to advance operational and service excellence:
  - $460,000 for system and software upgrades to financial and purchasing systems.
  - $100,000 for infrastructure to support the Hybrid work project.
  - $125,000 to support the UM Campaign lead by External Relations.
  - $235,000 to support operational costs for the Concert Hall until revenue generation can sustain ongoing operations.
  - $800,000 for the Microsoft upgrade led by IST.

To support the strategic plan, $3.5 million has been allocated which will encompass a $3.0 million pool of funds made available through an application process for units to support initiatives that advance the strategic plan, as well as $500K targeted support for the implementation of the strategic plan.

This year, $7 million has been allocated as a contingency, the same level of budget contingency as 2023/24. This is equal to about 1% of total budgeted operating revenues. Allocation requires Provost and/or President approval and is to support extraordinary financial needs that may arise within the year as well as to mitigate any risks to the budget.
Key General Operating Budget Assumptions

- Enrolment to remain in line with 2023/24 actual enrolment with an anticipated 5% decrease in international student enrollment due to the Federal caps on Visa applications and the Provincial allocation of those caps.
- Expired collective agreements in 2024/25 will be settled and a reasonable estimate of wage increases is included in the budget.
- Non-salary inflation will remain at about 2.0% for the 2024/25 fiscal year.

General Operating Budget Risk and Mitigation

The Provincial funding letter was received on April 2, 2024, which is later than previous years and at the start of the fiscal year. Budget approvals to units will be provided at the end of May which is two months into the fiscal year. The timing of the funding announcement increases the chance of the University running a surplus in fiscal 2024/25 as units with increases over their preliminary budgets may be need time to implement their spending plans related to these budget increases.

International enrolment is uncertain as we plan for 2024/25 given the recent announcement on Federal caps and how that will impact undergraduate international student enrolment going forward. Overall enrolment increased about 3.2% in 2023/24 at UM, with a 3.7% increase in credit hours. We have adjusted the 2024/25 budget to reflect actual enrolment in 2023/24 less a 5% decrease in international student enrollment. With a limited number of student visa applications available to UM, visa acceptance rates will have a significant impact on international student enrolment numbers for next year. A change in the percentage of UM applicants who are successful in obtaining a study permit could have a material impact on enrolment levels.

A 1% change in enrolment (up or down) results in a change in tuition revenue of about $2.5 million. A 1% change in international student enrolment (up or down) results in a change to tuition revenue of about $1 million. Enrolment will be monitored against budget to determine if mitigation strategies are required mid-year. Student retention and new student recruitment will drive some of our strategic priorities for the year.

UMFA and Unifor collective agreements expired at the end of fiscal 2023/24. The 2024/25 budget includes a central budget held for a reasonable estimate of general salary increases for unsettled agreements as well as reasonable assumptions related to the cost of all agreements as they expire in future years.

Inflation in Manitoba at the year ended December 31, 2023, was 3.5%. A significant decrease from the prior year, however costs remain high. This will make it more difficult to keep expenditures within existing budget levels and may impact on future salary settlements.

The 2024/25 budget contains contingency and budget reserve amounts that can help to offset some of these risks. These include $7 million in general contingency, which is available to fund a deficit in the event of a negative unexpected event. In addition, UM has a fiscal stabilization “rainy day” fund of $28.3 million which protects the University in the event of an unexpected drop in revenue or increase in expenditures.

Attachment 4: Multi-Year Budget Plan

Included in the budget package is a five-year projection of the University’s budget. The projection rolls forward the revenue and expenses in the 2024/25 budget and updates them based on current information to demonstrate the longer-term impacts of budgetary decisions. The projection includes the following key assumptions:

- 2% annual Provincial grant increases beginning in 2024/25.
- 2.75% annual increase in tuition rates to 2026/27 and 2.5% beyond.
• Enrollment in 2025/26 includes a 2% increase in domestic enrollment and a 5% reduction in international enrolment relative to the 2024/25 budget.
• Enrollment in 2026/27 and beyond assumes 2% enrolment increases.
• Reasonable estimate of salary increases (including step increments) for all collective agreements (expired and active).

These assumptions are for planning purposes only and are subject to change. From 2025/26 to 2028/29, based on these assumptions, expenditure growth will exceed revenue growth. To address the shortfall, it is expected that units will manage pressures beyond that allocation within their budgets.

The best estimate suggests that faculties and units will incur an operating surplus of approximately $30 million for 2023/24 due to unfilled positions and other savings. Based on this projection, we expect this surplus will decline over time as unit budgets become tighter, and that by 2028/29 units will be required to implement strategies to reduce costs or identify new revenues to balance their budgets.

Attachment 5: 2024/25 Capital Expenditure Budget

Attachment 5 provides a summary of the 2024/25 planned capital spend compared to the 2023/24 plan. Specific projects and contracts in excess of $5.0 million are subject to Board of Governors approval. The total planned spending of $115.3 million includes:

- central energy plant boiler replacement ($5.9 million),
- Machray Hall Redevelopment ($8.0 million),
- the Bannatyne Campus Daycare Centre ($23.9 million) and commencing an addition to the Fort Garry Campus Daycare ($1.1 million),
- construction of the new Prairie Crops and Soils Research Facility ($7.8 million),
- continued work towards completion of Churchill Marine Observatory ($3.7 million),
- over $23.8 million of infrastructure renewal including $7.6 million for HVAC upgrades and $3.4 million for power re-servicing at the Fort Garry campus,
- $18.0 million for renovations of classrooms, clinics, labs and other learning spaces, including renovations for the expansion of the respiratory therapy programs, upgrades to the squash courts, and renovations to office and common spaces,
- operating-related equipment and minor renovations totaling $6.0 million,
- $11.5 million of equipment for research and other special projects.

The majority of capital spending will be funded by transfers from provisions ($67.5 million). Capital grants and funding through promissory notes from the Province of Manitoba ($25.0 million), Federal government and other research-related grants ($11.9 million) and donations will support the remaining planned capital spend.

RESOURCE REQUIREMENTS:

This budget outlines the anticipated financial resource requirements for the 2024/25 budget year.

CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

Budget planning occurred concurrent with the development of the new 2024-2029 strategic plan, MomentUM: Leading Change Together. The budget supports the implementation of this new strategy by allocating resources to advancing the three strategic themes laid out in the strategy: Creating knowledge that matters; Empowering learners; and Reimagining engagement.

IMPLICATIONS:

With approval, this budget creates the economic and financial framework for 2024/25.
ALTERNATIVES:

The alternative to the budget presented would have been to allocate out all revenue to Academic Units and request that all units hold an amount to mitigate any wage increases for expired contracts. This approach however would not have provided assurance that units would have budget to redirect to cover wage increases as collective agreements settle.

This proposed budget represents the recommended balance of investment in strategic priorities, support to faculties, schools and Central Units while mitigating risk related to changes in international enrollment, unknown wage increases, and continuing to hold contingencies and reserves to manage unforeseen events.

CONSULTATION:

The 2024/25 planning and budget development process involved consultation with Academic, Ancillary and Central Unit leaders and support staff. The process was guided by the Provost and Vice-President (Academic) and the Vice-President (Administration) and included meetings with the Vice-Presidents, the Central Unit Allocations Committee, the President’s Budget Advisory Committee (BAC), and the Deans’ and Directors’ Council, which, along with analysis, review and information on the institutional financial position from the Financial Planning Office and Financial Services, form the basis of this submission.

ROUTING TO THE BOARD OF GOVERNORS:

<table>
<thead>
<tr>
<th>Reviewed</th>
<th>Recommended</th>
<th>By</th>
<th>Title</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Naomi Andrew</td>
<td>Vice-President (Administration)</td>
<td>April 26, 2024</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Diane Hiebert-Murphy</td>
<td>President and Vice-Chancellor</td>
<td>April 30, 2024</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Michael Benarroch</td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

SUBMISSION PREPARED BY: Shelley Hopkins, Executive Director Financial Planning & Budgeting

ATTACHMENTS:

Attachment 1 – 2024/25 Consolidated Statement of Operations Budget
Attachment 2 – 2024/25 General Operating Budget
Attachment 3 – 2024/25 University Fund Contributions and Allocations
Attachment 4 – Multi Year Budget Plan
Attachment 5 – 2024/25 Capital Expenditure Budget
Attachment 6 – 2024/25 Provincial Funding Letter
## UNIVERSITY OF MANITOBA
### Consolidated Statement of Operations Budget
#### For the year ending March 31, 2025
**(in thousands of dollars)**

<table>
<thead>
<tr>
<th></th>
<th>Budget 2024-25</th>
<th>Budget 2023-24</th>
<th>Projection 2023-24</th>
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<td><strong>Revenue</strong></td>
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<td></td>
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<td>Provincial Grants</td>
<td>509,496</td>
<td>460,875</td>
<td>480,962</td>
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<td>Tuition and Related Fees</td>
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<td>233,676</td>
<td>241,197</td>
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<tr>
<td>Federal and Other Government Grants</td>
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<td>111,750</td>
<td>124,759</td>
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<td>Non-Government Grants</td>
<td>68,157</td>
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<td>74,839</td>
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<td>69,259</td>
<td>52,732</td>
<td>72,194</td>
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<tr>
<td>Ancillary Services</td>
<td>38,033</td>
<td>35,749</td>
<td>37,281</td>
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<tr>
<td>Sales of Goods and Services</td>
<td>35,560</td>
<td>30,136</td>
<td>41,242</td>
</tr>
<tr>
<td>Non-Endowed Donations</td>
<td>14,470</td>
<td>18,010</td>
<td>27,919</td>
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<tr>
<td>Other Income</td>
<td>10,376</td>
<td>13,170</td>
<td>36,836</td>
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<td><strong>Investment Loss on Government Business</strong></td>
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<td></td>
</tr>
<tr>
<td><strong>Enterprise</strong></td>
<td>1,115,781</td>
<td>1,022,875</td>
<td>1,135,641</td>
</tr>
<tr>
<td><strong>Expense</strong></td>
<td>1,114,454</td>
<td>1,039,179</td>
<td>969,997</td>
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<td>Instruction</td>
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<td>406,031</td>
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<td>Sponsored Research</td>
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<td>143,650</td>
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<td>134,898</td>
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<td>88,345</td>
<td>83,456</td>
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<td>Administration</td>
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<td>38,364</td>
<td>35,860</td>
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<td>Academic and Research Support</td>
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<td>35,239</td>
<td>27,086</td>
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<td>Libraries</td>
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<td>Student Services</td>
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<td>36,090</td>
<td>35,652</td>
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<td>Information Technology</td>
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<td>28,537</td>
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<tr>
<td>Ancillary Services</td>
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<td>23,345</td>
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<td>External Relations</td>
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<td>14,908</td>
<td>13,516</td>
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<tr>
<td><strong>Endowed Donations</strong></td>
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<td>9,528</td>
<td>11,127</td>
</tr>
<tr>
<td><strong>Annual Surplus</strong></td>
<td></td>
<td>10,855</td>
<td>(5,177)</td>
</tr>
<tr>
<td><strong>Remeasurement Gains</strong></td>
<td></td>
<td>24,000</td>
<td>(45,000)</td>
</tr>
<tr>
<td><strong>Total Increase to Accumulated Surplus and Remeasurement Gains</strong></td>
<td>$ 42,641</td>
<td>$ 18,823</td>
<td>$ 135,805</td>
</tr>
</tbody>
</table>

Note: figures may not add due to rounding
## Consolidated Statement of Operations Budget

**Original Budget for the year ending March 31, 2025**

*(in thousands of dollars)*

<table>
<thead>
<tr>
<th></th>
<th>All Funds</th>
<th>Operating Activities</th>
<th>Non-Operating Activities</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>2024/25</td>
<td>2023/24</td>
<td>2024/25</td>
</tr>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Provincial Grants</td>
<td>509,496</td>
<td>460,875</td>
<td>448,390</td>
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<tr>
<td>Tuition and Related Fees</td>
<td>248,947</td>
<td>233,676</td>
<td>248,947</td>
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<tr>
<td>Federal and Other Government Grants</td>
<td>121,483</td>
<td>111,750</td>
<td>14,597</td>
</tr>
<tr>
<td>Non-Government Grants</td>
<td>68,157</td>
<td>66,777</td>
<td>7,657</td>
</tr>
<tr>
<td>Investment Income</td>
<td>69,259</td>
<td>52,732</td>
<td>22,403</td>
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<tr>
<td>Ancillary</td>
<td>38,033</td>
<td>35,749</td>
<td>38,033</td>
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<tr>
<td>Sales of Goods and Services</td>
<td>35,560</td>
<td>30,136</td>
<td>33,196</td>
</tr>
<tr>
<td>Non-Endowed Donations</td>
<td>14,470</td>
<td>18,010</td>
<td>1,406</td>
</tr>
<tr>
<td>Other Income</td>
<td>10,376</td>
<td>13,170</td>
<td>4,876</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td>1,115,781</td>
<td>1,022,875</td>
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<td><strong>EXPENSES</strong></td>
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<td>Non-Compensation Expenses</td>
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<td>Amortization of Expenses</td>
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<tr>
<td>Interest</td>
<td>14,031</td>
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<td><strong>Total Expenses</strong></td>
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<td><strong>Net Transfers</strong></td>
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<td>0</td>
<td>19,262</td>
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<tr>
<td><strong>Endowed Donations</strong></td>
<td>9,528</td>
<td>11,127</td>
<td>-</td>
</tr>
<tr>
<td><strong>Annual Surplus</strong></td>
<td>10,855</td>
<td>(5,177)</td>
<td>0</td>
</tr>
<tr>
<td><strong>Remeasurement Gains (Losses)</strong></td>
<td>31,786</td>
<td>24,000</td>
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<tr>
<td><strong>Total Fund Balances</strong></td>
<td>$42,641</td>
<td>$18,823</td>
<td>$0</td>
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</table>

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## UNIVERSITY OF MANITOBA

### General Operating Funds

**Budget for the year ending March 31, 2025**

*(in thousands)*

<table>
<thead>
<tr>
<th>Academic Units and Ancillary Services</th>
<th>Allocated Revenue</th>
<th>Direct Revenue</th>
<th>Total Revenue</th>
<th>* Expenses and Fund Transfers</th>
<th>Central Support Cost Allocations</th>
<th>Contributions to the University Fund</th>
<th>University Fund Allocations</th>
<th>Net Surplus (Deficit)</th>
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</thead>
<tbody>
<tr>
<td>Faculty of Agricultural &amp; Food Sciences</td>
<td>36,499</td>
<td>2,832</td>
<td>39,331</td>
<td>26,095</td>
<td>18,481</td>
<td>(6,324)</td>
<td>11,570</td>
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<tr>
<td>Faculty of Architecture</td>
<td>11,434</td>
<td>527</td>
<td>11,961</td>
<td>10,296</td>
<td>5,530</td>
<td>(1,991)</td>
<td>5,865</td>
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<tr>
<td>Faculty of Arts</td>
<td>107,405</td>
<td>431</td>
<td>107,836</td>
<td>54,872</td>
<td>36,898</td>
<td>(18,532)</td>
<td>2,465</td>
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<tr>
<td>School of Art</td>
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<td>227</td>
<td>5,411</td>
<td>5,012</td>
<td>3,879</td>
<td>(888)</td>
<td>4,369</td>
<td>-</td>
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<tr>
<td>I.H. Asper School of Business</td>
<td>48,592</td>
<td>2,446</td>
<td>51,038</td>
<td>25,971</td>
<td>16,144</td>
<td>(8,463)</td>
<td>(459)</td>
<td>-</td>
</tr>
<tr>
<td>Faculty of Education</td>
<td>11,539</td>
<td>188</td>
<td>11,727</td>
<td>10,986</td>
<td>6,613</td>
<td>(1,972)</td>
<td>7,845</td>
<td>-</td>
</tr>
<tr>
<td>Price Faculty of Engineering</td>
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<td>974</td>
<td>34,153</td>
<td>25,744</td>
<td>20,562</td>
<td>(5,695)</td>
<td>17,847</td>
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<td>Clayton H. Riddell Faculty of Environment, Earth, &amp; Resources</td>
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<td>320</td>
<td>20,213</td>
<td>11,324</td>
<td>8,009</td>
<td>(3,453)</td>
<td>2,572</td>
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<tr>
<td>Extended Education Division</td>
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<td>9,423</td>
<td>11,544</td>
<td>11,370</td>
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<td>(316)</td>
<td>3,901</td>
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<tr>
<td>Faculty of Kinesiology &amp; Recreation Management</td>
<td>10,751</td>
<td>14,486</td>
<td>25,237</td>
<td>23,431</td>
<td>9,237</td>
<td>(1,836)</td>
<td>9,266</td>
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<tr>
<td>Faculty of Law</td>
<td>6,467</td>
<td>2,378</td>
<td>8,845</td>
<td>7,280</td>
<td>3,780</td>
<td>(1,445)</td>
<td>3,659</td>
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<tr>
<td>Marcel A. Desautels Faculty of Music</td>
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<td>471</td>
<td>3,989</td>
<td>6,558</td>
<td>3,222</td>
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<td>6,375</td>
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<td>Faculty of Science</td>
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<td>116,360</td>
<td>52,874</td>
<td>48,615</td>
<td>(19,701)</td>
<td>4,830</td>
<td>-</td>
</tr>
<tr>
<td>Faculty of Social Work</td>
<td>13,458</td>
<td>76</td>
<td>13,534</td>
<td>9,644</td>
<td>5,359</td>
<td>(2,296)</td>
<td>3,765</td>
<td>-</td>
</tr>
<tr>
<td>Rady Faculty of Health Sciences</td>
<td>181,393</td>
<td>57,523</td>
<td>238,916</td>
<td>181,574</td>
<td>66,563</td>
<td>(31,835)</td>
<td>41,055</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Academic Units and Ancillary Services</strong></td>
<td><strong>605,721</strong></td>
<td><strong>132,409</strong></td>
<td><strong>738,129</strong></td>
<td><strong>501,065</strong></td>
<td><strong>256,650</strong></td>
<td>(105,331)</td>
<td><strong>124,915</strong></td>
<td>-</td>
</tr>
<tr>
<td><strong>Central Support Cost Pools</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic</td>
<td>-</td>
<td>1,639</td>
<td>1,639</td>
<td>37,938</td>
<td>(32,799)</td>
<td>-</td>
<td>3,500</td>
<td>-</td>
</tr>
<tr>
<td>President, External, Indigenous</td>
<td>-</td>
<td>4,550</td>
<td>4,550</td>
<td>24,635</td>
<td>(19,860)</td>
<td>-</td>
<td>225</td>
<td>-</td>
</tr>
<tr>
<td>Information Technology</td>
<td>-</td>
<td>243</td>
<td>243</td>
<td>29,117</td>
<td>(28,075)</td>
<td>-</td>
<td>800</td>
<td>-</td>
</tr>
<tr>
<td>Administration</td>
<td>-</td>
<td>1,877</td>
<td>1,877</td>
<td>35,346</td>
<td>(32,909)</td>
<td>-</td>
<td>560</td>
<td>-</td>
</tr>
<tr>
<td>Facilities</td>
<td>-</td>
<td>2,168</td>
<td>2,168</td>
<td>57,954</td>
<td>(55,131)</td>
<td>-</td>
<td>655</td>
<td>-</td>
</tr>
<tr>
<td>Research</td>
<td>-</td>
<td>12,120</td>
<td>12,120</td>
<td>26,646</td>
<td>(12,225)</td>
<td>-</td>
<td>2,300</td>
<td>-</td>
</tr>
<tr>
<td>Student Affairs</td>
<td>-</td>
<td>3,801</td>
<td>3,801</td>
<td>33,648</td>
<td>(27,570)</td>
<td>-</td>
<td>2,277</td>
<td>-</td>
</tr>
<tr>
<td>Libraries</td>
<td>-</td>
<td>1,157</td>
<td>1,157</td>
<td>32,331</td>
<td>(31,174)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>General University</td>
<td><em>(647,355)</em></td>
<td><em>(659,542)</em></td>
<td><em>(13,197)</em></td>
<td><em>(49,827)</em></td>
<td><em>(16,907)</em></td>
<td>-</td>
<td><em>(20,733)</em></td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Central Support Cost Pools</strong></td>
<td><em>(647,355)</em></td>
<td><em>(687,097)</em></td>
<td><em>(39,742)</em></td>
<td><em>(327,442)</em></td>
<td><em>(256,650)</em></td>
<td>-</td>
<td><em>(31,050)</em></td>
<td>-</td>
</tr>
<tr>
<td><strong>University Fund</strong></td>
<td>41,634</td>
<td>0</td>
<td>41,634</td>
<td>(9,000)</td>
<td>-</td>
<td>(50,634)</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>$0</td>
<td>$819,505</td>
<td>$819,505</td>
<td>$819,505</td>
<td>$0</td>
<td>$(155,965)</td>
<td>$155,965</td>
<td>$0</td>
</tr>
</tbody>
</table>

*The 2024/25 Faculty and Central Support Unit expenditures include an estimate of wage increases for unsettled collective agreements.*
UNIVERSITY OF MANITOBA
Net Direct Revenues, Expenses and Fund Transfers
Budget for the year ending March 31, 2025
(in thousands)

<table>
<thead>
<tr>
<th>Academic Units</th>
<th>* 2024-25</th>
<th>2023-24</th>
<th>Inc / (Dec) $</th>
<th>Inc / (Dec) %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty of Agricultural &amp; Food Sciences</td>
<td>23,264</td>
<td>22,093</td>
<td>1,171</td>
<td>5.3%</td>
</tr>
<tr>
<td>Faculty of Architecture</td>
<td>9,769</td>
<td>9,169</td>
<td>600</td>
<td>6.5%</td>
</tr>
<tr>
<td>Faculty of Arts</td>
<td>54,440</td>
<td>51,171</td>
<td>3,269</td>
<td>6.4%</td>
</tr>
<tr>
<td>School of Art</td>
<td>4,785</td>
<td>4,687</td>
<td>98</td>
<td>2.1%</td>
</tr>
<tr>
<td>I.H. Asper School of Business</td>
<td>23,525</td>
<td>21,677</td>
<td>1,848</td>
<td>8.5%</td>
</tr>
<tr>
<td>Faculty of Education</td>
<td>10,799</td>
<td>10,524</td>
<td>275</td>
<td>2.6%</td>
</tr>
<tr>
<td>Price Faculty of Engineering</td>
<td>24,770</td>
<td>22,919</td>
<td>1,851</td>
<td>8.1%</td>
</tr>
<tr>
<td>Clayton H. Riddell Faculty of Environment, Earth, &amp; Resources</td>
<td>11,004</td>
<td>10,762</td>
<td>242</td>
<td>2.2%</td>
</tr>
<tr>
<td>Extended Education Division</td>
<td>1,947</td>
<td>1,746</td>
<td>201</td>
<td>11.5%</td>
</tr>
<tr>
<td>Faculty of Kinesiology &amp; Recreation Management</td>
<td>8,944</td>
<td>8,750</td>
<td>194</td>
<td>2.2%</td>
</tr>
<tr>
<td>Faculty of Law</td>
<td>4,902</td>
<td>4,806</td>
<td>96</td>
<td>2.0%</td>
</tr>
<tr>
<td>Marcel A. Desautels Faculty of Music</td>
<td>6,087</td>
<td>5,817</td>
<td>270</td>
<td>4.6%</td>
</tr>
<tr>
<td>Faculty of Science</td>
<td>50,800</td>
<td>47,957</td>
<td>2,843</td>
<td>5.9%</td>
</tr>
<tr>
<td>Faculty of Social Work</td>
<td>9,568</td>
<td>9,125</td>
<td>443</td>
<td>4.9%</td>
</tr>
<tr>
<td>Rady Faculty of Health Sciences</td>
<td>124,051</td>
<td>102,803</td>
<td>21,248</td>
<td>20.7%</td>
</tr>
<tr>
<td><strong>Total Academic Units</strong></td>
<td><strong>368,655</strong></td>
<td><strong>334,006</strong></td>
<td><strong>34,649</strong></td>
<td><strong>10.4%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Central Support Units</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic</td>
<td>36,298</td>
<td>33,409</td>
<td>2,889</td>
<td>8.6%</td>
</tr>
<tr>
<td>President, External, Indigenous</td>
<td>20,085</td>
<td>19,556</td>
<td>529</td>
<td>2.7%</td>
</tr>
<tr>
<td>Information Technology</td>
<td>28,875</td>
<td>26,885</td>
<td>1,990</td>
<td>7.4%</td>
</tr>
<tr>
<td>Administration</td>
<td>33,468</td>
<td>33,116</td>
<td>352</td>
<td>1.1%</td>
</tr>
<tr>
<td>Facilities</td>
<td>55,786</td>
<td>49,568</td>
<td>6,218</td>
<td>12.5%</td>
</tr>
<tr>
<td>Research</td>
<td>14,525</td>
<td>15,621</td>
<td>(1,096)</td>
<td>-7.0%</td>
</tr>
<tr>
<td>Student Affairs</td>
<td>29,847</td>
<td>25,676</td>
<td>4,171</td>
<td>16.2%</td>
</tr>
<tr>
<td>Libraries</td>
<td>31,174</td>
<td>30,364</td>
<td>810</td>
<td>2.7%</td>
</tr>
<tr>
<td><strong>Central Support Units Excluding General University</strong></td>
<td><strong>250,058</strong></td>
<td><strong>234,195</strong></td>
<td><strong>15,863</strong></td>
<td><strong>6.8%</strong></td>
</tr>
<tr>
<td>General University</td>
<td>37,639</td>
<td>35,476</td>
<td>2,163</td>
<td>6.1%</td>
</tr>
<tr>
<td><strong>Total Central Support Units</strong></td>
<td><strong>287,697</strong></td>
<td><strong>269,671</strong></td>
<td><strong>18,026</strong></td>
<td><strong>6.7%</strong></td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>$ 656,352</strong></td>
<td><strong>$ 603,677</strong></td>
<td><strong>$ 52,675</strong></td>
<td><strong>8.7%</strong></td>
</tr>
</tbody>
</table>

* The 2024/25 Unit budget shown on this schedule, includes an estimate of budget for wage increases for unsettled collective agreements. The budget for wage estimates will be transferred in year when settlements are final and will not be included in the 2024/25 opening budget for Faculties or Central Support Units.
## UNIVERSITY OF MANITOBA

### University Fund Contributions and Allocations

Budget for the year ending March 31, 2025  
(in thousands)  
prepared April 19, 2024

<table>
<thead>
<tr>
<th>Funding Sources</th>
<th>Budget 2024-25</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contribution from Academic Units</td>
<td>105,331</td>
</tr>
<tr>
<td>Direct Contribution of Grant</td>
<td>17,231</td>
</tr>
<tr>
<td>Investment Income</td>
<td>22,403</td>
</tr>
<tr>
<td>International College of Manitoba</td>
<td>2,000</td>
</tr>
<tr>
<td>Ancillary Services Overhead</td>
<td>2,000</td>
</tr>
<tr>
<td>Prior Year Contingency / Strategic Priorities Reserve</td>
<td>7,000</td>
</tr>
<tr>
<td><strong>Total Funding Available</strong></td>
<td><strong>155,965</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Academic Unit Operational funding allocation</th>
<th>124,815</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prior year subvention allocated to academic units</td>
<td>118,601</td>
</tr>
<tr>
<td>2024/25 Subvention adjustments</td>
<td>6,214</td>
</tr>
<tr>
<td><strong>Contingency</strong></td>
<td><strong>7,000</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Funding Allocations to Strategic Initiatives (as listed below)</th>
<th>24,150</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Student Financial Support</strong></td>
<td></td>
</tr>
<tr>
<td>Scholarships, Bursaries, Student Financial Aid</td>
<td>4,652</td>
</tr>
<tr>
<td>International Student Bursary Financial Support</td>
<td>540</td>
</tr>
<tr>
<td><strong>Research - Comprehensive Team Grants</strong></td>
<td>1,100</td>
</tr>
<tr>
<td><strong>John Buhler Research Centre</strong> - Operating and Maintenance Costs</td>
<td>1,200</td>
</tr>
<tr>
<td><strong>Support to meet Accessibility requirements</strong></td>
<td></td>
</tr>
<tr>
<td>External Relations Accessible Info website development</td>
<td>100</td>
</tr>
<tr>
<td>Accessibility implementation in Student Affairs</td>
<td>85</td>
</tr>
<tr>
<td><strong>Climate Action Plan - Project Manager</strong></td>
<td>120</td>
</tr>
<tr>
<td><strong>Deferred Maintenance/ Infrastructure and Capital</strong></td>
<td></td>
</tr>
<tr>
<td>Accessibility capital upgrades</td>
<td>1,000</td>
</tr>
<tr>
<td>Deferred Maintenance infrastructure and learning spaces</td>
<td>6,483</td>
</tr>
<tr>
<td>HVAC capital upgrades</td>
<td>2,500</td>
</tr>
<tr>
<td>Increasing Card Access locations</td>
<td>750</td>
</tr>
<tr>
<td>Increasing resources to mitigate/manage UM electrical needs</td>
<td>400</td>
</tr>
<tr>
<td><strong>Institutional investments</strong></td>
<td></td>
</tr>
<tr>
<td>Financial and Purchasing Software and system upgrades</td>
<td>460</td>
</tr>
<tr>
<td>Hybrid work project</td>
<td>100</td>
</tr>
<tr>
<td>External Relations UM Campaign</td>
<td>125</td>
</tr>
<tr>
<td>Concert Hall operating costs</td>
<td>235</td>
</tr>
<tr>
<td>IST Microsoft upgrade</td>
<td>800</td>
</tr>
<tr>
<td>Strategic Initiative pool of funds</td>
<td>3,000</td>
</tr>
<tr>
<td>Strategic Plan implementation</td>
<td>500</td>
</tr>
<tr>
<td><strong>Total Funding Allocated</strong></td>
<td><strong>155,965</strong></td>
</tr>
<tr>
<td>Academic Unit</td>
<td>2024-25</td>
</tr>
<tr>
<td>-------------------------------------------------------------------</td>
<td>---------</td>
</tr>
<tr>
<td>Faculty of Agricultural &amp; Food Sciences</td>
<td>11,570</td>
</tr>
<tr>
<td>Faculty of Architecture</td>
<td>5,856</td>
</tr>
<tr>
<td>Faculty of Arts</td>
<td>2,465</td>
</tr>
<tr>
<td>School of Art</td>
<td>4,369</td>
</tr>
<tr>
<td>I.H. Asper School of Business</td>
<td>(459)</td>
</tr>
<tr>
<td>Faculty of Education</td>
<td>7,845</td>
</tr>
<tr>
<td>Price Faculty of Engineering</td>
<td>17,847</td>
</tr>
<tr>
<td>Clayton H. Riddell Faculty of Environment, Earth, &amp; Resources</td>
<td>2,572</td>
</tr>
<tr>
<td>Extended Education Division</td>
<td>3,901</td>
</tr>
<tr>
<td>Faculty of Kinesiology &amp; Recreation Management</td>
<td>9,266</td>
</tr>
<tr>
<td>Faculty of Law</td>
<td>3,659</td>
</tr>
<tr>
<td>Marcel A. Desautels Faculty of Music</td>
<td>6,275</td>
</tr>
<tr>
<td>Faculty of Science</td>
<td>4,830</td>
</tr>
<tr>
<td>Faculty of Social Work</td>
<td>3,765</td>
</tr>
<tr>
<td>Rady Faculty of Health Sciences</td>
<td>41,055</td>
</tr>
<tr>
<td><strong>Total Subvention</strong></td>
<td><strong>124,815</strong></td>
</tr>
</tbody>
</table>

Notes:
- Subvention increase totalling $4.5 million provided to Academic units to support a Central Unit budget increases related to funded program expansions
- Subvention increase of $2.9 million provided to ensure no unit received a budget allocation decrease over 2023/24
- Subvention reversal to Rady Faculty of Health Sciences of $1.26 million for interim subvention to support expansions that was provided in prior years
## UNIVERSITY OF MANITOBA

### Consolidated Statement of Operations Budget

### Five Year Projection for the year ending March 31, 2029

*(in thousands of dollars)*

<table>
<thead>
<tr>
<th></th>
<th>APPROVED OPERATING BUDGET</th>
<th>CUMULATIVE BUDGET PROJECTION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2023-24</td>
<td>2024-25</td>
</tr>
<tr>
<td><strong>Revenue</strong></td>
<td>748,637</td>
<td>819,506</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td>728,086</td>
<td>800,243</td>
</tr>
<tr>
<td><strong>Net Transfers</strong></td>
<td>(20,551)</td>
<td>(19,262)</td>
</tr>
<tr>
<td><strong>Operating Budget Surplus/(Shortfall)</strong></td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td><strong>Operating Shortfall as % of budget</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## UNIVERSITY OF MANITOBA
### Consolidated Statement of Operations Budget
### Five Year Projection for the year ending March 31, 2029

(in thousands of dollars)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provincial Grants</td>
<td>405,605</td>
<td>448,390</td>
<td>459,406</td>
<td>467,557</td>
<td>476,424</td>
<td>485,176</td>
<td>42,785</td>
<td>11,016</td>
<td>8,150</td>
<td>8,867</td>
<td>8,752</td>
<td>10.5%</td>
</tr>
<tr>
<td>Tuition and Related Fees</td>
<td>233,676</td>
<td>248,947</td>
<td>258,254</td>
<td>274,430</td>
<td>288,907</td>
<td>303,689</td>
<td>15,271</td>
<td>9,307</td>
<td>16,176</td>
<td>14,477</td>
<td>14,782</td>
<td>6.5%</td>
</tr>
<tr>
<td>Other</td>
<td>109,355</td>
<td>122,168</td>
<td>118,912</td>
<td>116,687</td>
<td>115,462</td>
<td>114,933</td>
<td>12,813</td>
<td>(3,256)</td>
<td>(2,225)</td>
<td>(1,225)</td>
<td>(529)</td>
<td>11.7%</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>748,637</td>
<td>819,506</td>
<td>836,572</td>
<td>858,674</td>
<td>880,793</td>
<td>903,798</td>
<td>70,869</td>
<td>17,067</td>
<td>22,101</td>
<td>22,119</td>
<td>23,005</td>
<td>9.5%</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Compensation Expenses</td>
<td>548,863</td>
<td>602,345</td>
<td>627,211</td>
<td>652,892</td>
<td>677,351</td>
<td>698,032</td>
<td>53,482</td>
<td>24,866</td>
<td>25,681</td>
<td>24,459</td>
<td>20,681</td>
<td>9.7%</td>
</tr>
<tr>
<td>Non-Compensation Expenses</td>
<td>179,223</td>
<td>197,898</td>
<td>203,293</td>
<td>209,921</td>
<td>216,684</td>
<td>223,584</td>
<td>18,675</td>
<td>5,395</td>
<td>6,628</td>
<td>6,763</td>
<td>6,899</td>
<td>10.4%</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>728,086</td>
<td>800,243</td>
<td>830,504</td>
<td>862,814</td>
<td>894,036</td>
<td>921,616</td>
<td>72,157</td>
<td>30,261</td>
<td>32,310</td>
<td>31,222</td>
<td>27,580</td>
<td>9.9%</td>
</tr>
<tr>
<td><strong>Before Transfers</strong></td>
<td>20,551</td>
<td>19,262</td>
<td>6,068</td>
<td>(4,140)</td>
<td>(13,243)</td>
<td>(17,819)</td>
<td>(1,288)</td>
<td>(13,194)</td>
<td>(10,208)</td>
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<td>(4,575)</td>
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<td>(19,262)</td>
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*附件4a*
UNIVERSITY OF MANITOBA
Capital Expenditure Budget
2024-25
(in thousands)

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<th>Infrastructure Renewal Projects:</th>
<th>Budget 2024-25</th>
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<td><strong>Total Capital Expenditure Budget</strong></td>
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<td><strong>96,245</strong></td>
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</tbody>
</table>
April 2, 2024

Dr. Michael Benarroch
President
University of Manitoba
michael.benarroch@umanitoba.ca

Dear Michael Benarroch:

I would like to take this opportunity to thank you and your organization for your commitment to advancing higher education in Manitoba. Our new government has put forward an ambitious agenda to improve the lives of all people in Manitoba by rebuilding health care, lowering costs for families, growing our economy, and ensuring strong communities. Post-secondary education is critical to enabling much of this agenda, by educating and training people for the workforce of today and tomorrow, promoting innovation and research to enable Manitoba to thrive, as well as helping individuals connect to good family-supporting jobs.

Our government is committed to a strong fiscal future for Manitoba and delivering on our commitments in a responsible manner. I am pleased to advise you of funding levels for post-secondary education that will be included in Budget 2024.

The overall post-secondary envelope for 2024/25 is $831.2 million, a 6.0% increase over 2023/24. The capital grants envelope for 2024/25 will be maintained at $11.6 million for major capital, renovations and equipment across the system.

All public colleges and universities will receive an operating grant increase of 2.0% in 2024/25.

The grant allocation available to University of Manitoba is $420,767,159.

This grant of $420,767,159 includes: the 2.0% operating increase, $353,862 to support ongoing nursing programs; $2,720,896 to support continuing program expansions approved in 2023/24; $15,571,000 to support second year of the Undergraduate Medical Expansion program; $7,192,000 for the Physician Assistant, Nurse Practitioner, Physical Therapy and Occupational Therapy programs and the Brandon Medical Expansion; and $7,120,000 to support major capital, renovations and equipment. Department staff will contact you with further details.
In addition, the Part D capital support for University of Manitoba for the fiscal year 2024/25 will include: $10,000,000 for Undergraduate Medical Expansion; $500,000 for Prairie Crops and Soils Research Facility; and $4,200,000 to support deferred maintenance projects.

I know that the sector needs stability and predictability, and I am looking forward to working with you to develop a multi-year approach to both tuition and funding that provides certainty for your institution to plan appropriately as well as ensures accessible and affordable high-quality post-secondary education for students. As we work to develop a longer-term approach, we request that your institution adopt 2.75% as the maximum allowable tuition increase for university programs for the 2024/25 academic year.

We have a collective responsibility to efficient and effective financial management at our institutions, ensuring the long-term sustainability of Manitoba’s post-secondary system. Provincial funding to institutions is significant and it is critical that public colleges and universities are good stewards of these public dollars while taking a student-focused approach to all that you do. As an Other Reporting Entity, please be mindful that your financial decisions have an impact on the summary budget of government as a whole.

If you have any questions, please contact Carlos Matias, Assistant Deputy Minister and Executive Financial Officer at carlos.matias@gov.mb.ca or 431-323-2632, and he will be pleased to respond. I look forward to working collaboratively to advance our common priorities and build on the good work you do every day to support high-quality post-secondary education in Manitoba.

Sincerely,

Honourable Renée Cable  
Minister of Advanced Education and Training
The Governance and Board Development Committee met on May 14, 2024. The following is put forward for recommendation in the Open Session of the Board of Governors meeting.

Revised Board of Governors Code of Conduct (for approval – see Consent Item 6.6.1.)

As part of the periodic review of policies, the Committee reviewed the proposed changes to the Code of Conduct for Members of the Board of Governors following discussions about revisions to the Code at an earlier meeting. The Committee stressed the importance of ensuring that the Code of Conduct accurately reflects the University's mission, vision, values, and strategic plan and appropriately reflects the responsibilities of members of the Board of Governors and its committees. The proposed changes to the Code of Conduct are highlighted in the submission.

The Committee recommends THAT the Board approve the revised Code of Conduct for Members of the Board of Governors of the University of Manitoba, effective June 1, 2024.
The Advancement Committee met on April 22, 2024. The Committee considered a number of items related to their mandate and priorities, including philanthropy, engagement, and government relations.

Case for Support

The Committee participated in a focused discussion with Ms. Koldingnes regarding a draft Case for Support for the University’s next philanthropic campaign. They provided feedback regarding the draft and recommended connections to other University of Manitoba produced reports and the Truth and Reconciliation Commission’s Calls to Action. The Committee will receive and discuss the next draft of the Case for Support once feedback from other stakeholder consultations has been received and feasibility studies have been conducted.

2023-2024 Fundraising Update (for Information – see Consent Agenda Item 6.4.1.)

Ms. Koldingnes reported on the University’s 2023-2024 Fundraising achievement. She highlighted a number of successes, including:

- raising $63.64 million, exceeding the fundraising goal, and reaching the second highest annual fundraising total ever and the highest outside of a campaign year;
- reaching $1 billion in the University Investment Trust; and
- confirming forty new planned giving commitments to the University.

The Committee also learned that the University’s fundraising cost is significantly lower than comparable institutions, averaging approximately nine cents per dollar raised. Members of the Committee asked Ms. Koldingnes a number of questions related to fundraising at the University and requested year over year trend information for future reports.

Community Engagement Plan

Ms. Koldingnes provided the Committee with an update on the development of the Engagement Plan that will serve as a complimentary document to the University’s strategic plan, with a focus on advancing the strategic and research plans within the broader external community. She shared that the plan will strengthen connections with industry, community members, prospective students, and alumni to improve the University’s reputation and revenue, recruit new students, engage alumni more deeply and increase the University’s impact within Manitoba and beyond.

Ms. Koldingnes highlighted opportunities for engagement that will be included in the development of the Engagement Plan and noted that the finalized plan will be shared with the Committee at a future meeting.

Government Relations Strategic Plan

The Committee received a presentation from Mr. David Keto, Executive Director, Government and Community Relations, on the development of the Government Relations Strategic Plan. Mr. Keto highlighted the alignment between the strategy, the President’s priorities, the University’s broader
priorities, and the Engagement Plan from Ms. Koldingnes’ office. He shared a number of examples and explained the factors that will influence the strategy as well as priorities and tactics for achieving the plan’s goals. He responded to a number of questions from the Committee and shared how the impact of the strategy will be measured.

The Committee will continue to receive updates on the Government Relations Strategic Plan throughout the year.
AGENDA ITEM:
Request for Temporary Increase to Admission Target, Doctor of Pharmacy, College of Pharmacy

RECOMMENDATION:
THAT the Board of Governors provide guidance/advice on a request from the College of Pharmacy for a temporary increase to the admission target for the Doctor of Pharmacy program, for the 2024-2025 admissions cycle.

PURPOSE and KEY CONSIDERATIONS:
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.

EXECUTIVE SUMMARY and BACKGROUND:
The President has received a request from the College of Pharmacy for a one-time increase to the admission target for the Doctor of Pharmacy (Pharm.D.) program, from 55 to 60 students, for the 2024 – 2025 academic year. The reason for the request is to help offset a projected shortfall of up to ninety (90) pharmacy graduates entering the profession between 2019 and 2024.

The President and the province previously approved similar requests for temporary increases to the admission targets for the program for the 2022-2023 and 2023-2024 academic years.

The College has identified several factors that have contributed to a decrease in the number graduates in recent years, including:

- To manage the transition from the previous Bachelor of Science in Pharmacy (B.Sc.Pharm.) to the Pharm.D. program that replaced it in 2019-2020, no new students were admitted for that year. Consequently, there were no Pharmacy graduates in 2022, which led to a shortfall of fifty-five (55) graduates.

- The number of applicants to the Pharm.D. declined markedly, from an annual average of 300 for the B.Sc.Pharm. to fewer than 100 applicants each year. Admissions in 2020 – 2021 (n= 45) and 2021 – 2022 (n = 38) were below the annual target of 55 students. The College has since revised the admission requirements to address this and for alignment with requirements in place for Pharm.D. programs at other Canadian institutions (Senate, February 3, 2021).

- Expected attrition of up to five (5) students per cohort given the rigorous curriculum.
- Ongoing unmet enrolment capacity in the Pharm.D. program. The College has projected a shortfall of seventy (70) students across all four years of the program for the 2024-2025 academic year.

### RESOURCE REQUIREMENTS and IMPLICATIONS:

The College of Pharmacy would not require additional resources to support the requested enrolment increase. As noted above, there is unmet capacity in the Pharm.D. program. Current course capacity is sufficient, including in courses offered by the College and by several Departments in the College of Medicine that deliver courses used in the Pharm.D. curriculum.

### CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:

Delivery of the Pharm.D. program, to graduate pharmacy professionals, aligns with the mission of the University and supports the strategic theme, creating knowledge that matters, by responding to emerging issues and leads to innovation in the areas of the health and well-being of diverse communities.

### RISKS and OPPORTUNITIES:

The objective for a temporary increase to the admission target for the Pharm.D. is to address the lower number of Pharm.D. graduates arising from lower enrolments in several recent years, to ensure there continues to be sufficient graduates to fill available positions for pharmacists in the province.

The College observes that leaders in the pharmacy profession have raised concerns that there may not be sufficient graduates to fill available positions for pharmacists in the province, particular in rural areas.

### CONSULTATION:

The College carried out consultations within the unit, including with faculty members and staff. Departments in the Max Rady College of Medicine that deliver courses used in the Pharm.D. curriculum were consulted and indicated support.

The President consulted Senate on the request to temporarily increase the admission target for the Pharm.D. at its meeting on May 15, 2024. Senate did not raise any concerns about the request.
ROUTING TO THE BOARD OF GOVERNORS:

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<th>By</th>
<th>Title</th>
<th>Date</th>
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<td>☐</td>
<td>Senate</td>
<td>2024-05-15</td>
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SUBMISSION PREPARED BY: University Secretary

ATTACHMENTS:
Attachment A –
Request for Temporary Increase to Admission Targets, Pharm.D. Program
DATE: April 16, 2024

TO: Jeff Leclerc, University Secretary

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

RE: Temporary Increase to Admission Target, Pharm.D. Program

I attach a recommendation from Dr. Greg Smith, Vice-Provost (Academic Planning and Programs) for a one-time increase to the admission target of the Pharm.D. program for the 2024-25 admissions cycle.

Under the Admission Targets Policy and Procedure, the President may approve changes to admission targets following consultation with the Dean/Director, Senate, and the Board of Governors.

Accordingly, please place this item on the agenda for the May 15, 2024, Senate Meeting, and the May 28, 2024, Board of Governors meeting.

Cc: Diane Hiebert-Murphy, Provost and Vice-President (Academic)
Greg Smith, Vice-President (Academic Planning and Programs)
Laurie Schnarr, Vice-Provost (Students)
Peter Nickerson, Dean, Rady Faculty of Health Sciences, and Vice-Provost (Health Sciences)
Lalitha Raman-Wilms, Dean, College of Pharmacy
Jeff Adams, Registrar and Executive Director, Enrolment Services
Randy Roller, Executive Director, OIA
Cassandra Davidson, Academic Planning and Priorities Specialist
Date: April 12, 2024

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

From: Dr. Greg Smith, Vice-Provost (Academic Planning and Programs)

Re: Request for Temporary Increase to Admission Targets, Pharm.D. Program

Under the Admission Targets Policy and at the request of Dr. Lalitha Raman-Wilms, Dean, College of Pharmacy, please find attached a proposal for a one-time increase to the admission target of the Pharm.D. program for the 2024-25 admissions cycle from 55 to 60 students.

Following admission of the first intake into the Pharm.D. in 2019-20, the program had been unable to meet its annual admission quota of 55 students. To help address this deficiency, Senate approved revised admission requirements and the College received approval for one-time increases from 55 to 60 students in both the 2022-23 and 2023-24 academic years, both of which were successful. However, the program continues to experience a shortfall in overall capacity which may have longer-term impacts on the profession in the province. The College has begun to investigate putting forward a proposal to permanently increase capacity in the program, and in the meantime, is requesting one more temporary increase to their admission target for the 2024-25 year to further offset the decrease in enrolment. Current course capacity will be sufficient to accommodate the expansion, so no new resources are required.

Consistent with the Admission Targets Policy and Procedure, the President may approve changes to Admission Targets 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 Wednesday, April 17, 2024, so that, if supported, the request may receive timely consideration by Senate and the Board of Governors.

Cc: Diane Hiebert-Murphy, Provost and Vice-President (Academic)
    Laurie Schnarr, Vice-Provost (Students)
    Peter Nickerson, Dean, Rady Faculty of Health Sciences and Vice-Provost (Health Sciences)
    Lalitha Raman-Wilms, Dean, College of Pharmacy
    Jeff Leclerc, University Secretary
    Jeff Adams, Registrar and Executive Director, Enrolment Services
    Randy Roller, Executive Director, OIA
    Cassandra Davidson, Academic Planning and Priorities Specialist
Memorandum

February 26, 2024

TO: Dr. Greg Smith, Vice Provost (Academic Planning and Programs)

FROM: Dr. Lalitha Raman-Wilms, Dean, College of Pharmacy, Rady Faculty of Health Sciences

SUBJECT: Temporary admission quota increase

The College of Pharmacy is requesting a temporary increase to our admission quota, from 55 to 60 students for the 2024-25 admissions cycle. Please see the attached proposal.

We confirmed via email on February 8, 2024 that the contributing departments (Human Anatomy and Cell Science, Pharmacology and Therapeutics, Biochemistry and Medical Genetics) in the Rady Faculty of Health Sciences are in support of the increase to 60 students:

Please let me know if you have any questions or require further information.

Thank you.
Request
The College of Pharmacy is requesting a temporary increase to its admission quota, under the Admissions Target Policy, from the usual cohort of 55 students to 60 students for the 2024-25 admissions cycle.

College of Pharmacy approval
This request was endorsed through the College of Pharmacy Council on February 7, 2024.

Rationale and background
This request is made due to a number of factors that have resulted in a decrease in the number of graduates over the last few years:

- During the transition from the B.Sc. (Pharm.) program to the Pharm.D. program, no new students were admitted for 2019-20. This resulted in no graduating class in 2022 leading to a shortfall of 55 new pharmacists entering the profession.

- Following the introduction of the Pharm.D. program, applications to the program declined significantly in the first two application cycles due to several potential reasons (e.g. changes to admissions criteria, increase in tuition, longer time to earn the degree, impact of the pandemic, etc.). Consequently, we are projecting a graduation cohort of 41 students in May 2024 and 32 students in May 2025. This projection falls short of our usual maximum graduation target of 55 in each year, by 37 students over the span of these two years.

- The Pharm.D. program has a rigorous curriculum that can result in some attrition, and may be up to 5 students in a cohort by the end of the program.

- The culmination of the above factors will likely lead to a collective projected shortfall of up to 90 pharmacy graduates in entering the profession between 2019 and 2024.

- The College of Pharmacy currently has unmet capacity within the program. At the current admission quota of 55 students per year, the program's capacity is set at 220 students. For the upcoming academic year (2024/2025), projections indicate that there will be 150 students enrolled in the 2nd through 4th years of the program, leaving a shortfall of 70 students against the program's maximum capacity. Increasing the admission quota to 60 students per year would assist in addressing some of this unmet capacity.
Additionally, pharmacy leaders from the profession have expressed concerns that there may be insufficient graduates to provide coverage for the available positions in the province, especially in rural areas.

To help offset the shortfalls listed above, the College had requested and had received a temporary increase of 5 places to its admission quotas for 2022-23 and 2023-24 (from 55, up to 60 spaces) and the College would like to thank the President for having granted us these temporary increases.

The College has held initial discussions on requesting a permanent increase and is committed to gathering additional information and making a final decision on a proposal in the coming months. In the meantime, we believe that the province will benefit from a further increase of 5 students (up to 60 total) for the upcoming year, considering the significant shortfall in graduating pharmacists over the past 3 years. (please see chart below for admission and graduation numbers).

Consultations
In considering this application there have been consultations with the College of Pharmacy Admissions & Recruitment Committee, faculty and staff; and with contributing departments in the Rady Faculty of Health Sciences (in Human Anatomy, Pharmacology, and Biochemistry and Medical Genetics). Support letters for the increased enrollment were provided in the 2022-2023 submission (attached) which also indicated agreement beyond 2022-2023. We confirmed via email on February 8, 2024, that these three departments are still in support of the increased enrollment for one more year.

As no additional course sections or resources will be required to accommodate this temporary request, broader consultation across other areas in the University was not conducted.
PharmD Admission Numbers (full cohort is 55)

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<tr>
<td>2021-22</td>
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<td>2022-23</td>
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<td>+4</td>
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<tr>
<td>2023-24</td>
<td>60*¹</td>
<td>+5</td>
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*Transitioned from the B.Sc. (Pharm.) to the PharmD program
*¹ Approval received for one time cohort increase of up to 60 students
March 22, 2024

To
Lavern M. Vercaigne, BSc (Pharm), Pharm.D.
Professor and Associate Dean (Academic)
College of Pharmacy
Rady Faculty of Health Sciences
University of Manitoba
RE: PharmD Program increased enrolment

Letter of Support

Dear Dr. Vercaigne,

Thank you for reaching out to the Department of Human Anatomy and Cell Science regarding the plan to increase student admission to the PharmD program. The department is aware of the request to increase admissions by five students for the 2024/2025 academic year for the College of Pharmacy as well as the potential for this increase to be in effect for an additional 2-3 years.

The department provides a required course (ANAT 1030) that all pharmacy students participate in during their first year in the PharmD program. I confirm that we have the resources related to the learning material as well as space requirement to accommodate the five additional students in the ANAT 1030 course for the 2024/2025 academic year. The department can provide the expert personnel to teach this course. I can also confirm that there is the potential to extend this accommodation for the subsequent 2-3 years should this be required for your program.

In communication with the Dean of the College of Pharmacy, Dr. Lalitha Raman-Wilms, we requested financial support for two student teaching assistant positions from the College of Pharmacy to facilitate a small group teaching setting with increased student numbers in the anatomy laboratory. If the increase in student numbers is approved by the university for the 2024-2025 academic year we have made arrangements for two teaching assistant positions [1 TA @$25/h] for a total of 6 laboratory sessions at 3 hours each which amounts to $900/year.

In summary, the Department of Human Anatomy and Cell Science supports the upcoming changes.

Sincerely,

Dr. Sabine Hombach-Klonisch
Professor & Head
e-mail: Sabine.Hombach-Klonisch@umanitoba.ca
March 13, 2024

Lavern M. Vercaigne, BSc (Pharm), Pharm.D.
Professor and Associate Dean (Academic)
College of Pharmacy
Rady Faculty of Health Sciences
University of Manitoba

Dear Dr. Vercaigne,

I am pleased to support an enrollment increase in PHAC 2100 (6 cr) from 55 to 60 students for the 2024/2025 academic year. Our department will also support extension of this enrollment increase for up to 3 additional academic years beyond 2024/2025 should the College of Pharmacy find that to be a suitable course of action.

We are happy to be an active partner in the PharmD program.

Sincerely,

Chris M. Anderson, PhD
Professor and Head
Department of Pharmacology and Therapeutics
March 12, 2024

Lavern M. Vercaigne, BSc (Pharm), Pharm D.
Professor and Associate Dean (Academic)
College of Pharmacy
Rady Faculty of Health Sciences
University of Manitoba

Dear Dr. Vercaigne,

On behalf of the Department of Biochemistry & Medical Genetics I am pleased to indicate our support for an increase in the student enrollment in BGEN 2010, Applied Nutrition for Pharmacy Practice (2 cr). We can readily accommodate an increase from 55-60 students for the upcoming 2024/2025 academic year and for 2-3 additional years should that be required.

Thank you for the opportunity to participate in the PharmD program.

Sincerely,

[Signature]

Dr. Barbara Triggs-Raine
Professor and Head
Report from Senate (April 3, 2024)

**Items forwarded for approval:**

**Recommended resolution:**

THAT the Board of Governors approve the Reports of the Senate Committee on Awards (dated January 16 and February 20, 2024).

For approval (Attachment 1)

**Reports of the Senate Committee on Awards** (dated January 16 and February 20, 2024)

**Context and Background:**

As provided for in its terms of reference, the Senate Committee on Awards has the responsibility, “[on] behalf of Senate, to approve and inform Senate of all new offers and amended offers of awards that comply with the University of Manitoba’s policy on *Student Awards.*”

At its meeting on January 16, 2024, the Committee approved two new offers, seven amended offers, and the withdrawal of six offers, as set out in the Report of that date (Attachment 1.1).

At its meeting on February 20, 2024, the Committee approved ten new offers, nine amended offers, and the withdrawal of four offers as set out in the Report of that date (Attachment 1.2).

**Resource Requirements:**

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

**Consultation and Routing to the Board of Governors:**

These award decisions are consistent with the *Student Awards* policy. They were endorsed by the Senate Committee on Awards, on behalf of Senate, at its meetings on November 19 and December 19, 2023.

The Senate Executive Committee received the Reports, for information, at its meeting on March 20, 2024. Senate received the Reports, for information, at its meeting on April 3, 2024.

**SUBMISSION PREPARED BY:** University Secretary

**ATTACHMENTS:**

**Items for approval:**

Attachment 1 –
1.1 Report of the Senate Committee on Awards (dated January 16, 2024)
1.2 Report of the Senate Committee on Awards (dated February 20, 2024)
REPORT OF THE SENATE COMMITTEE ON AWARDS

Preamble
Terms of reference for the Senate Committee on Awards include the following responsibilities:

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 January 16, 2024, the Senate Committee on Awards approved 2 new offers, 7 revised offers, and 6 withdrawals as set out in the Report of the Senate Committee on Awards (January 16, 2024).

Recommendations
On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve 2 new offers, 7 revised offers, and 6 withdrawals as set out in the Report of the Senate Committee on Awards (January 16, 2024). These award decisions comply with the Student Awards Policy.

Respectfully submitted,

Dr Jared Carlberg
Chair, Senate Committee on Awards
1. NEW OFFERS

Chow Family Bursary

In honour of Dr. Charles T. Chow and Mrs. Liang-Mei Chow, their family established an endowment fund at the University of Manitoba in 2023. The purpose of the fund is to provide financial support to students in the Faculty of Science. Each year, beginning in 2025-2026, the available annual income from the fund will be used to offer one or more bursaries to undergraduate students who:

1. are Canadian citizens or permanent residents;
2. are enrolled full-time (minimum 60% course load) in any year of study in the Faculty of Science;
3. have achieved a minimum degree grade point average of 2.5; and
4. have demonstrated financial need on the standard University of Manitoba general bursary application form.

Preference will be given to those students who have declared a major in Microbiology.

The selection committee will have the discretion to determine the number and value of awards offered each year based on the available annual income from the fund and the level of financial need demonstrated by candidates for this bursary.

In the event that there are no students who meet all of the numbered criteria, the scholarship will be offered to a student who meets criteria (2), (3) and (4).

The Dean of the Faculty of Science (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. Charles T. Chow and Mrs. Liang-Mei Chow Scholarship

In honour of Dr. Charles T. Chow and Mrs. Liang-Mei Chow, their family established an endowment fund at the University of Manitoba in 2023. The purpose of the fund is to reward the academic achievements of graduate students in the Department of Microbiology. Each year, beginning in 2025-2026, the available annual income from the fund will be used to offer one or more scholarships to graduate students who:

1. are enrolled full-time in the Faculty of Graduate Studies in any year of study in either the master's or doctoral program delivered by the Department of Microbiology at the University of Manitoba;
2. have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study, and
3. have demonstrated outstanding academic achievement and strong research potential.

To demonstrate how they meet criterion (3), applicants will be required to submit an application to the Department of Microbiology which will consist of the following materials:

1. their thesis or dissertation proposal (maximum 1000 words);
2. a current academic transcript;
(iii) one letter of reference from the applicant's supervisor/advisor or from a professor who has taught the applicant one or more courses. This letter should assess the applicant's ability to succeed in a graduate program and/or speak to their research potential; and

(iv) a curriculum vitae of the applicant.

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

The Dean of the Faculty of Graduate Studies (or designate) will ask the Head of the Department of Microbiology (or designate) to name the selection committee for this award.

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

2. AMENDMENTS

Applied Health Sciences PhD Program Entrance Scholarship

The following amendments were made to the terms of reference for the Applied Health Sciences PhD Program Entrance Scholarship:

- The preamble was revised to:

  The Applied Health Sciences program provides an annual contribution of $6,000 to offer entrance scholarships for the Applied Health Sciences (PhD) program. The purpose of this scholarship is to support students entering the Applied Health Sciences program. Each year, one or more scholarships with a minimum value of $1,000 will be offered to graduate students who:

- The numbered criteria were revised to:

  (1) are entering as either full-time or part-time students in the Faculty of Graduate Studies in the first year of study in the Applied Health Sciences (PhD) program;

  (2) have achieved a minimum admission grade point average of 3.0 based on their last 60 credit hours (or equivalent) of study or their last equivalent two full years; and

  (3) have demonstrated academic success, research experience, leadership, volunteerism, and community engagement.

- The paragraphs following the numbered criteria were revised to:

  In order to demonstrate how they meet criterion (3), applicants must submit a current curriculum vitae to the Applied Health Sciences program.

  In order to maximize the Applied Health Science program’s ability to support the greatest number of students, students holding other funding with a total amount equal to or greater than $10,000 at the time of application are not eligible for this award.

  The selection committee has the discretion to determine the number and value of awards offered each year based on the available funds, as outlined in the criteria above. A maximum of six scholarships will be awarded each year.
• The selection committee paragraph was revised to:

*The Dean of the Faculty of Graduate Studies (or designate) will ask the Chair of the Applied Health Sciences Awards Subcommittee to name the selection committee for this award.*

• The standard Board of Governors statement was added.

### Dr. Reda Elgazzar Oral Surgery Prize

The following amendments were made to the terms of reference for the Dr. Reda Elgazzar Oral Surgery Prize:

• The preamble was revised to:

*Dr. Reda Elgazzar has generously established an endowment fund at the University of Manitoba with an initial gift of $30,000 in 2018. The purpose of the fund is to reward a 4th year dental student who excelled and attained one of the highest grades in Oral and Maxillofacial Surgery and who maintains a high standard of professionalism. Beginning in the 2018-2019 academic year, 80% of the available annual income from the fund will be used to offer one prize to an undergraduate student who:*

• The paragraphs following the numbered criteria were revised to:

*In order to determine if a candidate has met criterion (4), professionalism will be assessed by the selection committee through feedback on student interactions from clinical instructors and support staff within the oral surgery clinical area/rotation.*

*In any given year that 80% of the available annual income for this award is less than $200, no prize will be offered.*

### Kenneth G. Wersh Fellowship

The following amendments were made to the terms of reference for the Kenneth G. Wersh Fellowship:

• The preamble was revised to:

*In memory of Kenneth G. Wersh, former President of Agri-Feed Products and grain farmer from Marquette Manitoba, his wife Joanne and daughter Kerith established an endowment fund at the University of Manitoba with an initial gift of $25,000 in 1996. The purpose of the fund is to offer one annual graduate student fellowship in the Faculty of Agricultural and Food Sciences. Each year, the available annual income from the fund will be given as a “top-up” award to a graduate student who:*

• The numbered criteria were revised to:

1. is enrolled full-time in the Faculty of Graduate Studies in the second year of a master’s program or in the third year of a doctoral thesis program in the Faculty of Agricultural and Food Sciences;
2. has been awarded the University of Manitoba Graduate Fellowship (UMGF) award numbers 44872 (master’s) or 44873 (PhD); and
3. has achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study.

• The paragraph following the numbered criteria was revised to:

*Preference will be given to a graduate student in Animal Science. Ties are to be broken using degree grade point average.*
• The selection committee paragraph was revised to:

\[ \text{The Dean of the Faculty of Graduate Studies (or designate) will ask the Dean of the Faculty of Agricultural and Food Sciences to name the selection committee for this award.} \]

• The standard Board of Governors statement was added.

**Manitoba Aerospace Engineering Scholarship**

The following amendments were made to the terms of reference for the Manitoba Aerospace Engineering Scholarship:

• The preamble was revised to:

\[ \text{The Manitoba Aerospace Association (MAA) established an endowment fund with an initial gift of $10,000 to the University of Manitoba in 2015. The Manitoba Scholarship and Bursary Initiative made a contribution to the fund. This fund supports the Manitoba Aerospace Engineering Scholarship and the ENGAP Awards (scholarship portion #24443). The purpose of the fund is to reward the academic achievements of a student in the Price Faculty of Engineering. Each year, one scholarship valued at $1,500, will be offered to an undergraduate student who:} \]

**Manitoba Egg Farmers**

The following amendments were made to the terms of reference for the Manitoba Egg Farmers:

**Agriculture Diploma**

• The numbered criteria were revised to:

(1) **is enrolled full-time (minimum 60% course load) in the Diploma in Agriculture program offered by the School of Agriculture;**

(2) **has achieved a minimum grade point average of 3.0;**

(3) **has achieved the highest percentage grade in Animal Biology and Nutrition (currently numbered ANSC 0420); and**

(4) **is currently enrolled in Poultry Production and Management (currently numbered ANSC 0700).**

• The paragraph following the numbered criteria was revised to:

\[ \text{In the event that there are no students who have completed or are enrolled in Poultry Production and Management (currently numbered ANSC 0700), the scholarship will be offered to a student who has completed or is enrolled in Animal Health and Welfare (currently numbered ANSC 0600) provided they meet criteria (1), (2) and (3).} \]

**Manitoba Egg Farmers Dr. W. Bill Guenter Scholarship (Animal Systems)**

• The numbered criteria were revised to:

(1) **is enrolled full-time (minimum 80% course load) in the fourth year of study in the Bachelor of Science (Animal Systems) offered by the Faculty of Agricultural and Food Sciences;**

(2) **has achieved a minimum degree grade point average of 3.0; and**

(3) **has either completed Avian Production Systems (currently numbered ANSC 4550) or is registered to take it in the final year.**

**Agricultural and Food Sciences Degree – Food Science**
The numbered criteria were revised to:

(1) is enrolled full-time (minimum 80% course load) in the fourth year of study in the Bachelor of Science (Food Science) degree program offered by the Faculty of Agricultural and Food Sciences;
(2) has achieved a minimum degree grade point average of 3.0; and
(3) has achieved the highest percentage grade in the prescribed courses: Food Chemistry (currently numbered FOOD 2500), Food Process 1 (currently numbered FOOD 3010) and Food Engineering Fundamentals (currently numbered FOOD 3210).

**Agricultural and Food Science Degree – Human Nutritional Sciences**

The numbered criteria were revised to:

(1) is enrolled full-time (minimum 80% course load) in the fourth year of study in the Bachelor of Science (Human Nutritional Sciences) degree program offered by the Faculty of Agricultural and Food Sciences; and
(2) has achieved a minimum degree grade point average of 3.0.

The standard Board of Governors statement was added.

**Sixth Prairie Conservation and Endangered Species Conference Fellowship**

The following amendments were made to the terms of reference for the Sixth Prairie Conservation and Endangered Species Conference Fellowship:

- The preamble was revised to:

  The Steering Committee of the Sixth Prairie Conservation and Endangered Species Conference established an endowment fund at the University of Manitoba from conference proceeds in 2002. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund. The purpose of the fund is to support graduate students at the University of Manitoba who are conducting research related to conservation issues in the Canadian Prairies. Each year, beginning in 2003-2004, the available annual income from the fund will be used to offer one or more fellowships to graduate students who:

- The numbered criteria were revised to:

  (1) are enrolled full-time in the Faculty of Graduate Studies in any master’s or doctoral program;
  (2) have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study;
  (3) are conducting or have proposed to conduct research in the area of prairie conservation and/or prairie endangered species management in Canada; and
  (4) show great potential as researchers, as judged by the selection committee.

- The paragraph following the numbered criteria was revised to:

  In order to demonstrate how they meet criteria (3) and (4), candidates must submit an application to the Faculty of Graduate Studies which must include the following materials:

  (i.) a research proposal (maximum 1000 words) including objectives, significance, and methods;
  (ii.) a curriculum vitae; and
two letters of reference in support of the application (at least one of which must be from an academic staff member conducting research related to conservation issues in the Canadian Prairies).

- The paragraph following the numbered criteria was revised to:
  The selection committee has 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 selection committee paragraph was revised to:
  The Dean of the Faculty of Graduate Studies (or designate) will name the selection committee for this award which will include a representative from the Faculty of Science and a representative from the Faculty of Agricultural and Food Sciences.

- The standard Board of Governors statement was added.

The Iggy Award for Leadership of a Student Group

The following amendments were made to the terms of reference for The Iggy Award for Leadership of a Student Group:

- The preamble was revised to:
  The students of the Asper School of Business established an award in recognition of Ignacy Domagalski, the Commerce Students’ Association (CSA) President during the 2001-2002 academic year and valedictorian of his graduating class, to show that young people can make significant community contributions and act as a mentor to others, as Iggy often did.
  This award also recognizes that student groups in the Asper School of Business play an integral part in providing an enriched environment for students and contribute to learning and relationship building.
  A contribution of $2.50 will be collected annually from all students registered in the Asper School of Business to support this award. The funds will be divided between the student recipient and the student group to which the student is affiliated, with 25% awarded to the student recipient and 75% to the student group.
  Each year, 25% of the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:

- The numbered criteria were revised to:
  (1) is enrolled full-time or part-time in the Asper School of Business;
  (2) has achieved a minimum degree grade point average of 2.0;
  (3) is nominated by a student in the Asper School of Business: and
  (4) is a member of one or more of the following:
    - Association d’Internationale des Etudiants en Sciences Economiques et Commerciales (AIESEC)
    - Association of International Management Students (AIMS)
    - Asper Network of Empowered Women (ANEW)
    - Asper School of Business Accounting Association (ASBAA)
    - Asper Students Co-op Association (ASCA)
    - Business Analytics Association (BAA)
    - Commerce Business Banquet Organizing Committee
Commerce Students’ Association Case Competition Committee
Commerce Students’ Association Commerce Cares Committee
Commerce Students’ Association First Year Committee
Commerce Students’ Association The Commerce Week Committee
Commerce Socials Committee
5 Days Committee
JDC West Organizing Committee (JDC)
National Business Schools Conference Organizing Committee (NBSC)
Shinerama Committee
The Entrepreneurial Mindset (TEM)
University of Manitoba Actuarial Club (UMAC)
University of Manitoba Finance Organization (UMFO)
University of Manitoba Human Resource Association (UMHRA)
University of Manitoba Indigenous Commerce Students (UMICS)
University of Manitoba Marketing Association (UMMA)
University of Manitoba Queer/2SLGBTQIA+ Asper Students (UMQAS)
University of Manitoba Supply Chain Organization (UMSCO)

- The paragraphs following the numbered criteria were revised to:
  Each year, 75% of the remaining available income from the fund will be given to the student group with which the successful candidate is affiliated from criterion (4), which may vary depending on their formal financial and cooperative relationship with CSA.
  The selection committee will select candidates from the list of nominees. The CSA’s VPI will nominate at least two students to ensure a suitable/competitive recipient.

- The selection committee paragraph was revised to:
  The Dean of the Asper School of Business (or designate) will name the selection committee which will include, the Senior Stick (President) of the CSA (or designate), the CSA Faculty Advisor (or designate) and a member of the Faculty as named by the Dean, and a member of the administrative staff of the Asper School of Business.

- The standard Board of Governors statement was added.

3. WITHDRAWALS

ABEP Award- Entrance Scholarship
At the request of the donor.

ABEP Citizenship Award
At the request of the donor.

Boeing Award for Excellence in Aerospace Material
At the request of the faculty.

Bristol Aerospace Award for Engineering Excellence
At the request of the faculty.

**Olive Cupiss Entrance Scholarship (as per donor request)**

At the request of the donor.

**Standard Aero Award for Excellence in Aerospace Engineering**

At the request of the faculty.
REPORT OF THE SENATE COMMITTEE ON AWARDS

Preamble
Terms of reference for the Senate Committee on Awards include the following responsibilities:

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 February 20, 2024, the Senate Committee on Awards approved 10 new offers, 9 revised offers and 4 withdrawals as set out in the Report of the Senate Committee on Awards (February 20, 2024).

Recommendations
On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve 10 new offers, 9 revised offers, and 4 withdrawals as set out in the Report of the Senate Committee on Awards (February 20, 2024). These award decisions comply with the Student Awards Policy.

Respectfully submitted,

Dr Jared Carlberg
Chair, Senate Committee on Awards
1. NEW OFFERS

**Daniel A. Stokes Undergraduate Paper Prize in Political Studies**

In everlasting memory of Daniel A. Stokes, his family, friends, and colleagues have generously established the Daniel A. Stokes Undergraduate Paper Prize in Political Studies at the University of Manitoba in 2024. The prize will be annually awarded to an undergraduate student in Political Studies for a research paper on a topic related to Canadian defence and security and/or Canadian politics.

Each year, beginning in the 2024-2025 academic year, one prize of $500 will be offered to an undergraduate student who:

1. is registered either part-time or full-time in any year of study in the Political Studies program in the Faculty of Arts;
2. has achieved a minimum degree grade point average of 3.0; and
3. has submitted a single-authored essay on the topics of either Canadian Government and/or Canadian defence and security.

In order to demonstrate how they meet criterion (3), applicants must submit a single-authored essay, (minimum 2,500 words) that was either:

   a. submitted for course work in a Political Studies course in the Faculty of Arts at the University of Manitoba; or
   b. may elect to submit an original single-authored essay.

The selection committee will judge for comprehension and content using the following criteria:

i. provided clear background and significance to the research question;
ii. clearly described the research strategy/design and the results/findings of the research; and
iii. clearly described the conclusions, outcomes, relevance, and impact of the research.

Only essays completed within the academic year for which the award is delivered are eligible.

In the event that there is no eligible undergraduate student who meets all the numbered criteria in any given year, the prize will not be offered.

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

The Director, Centre for Defence and Security Studies (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. Lawrence F. Douglas Fellowship in Sociology and Criminology

In memory of Dr. Lawrence F. Douglas, his daughter Dr. Delia D. Douglas established an endowment fund to support Black graduate students studying in the Department of Sociology and Criminology at the University of Manitoba. Each year, beginning in 2024-2025, the available annual income from the fund will be used to offer one or more fellowships to graduate students who:

1. have self-declared as Black including those from Africa or of the African diaspora (e.g. African and Africa descended people from the Caribbean, North America, Europe, or Latin America);
2. are enrolled full-time in the Faculty of Graduate Studies, in the Master of Arts program, or the doctoral program offered through the Department of Sociology and Criminology;
3. have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study;
4. have demonstrated community engagement, namely involvement and participation in a leadership capacity or through volunteering; and
5. have demonstrated exceptional academic and research skills.

In order to demonstrate how they meet criteria (4) and (5), candidates must submit an application and a current curriculum vitae to the Graduate Committee of the Department of Sociology and Criminology.

If in the opinion of the selection committee, there are no eligible applicants, any unspent revenue may be held over to offer the award the following year.

The Dean of the Faculty of Graduate Studies (or designate) will ask the Graduate Committee of the Department of Sociology and Criminology 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.

Dr. Russell and Kathryn Smandych Bursary

In memory of Dr. Russell Smandych, his spouse Kathryn Smandych established an endowment fund at the University of Manitoba in 2023. The purpose of the fund is to provide bursaries for graduate students in the Department of Sociology and Criminology. Each year, the available annual income from the fund will be used to offer one or more bursaries to graduate students who:

1. are international students;
2. are registered full-time in the Faculty of Graduate Studies in any year of study in the doctoral program offered through the Department of Sociology and Criminology at the University of Manitoba;
3. have achieved 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 general bursary application form.

In the event that there are no students who meet all of the numbered criteria the bursaries may be offered to students who meet criteria (2), (3) and (4).

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

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The Dean of the Faculty of Graduate Studies will ask the Chair of the Graduate Committee of the Department of Sociology and Criminology to convene 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.

**Engineers Geoscientists Manitoba Bursary in Geological Sciences**

In honour of their centenary, Engineers Geoscientists Manitoba established an endowment fund at the University of Manitoba with an initial gift of $50,000 in 2021. The purpose of the fund is to provide financial support to an undergraduate student in the Department of Earth Sciences. Each year, beginning in 2024-2025, 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 or fourth year of study in the Geology, Geophysics or Environmental Geoscience four-year Honours or Majors program in the Department of Earth Sciences in the Clayton H. Riddell Faculty of Environment, Earth, and Resources;
2. has achieved a minimum degree grade point average of 2.0 and;
3. has demonstrated financial need on the standard University of Manitoba general bursary application form.

Preference will be given to students who have self-declared as a First Nations, Métis, or Inuit person from Canada and/or who identify as women or non-binary.

The bursary is renewable for two years, provided the recipients continue to meet all of the numbered criteria outlined above.

The selection committee will be the Department of Earth Sciences Awards Committee of the Clayton H. Riddell Faculty of Environment, Earth, and Resources 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.

**Marie Pauline Wood Steiman Memorial Scholarship**

In memory of Marie Pauline Wood Steiman (B.A./’97), an endowment fund was established at the University of Manitoba in 2022. The purpose of the fund is to reward Indigenous students for their academic achievements in the field of nursing. When funds are available, the Manitoba Scholarship and Bursary Initiative may make a contribution to the award. Each year, beginning in 2024-2025, the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:

1. has self-declared as a First Nations, Métis, or Inuit person from Canada;
2. is enrolled full-time (minimum 80% course load) in the second year or higher of study in the Bachelor of Nursing program in the College of Nursing; and
(3) has achieved the highest degree grade point average in the program among the students who meet
criteria (1) and (2).

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 Dean of the College of Nursing (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 intent of the
donor in establishing the award.

**MiSc Community Achievement Scholarship**

The Microbiology Student’s Club established an annually funded award at the University of Manitoba in
2022. The purpose of this fund is to recognize undergraduate Microbiology, Biochemistry, or Genetics
students who are making significant contributions to the scientific community while maintaining
academic success as well as to encourage and support strong community involvement and leadership
abilities. Each year, beginning in 2023-2024 and ending in 2027-2028, one scholarship with a value of
$1200 to an undergraduate student who:

1. is enrolled full-time (minimum 80% course load) in any year of study in the Faculty of Science in
   either:
   - a Microbiology major, honours, and/ or Co-operative Option program;
   - a Biochemistry major, honours, and/ or Co-operative Option program;
   - a Genetics major, honours, and/ or Co-operative Option program;
2. has achieved a minimum degree grade point average of 3.0; and
3. has demonstrated strong community involvement and leadership abilities.

In order to demonstrate how they meet criterion (3), applicants must submit a written statement
(maximum 500 words) highlighting their contributions and connections to the scientific community, with
an emphasis on the impact of their involvement. Applicants should include explanations of any past and
current volunteer experiences, relevant work and/or research experiences, and/or other community
involvement within or outside of the Faculty of Science at the University of Manitoba.

The Dean of the Faculty of Science will ask the Department Heads of Microbiology, Chemistry and
Biological Sciences (or their designates) to jointly name the selection committee which will include an
executive member of the Microbiology Student Club.

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.
Samit and Reshma Sharma Scholarship in Human Rights, Peace, and Conflict Studies

The Samit and Reshma Sharma Foundation established an endowment fund at the University of Manitoba in 2023. The purpose of the fund is to reward the academic achievements of graduate students in Human Rights and/or Peace and Conflict Studies. Each year, beginning in 2024-2025, the available annual income from the fund will be used to offer one or more scholarships to graduate students who:

1. are enrolled full-time in the Faculty of Graduate Studies in a master’s or doctoral program at the University of Manitoba;
2. have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and
3. are currently undertaking research with a focus on human rights, social justice, or peace and conflict studies.

Preference in selection will be given to students who are working in collaboration with the Canadian Museum for Human Rights.

Candidates will be required to submit an application that includes: a) a current academic transcript; b) a summary of their thesis proposal (maximum 500 words); c) a statement of why they believe their research will be world class and how their research will benefit society; and d) a letter of support from their thesis supervisor.

The selection committee will have the discretion to determine the number and value of the awards based on the available funds.

The Dean of the Faculty of Graduate Studies (or designate) will name the selection committee for this award which will include a representative chosen by the Dean of the Faculty of Arts and another representative chosen by the Dean of Faculty of Law.

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.

Samit and Reshma Sharma Scholarship in Microbiology and Infectious Diseases

The Samit and Reshma Sharma Foundation established an endowment fund at the University of Manitoba in 2023. The purpose of the fund is to reward the academic achievements of a student in the Faculty of Graduate Studies. Each year, beginning in 2024-2025, the available annual income from the fund will be used to offer one or more scholarships to graduate students who:

1. are enrolled full-time in the Faculty of Graduate Studies in a master’s or doctoral program offered by either:
   a) the Department of Microbiology in the Faculty of Science; or
   b) the Department of Medical Microbiology and Infectious Diseases in the Max Rady College of Medicine;
2. have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and
3. are currently undertaking research with a focus on enhancing societal knowledge and developing therapeutic targets to treat infectious diseases.
A preference will be given to students who are working in collaboration with public health laboratories such as Canada’s National Microbiology Laboratory (NML) or Manitoba’s Cadham Provincial Laboratory.

In order to demonstrate how they meet criteria (3), and confirm if they are working in collaboration with either Canada’s National Microbiology Laboratory or Manitoba Cadham Provincial Laboratory, candidates must submit an application to the Faculty of Graduate Studies that includes all of the following materials:

(i.) a summary of their thesis proposal (maximum 500 words);
(ii.) a self-declaration to confirm they are working in collaboration with Canada’s National Microbiology Laboratory (NML) or Manitoba’s Cadham Provincial Laboratory;
(iii.) a copy of their academic transcript;
(iv.) a statement of why they believe their research will be world class and how their research will benefit society; and
(v.) a letter of support from their thesis supervisor.

The selection committee has 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 Dean of the Faculty of Graduate Studies (or designate) will name the selection committee for this award which will include one faculty member from the Department of Microbiology and one faculty member from the Department of Medical Microbiology and Infectious Diseases.

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 Claude and Lou Ellen Ibbott Dental Education Scholarship**

In honour of Dr. Claude Ibbott and Lou Ellen Ibbott, an annual fund was established at the University of Manitoba in 2024. The purpose of the fund is to reward the academic achievements of a student in the Dr. Gerald Niznick College of Dentistry. Each year, beginning in 2024-2025 and ending in 2028-2029, one scholarship valued at $10,000 will be offered to an undergraduate student who:

1. is registered full-time (minimum 80% course load) in any year of study of the Doctor of Medicine in Dentistry (DMD) program in the Dr. Gerald Niznick College of Dentistry; and
2. has achieved a minimum degree grade point average of 3.5.

Preference will be given to a student who has graduated from a Manitoba or Saskatchewan high school and who has participated in fishing, golfing, canoeing, sailing, curling and/or skiing.

In order to demonstrate how they have participated in fishing, golfing, canoeing, sailing, curling and/or skiing, applicants must submit a written statement (maximum 500 words) to the Awards Committee of the Dr. Gerald Niznik College of Dentistry.

The selection committee will be the Awards Committee of the Dr. Gerald Niznick College of Dentistry and will include a representative of the family of Claude and Lou Ellen Ibbott for as long as they wish to remain involved in the process.

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
The Honourable John M. Scurfield Memorial Scholarship

In memory of the Honourable John M. Scurfield, his family and friends established an endowment fund with a gift of $190,000 at the University of Manitoba in 2023. The purpose of the fund is to reward the academic achievements of undergraduate students pursuing studies in the Faculty of Law and fund the biannual lectureship in the area of Access to Justice. Each year 75% of the income from the fund will be used to support scholarships and 25% will be designated for the biannual lectureship.

Each year, beginning in 2024-2025, 75% of the available annual income from the fund will be used to offer three scholarships of equal value to undergraduate students who:

1. have self-declared as a First Nations, Métis, or Inuit person from Canada or as a Black person from Canada.
2. are enrolled full-time (minimum 80% course load) in any year of study of the Juris Doctor program in the Faculty of Law at the University of Manitoba;
3. have achieved a minimum degree grade point average of 3.0;

In order to demonstrate how they meet criteria (1), candidates must submit a written statement of self-declaration.

In the event that there are no students who meet all of the numbered criteria, the scholarship will be offered to a student who meets criteria (2) and (3).

The Dean of the Faculty of Law (or designate) will name the selection committee for this award which will include at least one Indigenous and/or Black committee member and the donor (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.

2. AMENDMENTS

Back-To-The-Land Association Prizes

The following amendments were made to the terms of reference for the Back-To-The-Land Association Prizes:

- The preamble was revised to:

  The Back-To-The-Land Association established an endowment fund at the University of Manitoba in 1980. The purpose of the fund is to encourage students registered in the final year of the Diploma in Agriculture program to return to farming. The prizes will be awarded at the School of Agriculture graduation banquet. Each year, the available annual income and some or all of the unspent revenue at the discretion of the selection committee will be used to offer one or more convocation prizes to undergraduate students who:
The numbered criteria were revised to:

1. were enrolled full-time (minimum 80% course load) in the final year of the Diploma in Agriculture program in the Faculty of Agricultural and Food Sciences at the University of Manitoba in the year in which the prize was tenable;
2. have successfully completed the requirements of the Diploma in Agriculture program in the Faculty of Agricultural and Food Sciences;
3. have a minimum degree grade point average of 3.0; and
4. plan to return to farming after completing the Diploma in Agriculture program.

The selection committee paragraph was revised to:

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

Class of Arts and Science '30 Prize in Geography

The following amendments were made to the terms of reference for the Class of Arts and Science ’30 Prize in Geography:

The preamble was revised to:

The 1930 class of Arts and Science established an endowment fund at the University of Manitoba in 1981. The purpose of the fund is to reward the academic achievements of a student in the Clayton H. Riddell Faculty of Environment, Earth, and Resources. Each year, beginning in the 1981-1982 academic year, the available annual income from the fund and some or all of the unspent revenue at the discretion of the selection committee 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 the Clayton H. Riddell Faculty of Environment, Earth, and Resources in the year in which the award was tenable;
2. is either:
   a. in the final year of study in the Bachelor of Arts in Geography General degree program; or
   b. in the final year of study in the Bachelor of Arts in Geography Advanced degree program;
   and
3. has achieved the highest degree grade point average.

The following 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 Dean of the Clayton H. Riddell Faculty of Environment, Earth, and Resources (or designate) will name the selection committee for this award.

The standard Board of Governors statement was added.
Goldie Goldstein Prize in Nutrition

The following amendments were made to the terms of reference for the Goldie Goldstein Prize in Nutrition:

- The preamble was revised to:
  
  In honour of her birthday, the family of Mrs. Goldie Goldstein established a trust fund at the University of Manitoba in 1998. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund. The purpose of the fund is to reward the academic achievements of a student in the Faculty of Agricultural and Food Sciences. Each year, the available annual income, including any unspent revenue from the fund, will be used to offer one prize to an undergraduate student who:

- The numbered criteria were revised to:
  
  (1) is enrolled full-time (minimum 80% course load) in the Bachelor of Science in Human Nutritional Sciences degree program in the Faculty of Agricultural and Food Sciences;
  
  (2) has successfully completed either Nutrition and the Elderly (currently numbered HNSC 4310) or Maternal and Child Nutrition (currently numbered HNSC 4340) with high academic standing in the year in which the prize was tenable;
  
  (3) has achieved a minimum degree grade point average of 3.0; and
  
  (4) has shown the greatest improvement from the beginning to the end of the course in the areas of critical thinking and logical problem solving and has contributed to the learning environment in the class through class discussions.

- The selection committee paragraph was revised to:
  
  The selection committee will be the Faculty of Agricultural and Food Sciences Awards Committee, which will solicit the input of the instructor for the above named courses.

- The standard Board of Governors statement was added.

Interlake Grassland Society Bursaries

The following amendments were made to the terms of reference for the Interlake Grassland Society Bursaries:

- The preamble was revised to:
  
  In memory of Herb Kernested, the Interlake Grassland Society established a bursary fund at the University of Manitoba in 1982. The purpose of the fund is to provide financial support to students in the Faculty of Agricultural and Food Sciences. Each year, the available annual income from the fund will be used to offer one or more bursaries to undergraduate students who:

- The numbered criteria were revised to:
  
  (1) are enrolled full-time (minimum 60% course load) in the fourth year of study in the Animal Systems degree program in the Faculty of Agricultural and Food Sciences;
  
  (2) have achieved a minimum degree grade point average of 2.5; and
  
  (3) have demonstrated financial need on the standard University of Manitoba general bursary application form.

- The preference statement was revised to:
  
  Preference will be given to a student who has graduated from a high school in the Interlake Region of Manitoba.
The following paragraphs were added:

In the event that there are no students who meet criterion (1), the bursary will be offered to a student who is enrolled full-time (minimum 60% course load) in the fourth year of study in any degree program offered in the Faculty of Agricultural and Food Sciences who also meet criteria (2) and (3).

The selection committee will have the discretion to determine the number and value of awards offered each year, provided that no single award is less than $200, based on the available annual income from the fund and the level of financial need demonstrated by candidates for this bursary.

The selection committee paragraph was revised to:

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

The standard Board of Governors statement was added.

Judy Stewart Sutherland Scholarship

The following amendments were made to the terms of reference for the Judy Stewart Sutherland Scholarship:

The preamble was revised to:

In honour of Judy Stewart Sutherland, her husband, Ian C. Sutherland, established a fund of $183,304 at the University of Manitoba in 1993. The purpose of the fund is to reward the academic achievements of a student who excels in mathematics and/or sciences from Gordon Bell High School. Each year, the available annual income from this fund will be used to offer one or more scholarships with a minimum value of $3000 to undergraduate students who:

The numbered criteria were revised to:

(1) have graduated from Gordon Bell High School in Winnipeg, Manitoba;
(2) have achieved a minimum 80% average on the five courses considered for admission to the University of Manitoba;
(3) have achieved a minimum grade of 80% in the following high school courses:
   (a) one 40S science course in Chemistry, Biology, Physics or Computer Science; or
   (b) one 40S math course.
(4) will be 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; and
(5) have been active in team sports at the high school level.

The renewal paragraphs were revised to:

The Judy Stewart Sutherland Scholarship is renewable for two years, provided the recipients continue as full-time (minimum 80% course load) students, maintain a minimum sessional grade point average of 3.5, and are enrolled in one of the following faculties: the Faculty of Science, the Price Faculty of Engineering, or the Rady Faculty of Health Sciences at the University of Manitoba.

In the event that a recipient does not qualify for renewal of the scholarship, the University will reinvest the available annual income into the capital.
In any given year that three students are selected, each award will be valued at one-third of the available annual income with a maximum of three Judy Stewart Sutherland scholars in one year.

- The following paragraph was revised to:
  
  In the event that there are no students who meet all of the numbered criteria, the scholarship will be offered to a student who meets criteria (1), (2), (3), and (4).

- The following 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 following paragraph was revised to:
  
  Gordon Bell High School will nominate one candidate each year. The nomination will be forwarded to the University of Manitoba by the end of June each year.

- The selection committee paragraph was revised to:
  
  The Associate Registrar and Director, Financial Aid & Awards will name the selection committee for this award.

- The standard Board of Governors statement was added.

**McCrorie-West Family Fellowship for Alzheimer Research**

The following amendments were made to the terms of reference for the McCrorie-West Family Fellowship for Alzheimer Research:

- The preamble was revised to:
  
  The family of Mary McCrorie (nee West) established a fund in her memory in 1996 which will provide two fellowships to be awarded yearly to graduate students at the University of Manitoba. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund. The purpose of the fund is to support promising students who plan on making a career in research for the treatment or cure of Alzheimer’s disease.

  Each year, beginning in 2019-2020, the available annual income will be used to offer two fellowships with a minimum value of $5000: one to a new recipient, valued at 50% of the available annual income rounded down to the nearest $500 increment, and the second as a renewal to the previous year's recipient, valued at 50% of the available annual income rounded down to the nearest $500 increment. The value of the fellowships will be adjusted annually based on available funds.

  One fellowship valued at 50% of the available annual income rounded down to the nearest $500 increment 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 doctoral program at the University of Manitoba that is focused on conducting research related to finding a treatment or cure for Alzheimer’s disease;

  (2) has completed a minimum of one term in the doctoral program and achieved a minimum grade point average of 3.5 based on the previous 60 credit hours (or equivalent) of study;

  (3) has an outstanding academic record and has demonstrated an aptitude for conducting research directly related to finding a treatment or cure for Alzheimer’s disease; and
is conducting research while physically in the Province of Manitoba.

The paragraph following the numbered criteria was revised to:

To demonstrate how they meet the criteria, applicants will be required to submit an application to the Faculty of Graduate Studies Dean’s Office by May 15 each year which must include all of the following materials:

(i.) a research proposal (minimum 1500 words, maximum 2500 words) clearly detailing the research questions, methodology, and expected results for the research being undertaken, and its practical applicability and relevance to Alzheimer's Disease (worth 50% of the application score);

(ii.) a letter of intent (maximum 500 words) which includes a statement of plans for a career in research directly related to finding a treatment or cure for Alzheimer’s disease (worth 20% of the application score);

(iii.) an official academic transcript and curriculum vitae (worth 20% of the application score);

(iv.) a letter of reference from their graduate advisor in support of the application (worth 10% of the application score).

The following paragraph was added:

If in the opinion of the selection committee, two new candidates are equally qualified for the fellowship, the fellowship may be split equally between two recipients.

The renewal paragraphs were revised to:

A second fellowship, valued at the remaining 50% of the available annual income rounded down to the nearest $500 increment, will be a renewal offered to the previous year's recipient, provided the recipient continues to meet the award criteria.

In order to be considered for the renewal, the previous year's recipient must submit an application to the Faculty of Graduate Studies Dean’s office by May 15 each year which must include the following materials:

(i.) a statement (maximum 500 words) to the Faculty of Graduate Studies describing their research progress and how they continue to meet the qualifying criteria for this award; and

(ii.) a letter from their graduate advisor supporting the renewal application.

In the event that the previous year's recipient is not eligible for renewal, then only one new award should be offered, provided an eligible candidate exists, while the portion of the income from the fund dedicated to the renewal of the award will be returned to the capital of the fund. In the event that there were two recipients in the previous year, the renewal award will be split equally between the students provided the students continue to meet the award criteria.

The selection committee paragraph was revised to:

The Dean of the Faculty of Graduate Studies (or designate) will name the selection committee for this award and will include a representative from the Centre on Aging and a representative of the family of Mary McCrorie for as long as they wish to remain involved in the process.

Pitblado Scholarships

The following amendments were made to the terms of reference for Pitblado Scholarships:

- The preamble was revised to:
James Pitblado and Sandra Pitblado established an endowment fund at the University of Manitoba with an initial gift of $1,000,000 in 2001. The Manitoba Scholarship and Bursary Initiative has made a matching contribution to the fund. The purpose of the fund is to provide recognition and support to exceptional students in the Faculty of Law. Recipients of these scholarships will be honoured by the Faculty of Law as the “Pitblado Scholars.” Each year, the available annual income from the fund will be used to offer ten scholarships of equal value and a minimum $10,000 each, to undergraduate students who:

- The numbered criteria were revised to:
  1. are enrolled full-time (minimum 80% course load) in the first or second year of study in the Juris Doctor program in the Faculty of Law;
  2. rank in the top 10 of their class by sessional GPA; and
  3. continue in the next year of study in the Faculty of Law at the University of Manitoba.
  4. have demonstrated financial need on the IBEP bursary application form, approved by the Financial Aid and Awards office at the University of Manitoba.

- The selection committee paragraph was revised to:
  The Dean of the Faculty of Law (or designate) will name the selection committee for this award.

- The standard Board of Governors statement was added.

### Sam and Esther Sair Scholarship

The following amendments were made to the terms of reference for the Sam and Esther Sair Scholarship:

- The preamble was revised to:
  *A scholarship has been established by Skills Unlimited at the Winnipeg Foundation to assist qualified individuals who wish to pursue special studies in the rehabilitation of persons with long term mental disorders as part of their training in Psychology or Occupational Therapy or who have completed formal training and who show aptitude and willingness. The Winnipeg Foundation will confirm the value of these awards annually. Each year, one or more scholarships will be offered to graduate students who:*

- The numbered criteria were revised to:
  1. are enrolled full-time in the Faculty of Graduate Studies at the University of Manitoba, in a master's or doctorate program offered by the Psychology or Occupational Therapy departments;
  2. have achieved a minimum grade point average of 3.5 in the last 60 credit hours (or equivalent) of study; and
  3. have demonstrated an interest and aptitude for special studies in the rehabilitation of persons with long term mental disorders.

- The following paragraph was added:
  Preference is to award one scholarship to a graduate student in the Psychology Department and one scholarship to a graduate student in the Occupational Therapy Department.

- The selection committee paragraph was revised to:
  The Dean of the Faculty of Graduate Studies will ask the Vice-Provost (Health Studies) and Dean of the Rady Faculty of Health Sciences (or designate) to name the selection committee. The committee will include at least one representative from the Department of Psychology and the Department of Occupational Therapy.
Tony T. K. Lau Awards for Volunteer Service to International Students

The following amendments were made to the terms of reference for The Tony T. K. Lau Awards for Volunteer Service to International Students:

- The preamble was revised to:

  In order to promote cultural understanding, and in honour of the support he received as an international student, Tony T.K. Lau (B.A. ’71), past President of the University of Manitoba International Student Organization (1971-1972), and co-founder and current President of the University of Manitoba Chinese Alumni Association of Canada (1986), established an endowment fund with the initial gift of $50,000 at the University of Manitoba in 2016 and generously contributed another $25,000 to the fund in 2024. The purpose of the fund is to support student volunteers who have had an impact on the lives of international students at the University of Manitoba. When funds are available, the Manitoba Scholarship and Bursary Initiative may contribute to the award.

  Each year, beginning in 2023-2024, 70% of the available annual income from the fund will be used to offer one or more scholarships to undergraduate or graduate students who:

- The numbered criteria were revised to:

  (1) are enrolled full-time (minimum 80% course load) in any faculty, college, or school at the University of Manitoba;

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

  (3) have volunteered to help international students adapt to Canada and the University of Manitoba, either through participation in programs offered through the International Centre, or through any University of Manitoba association or group.

- The paragraph following the numbered criteria was added:

  If in the opinion of the selection committee, more funding is deemed necessary, any unspent revenue may be used to offer more awards or for use towards the Tony T. K. Lau Lectureship Fund (611140).

- The following paragraph was revised to:

  The recipients of the awards will be recognized with their name on a plaque. The plaque will be on display in the International Centre which will be updated annually to include the names of the award recipients. A portion of the endowment fund will be set aside to cover the costs associated with the plaque and nameplates. The International Centre is responsible for ordering the nameplates and updating the names on the plaque on an annual basis.

- The following sentence was added:

  The remaining 30% of the available annual income and the unspent revenue will be used to top up the current year's spending of the Tony T.K. Lau Lectureship Fund (611140).

- The selection committee paragraph was revised to:

  The Director of the International Centre (or designate) will name the selection committee for this award, which will include the donor (or designate) and a member of the University of Manitoba International Student’s Organization. If a graduate student is selected, the results will be reported through the Dean of the Faculty of Graduate Studies.
3. WITHDRAWALS

**3M Canada Company Bursaries**
At the request of the donor.

**Leadership Entrance Award**
At the request of the donor.

**Noventis Credit Union Prize**
At the request of the donor.

**Tony T. K. Lau Bursary for Volunteer Service to International Students**
At the request of the donor.
AGENDA ITEM:
Report from Senate (May 15, 2024): Items for Approval and Information

RECOMMENDATION:

THAT the Board of Governors approve the:
• establishment of a College of Community and Global Health within the Rady Faculty of Health Sciences
• closure of the Bachelor of Arts (General) in Linguistics and American Sign Language – English Interpretation, Faculty of Arts
• proposal to convert the Leslie F. Buggey Professorship in Pharmacy to a Chair
• Report of the Senate Committee on Awards (dated April 2, 2024)

THAT the Board of Governors receive, for information, notification of the President’s approval of a request to extend the temporary suspension of admissions to Post-baccalaureate Diploma in Agrology, Faculty of Agricultural and Food Sciences.

Proposal for a College of Community and Global Health, Rady Faculty of Health Sciences
(Attachment A)

PURPOSE and KEY CONSIDERATIONS:

Section 3(a) of The University of Manitoba Act gives the University the authority, “to establish and maintain such colleges, schools, institutes, faculties, departments, chairs, and courses of instruction as to the board of governors may seem meet and give instruction and training in all branches of knowledge and learning, including physical instruction and training.”

Sections 2.3 (a) through (c) of the Definitions of Academic Units policy specify that:

a) A Professional College is a constituent college of a faculty. A Professional College is an organizational subdivision of the University, established by the Board of Governors, normally on the recommendation of Senate.

b) Professional Colleges are responsible for the development and offering of accredited professional programs as well as scholarship, research, relations with professions, regulatory bodies and accreditors, community service and outreach. Professional Colleges may also be involved in the delivery of other undergraduate programs, as well as graduate programs that are under the auspices of the Faculty of Graduate Studies.

c) Professional Colleges may be created in instances where a number of professional academic units that share common interests and opportunities are brought together under a single Faculty.

Matters for consideration by the Board of Governors:

• Alignment of the proposal with the policy on Definitions of Academic Units.
• The need for the revised academic structure, from a department to a professional college, within the Rady Faculty of Health Sciences, to advance the strategic priorities of the Faculty and / or the University.
EXECUTIVE SUMMARY and BACKGROUND:

At its meeting on May 15, 2024, Senate recommended that the Board of Governors approve the establishment of the College of Community and Global Health within the Rady Faculty of Health Sciences. The College will be formed through the restructuring of the Department of Community Health Sciences. The Department is an existing, interdisciplinary department in the Max Rady College of Medicine, with a focus on health policy and community and public health training and research.

The mandate for the proposed College will be to address complex health issues through innovative interdisciplinary scholarship that creates, preserves, and communicates knowledge for the health of populations to benefit the physical, psychological, cultural, social, and economic well-being of communities. Embedded in core values and commitments to partnership, self-determination and allyship, the College and its partners will engage in transformative research and training practices, to reduce health inequities and improve health and well-being worldwide, positioning the University of Manitoba as a leader in community and public health globally.

The Department of Community Health Sciences was created in 1987 through the merger of the former Department of Social and Preventive Medicine and the former Division of Community and Northern Medicine, in what was then the Faculty of Medicine. The Department has continued to grow over time, including through its more recent merger, in 2015, with the former Department of Family Social Sciences, which had been a Department within the former Faculty of Human Ecology.

The Department is a large unit, with 167 academic staff, including 44 (University of Manitoba Faculty Association (UMFA), 12 (GFT), and 111 nil-salary faculty positions. The Department has an intensive research program. Collectively, research faculty have been awarded 65 – 70 new grants annually, totaling $50 – 60 million in funding.

The Department offers undergraduate and graduate programs, including a Bachelor of Human Ecology (Family Social Sciences) and a Master of Science and Doctor of Philosophy in Public Health. It also contributes teaching resources to the Bachelor of Health Sciences, Bachelor of Health Studies, and Doctor of Medicine (Undergraduate Medical Education Program) programs and the post-graduate residency program in Public Health and Preventive Medicine.

The proposal describes potential plans and opportunities to expand undergraduate and graduate program offerings with the creation of the College of Community and Global Health, including but not limited to, assuming responsibility for, and modifying, the existing Bachelor of Health Studies program, to offer a Bachelor of Community Health Sciences degree; developing graduate-level micro-credentials; and partnering with international postsecondary institutions to offer concurrent graduate-level programs.

RESOURCE REQUIREMENTS and IMPLICATIONS:

The Faculty has indicated that it will not require additional operating funds to support the proposed College structure. Operating revenue currently allocated to the Department of Community Health Sciences through the Max Rady College of Medicine would be redistributed to the College, together with additional funds required to support the creation of several leadership positions at the level of Associate Dean and for undergraduate and graduate Program Directors. Based on the Faculty’s operating budget for the 2023/2024 fiscal year ($159,405,330), the estimated allocation for the College would be $7,562,896.

The Department’s human resources, including all academic and support staff, will be transferred to the College.

The Faculty will cover any one-time costs associated with the transition from the department structure and the implementation of the proposed college structure.

The Faculty has existing process and structures to support some administrative functions of the College, including administrative functions related to finance, human resources, and external relations, for example, and integrated academic, financial, and capital planning, and resource allocation.

The College will be governed by a College Council, which will be responsible for academic and governance matters, with council bylaws to be established through the Faculty Council of the Rady Faculty of Health Sciences and Senate. The College will not be departmentalized.
The College will be led by a College Dean, who will report to the Dean of the Rady Faculty of Health Sciences and the Vice-Provost (Health Sciences).

**CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:**

The formation a College of Community and Global Health will support the University’s strategic themes for:

- creating knowledge that matters, by positioning the University as a leader in community and global public health;
- reimagining engagement, by increasing opportunities for collaboration with internal and external partners to meet the needs of communities in Manitoba and beyond;
- empowering learners, by providing opportunities to realign academic programming to meet the needs of students, including through increased recruitment and retention of Indigenous students.

**RISKS and OPPORTUNITIES:**

Objectives for restructuring the Department of Community of Heath Sciences a College of Community and Global Health are to:

- leverage a demonstrated strength within the Department, to position the University of Manitoba as an international leader in applied public health;
- communicate that research in the areas of community and global public health are areas of research strength within the Faculty and at the University;
- increase the national and international profile of the unit;
- increase opportunities for collaborations with provincial and national health partners that will continue to support the growth of research carried out and educational programs offered by the unit;
- create opportunities to increase academic program offerings, including to offer a Bachelor of Community Health Sciences program, that would be designed to promote recruitment and retention of Indigenous undergraduate students in northern and remote areas and to prepare graduates to pursue existing graduate programs offered by the unit.

**CONSULTATION:**

Faculty, staff, and students had an opportunity to provide feedback on plans to establish the College at a Rady Faculty of Health Sciences town hall (November 22, 2023).

Endorsed by: Department Council of the Department of Community Health Sciences (March 22, 2024); College Council of the Max Rady College of Medicine (April 9, 2024)

Endorsed and recommended to Senate by: Faculty Council of the Rady Faculty of Health Sciences (April 16, 2024)

**ROUTING TO THE BOARD OF GOVERNORS:**

Approved and recommended to Board of Governors by: Senate May 15, 2024

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**Proposal to close the Bachelor of Arts (General) in Linguistics and American Sign Language – English Interpretation, Faculty of Arts** (Attachment B)

**PURPOSE and KEY CONSIDERATIONS:**

Section 3(a) of *The University of Manitoba Act* gives the University the authority, “to establish and maintain such colleges, schools, institutes, faculties, departments, chairs, and courses of instruction as to the board of governors may seem meet and give instruction and training in all branches of knowledge and learning, including physical instruction and training.”
The Faculty Council of the Faculty of Arts is recommending the closure of the Bachelor of Arts (General) in Linguistics and American Sign Language – English Interpretation, which is offered by the Department of Linguistics.

EXECUTIVE SUMMARY and BACKGROUND:

The B.A.(Gen.) in Linguistics and American Sign Language – English Interpretation was established and was jointly offered with Red River College (RRC, now Red River College Polytechnic), to train American Sign Language (ASL) interpreters to work between Deaf persons and the wider community (Senate, February 2, 2000). Successful completion of the Certificate in Deaf Studies offered by RRC, including courses in ASL and Deaf studies at RRC and introductory courses in Linguistics and Anthropology offered at the University, was required for admission to the degree program. Following admission, students completed an additional three-years (69 credit hours) of specific courses in ASL, English Interpretation, and Linguistics offered at the two institutions, to graduate with the degree.

In 2019, RRC introduced and implemented a one-year, stand-alone Certificate in ASL and Deaf Studies, without a pathway for graduates of the Certificate to the B.A.(Gen.) in Linguistics at the University. In 2020, RRC introduced a Diploma in ASL-English Interpretation, for graduates of the Certificate program. Students at RRC who had been enrolled in the joint UM-RRC program were given until 2022 to complete the former Certificate in Deaf Studies.

The Department of Linguistics, Faculty of Arts, is proposing the closure of the B.A.(Gen.) in Linguistics and American Sign Language – English Interpretation program because there is no longer a pathway to enter the program from RRC Polytechnic. Also, all students previously admitted to the degree have graduated. There are no students enrolled in the program.

RESOURCE REQUIREMENTS and IMPLICATIONS:

Funds previously used to deliver the program have been absorbed into the Department’s general operating budget, to cover ongoing operating expenses. Also, many of the courses used in the curriculum of the program also contribute to curricula of other degree programs offered by the Department. The Department is not proposing the deletion of any courses as part of this proposal.

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:

The Faculty has noted the proposal to close the program does not align with the strategic plan. A decision to recommend the closure of the program follows from a decision by RRC to cease delivery of the program jointly offered with the University and to close the Certificate in Deaf Studies program.

RISKS and OPPORTUNITIES:

Individuals who want to pursue a baccalaureate-level degree in ASL – English Interpretation will need to attend a program out-of-province.

CONSULTATION:

All students previously admitted to the degree have graduated. There are no students enrolled in the program.

Endorsed and recommended to Senate by: Faculty Council of the Faculty of Arts (February 15, 2024)
Endorsed and recommended to Senate by: Senate Committee on Curriculum and Course Changes (March 21, 2024); Senate Executive (May 1, 2024)

ROUTING TO THE BOARD OF GOVERNORS:

Approved and recommended to Board of Governors by: Senate May 15, 2024
Proposal to convert the Leslie F. Buggey Professorship in Pharmacy to a Chair (Attachment C)

PURPOSE and KEY CONSIDERATIONS:

Section 3(a) of The University of Manitoba Act gives the University the authority, “to establish and maintain such colleges, schools, institutes, faculties, departments, chairs, and courses of instruction as to the board of governors may seem meet and give instruction and training in all branches of knowledge and learning, including physical instruction and training.”

The establishment of Chairs at the University is governed by the Chairs and Professorships policy and procedure. 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 initial term of an appointment … shall be three to five years. If the renewal of an appointment is permitted, such renewal is subject to a successful performance review and the availability of funds. (Section 2.9)
- All proposals for the establishment of Chairs and Professorships shall be considered by Senate and, following recommendation by Senate, by the Board of Governors. 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. (Section 2.14)

EXECUTIVE SUMMARY and BACKGROUND:

The Board approved the establishment of an endowed Professorship in Pharmacy Research at its meeting on June 25, 2013. The Professorship was established with, and has been supported by the revenue from, an endowment fund established with an initial gift of $1,007,330.58 from a private donor, Dr. Joanne Buggey, in 2013.

The Professorship was subsequently renamed as the “Leslie F. Buggey Professorship in Pharmacy.” Revised terms of reference for the Professorship were approved by the Senate, in December 2017, and the Board of Governors at its meeting on January 30, 2018.

In 2022, the University received an additional gift of $2.2 million from the estate of Dr. Buggey toward the endowment fund, which now exceeds $3 million.

RESOURCE REQUIREMENTS and IMPLICATIONS:

The $3 million endowment fund will generate sufficient revenue to support a research Chair, as required by section 2.4(a) of the Chairs and Professorships policy.

The College of Pharmacy is, therefore, requesting that the Professorship be converted to a Chair, with the revised terms of reference set out in Attachment C.

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:

The Leslie F. Buggey Chair in Pharmacy will continue to support the University’s strategic themes for:

- creating knowledge that matters, by supporting research that responds to emerging issues and leads innovation in the area of health and well-being of diverse communities and recognizing the contributions of Indigenous knowledges and research;
• reimagining engagement by promoting relationships with Indigenous communities and other underserved communities and community organizations.

RISKS and OPPORTUNITIES:

The purpose and objectives for the Chair, as outlined in the terms of reference (Attachment C), continue to include the items approved by the Board of Governors in 2018 for the Professorship, with several revisions made at the request of the Senate Executive Committee, to reflect the importance of acknowledging and promoting Indigenous knowledges and collaboration with Indigenous communities and partners, specifically, and promoting equity, diversity, inclusion, and accessibility (EDIA) more generally.

Objectives for the Chair are to:

• promote a program of research in Pharmacy in areas including clinical research, health outcomes, pharmacy practice, pharmaceutical sciences, and social, behavioural and administrative pharmacy sciences.

• recruit an established researcher with demonstrated expertise in a pharmacy-related research area who will devote at least 50 percent of their time to research.

• enhance the competitiveness of the University of Manitoba, College of Pharmacy, at the national and international peer reviewed funding agencies including Tri-agency funded programs and the National Institutes of Health (NIH).

• establish and sustain intramural and extramural collaborations, including with Indigenous communities and organizations, to promote research at the University of Manitoba.

• provide mentorship and opportunities for trainees and new researchers, with particular focus on trainees from currently underrepresented communities, who will pursue careers focused on areas relevant to pharmacy.

• pursue topics that will lead to improved health for individuals and communities and ensure that high quality, equitable and timely care is available for Manitobans.

• promote new methods and techniques for assessing and evaluating patients.

Similarly, the requirements for the Chair have been elaborated to require that the Chair holder has demonstrated commitment to building and maintaining relationships with Indigenous communities and other underserved communities / community organizations and advancing equity, access, and participation through action in research practice, mentorship, and collegiality.

CONSULTATION:

Endorsed by: College Council of the College of Pharmacy (June 9, 2023)
Endorsed and recommended to Senate by: Senate Committee on University Research (January 30, 2024); Senate Executive Committee (May 1, 2024)

ROUTING TO THE BOARD OF GOVERNORS:

App
roved and recommended to Board of Governors by: Senate May 15, 2024

Report of the Senate Committee on Awards (dated April 2, 2024) (Attachment D)

PURPOSE and KEY CONSIDERATIONS:

Section 16(1)(e) of The University of Manitoba Act gives the Board of Governors the power to, “determine upon and provide for the establishment of, or the abolition of, or any changes in faculties, departments, chairs, lectureships, bursaries, scholarships, fellowships and prizes.”

The Board of Governors is the approving body for the Student Awards policy.
As provided for in its terms of reference, the Senate Committee on Awards has the responsibility, “[on] behalf of Senate, to approve and inform Senate of all new offers and amended offers of awards that comply with the University of Manitoba’s policy on Student Awards.”

EXECUTIVE SUMMARY and BACKGROUND:

At its meeting on April 2, 2024, the Committee approved seven new award offers, fifteen amended award offers, and the withdrawal of four award offers, as set out in the Report of that date.

RESOURCE REQUIREMENTS and IMPLICATIONS:

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

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:

A strong awards program and the individual student award proposals included in the Report support the strategic theme, empowering learners.

RISKS and OPPORTUNITIES:

These award decisions are consistent with the Student Awards policy.

A strong awards program can support student recruitment, retention, and success through merit-based academic scholarships, fellowships, and prizes and reduce barriers to postsecondary education through student bursaries offered based on financial need.

Annually funded awards involve the potential for financial risk where a donor may either become unable to or fail to provide pledged funds to cover monetary awards disbursed to students, which would require that the University identify funds to cover the cost.

CONSULTATION:

The terms of reference for the various awards proposed in the Report were developed in consultation with the relevant academic unit(s).

ROUTING TO THE BOARD OF GOVERNORS:

The award decisions set out in the Report were endorsed by the Senate Committee on Awards, on behalf of Senate, at its meeting April 2, 2024.

The Senate Executive Committee and Senate received the Report, for information, at meetings on May 1 and May 17, 2024, respectively.

Request to extend the temporary suspension of admissions to Post-baccalaureate Diploma in Agrology, Faculty of Agricultural and Food Sciences - President’s approval

For information

PURPOSE and KEY CONSIDERATIONS:

The Board policy on Admission Targets specifies that the President may suspend admissions to a program for defined time periods at intervals no more than 24 months 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.

EXECUTIVE SUMMARY and BACKGROUND:

The President has approved a request from the Faculty of Agricultural and Food Sciences to extend the suspension of admissions to the Post-baccalaureate Diploma in Agrology for an additional two years, pending
approval by the province. No concerns were raised about the request during prior consultations with Senate (January 10, 2024) and with the Board of Governors (March 19, 2024).

RESOURCE REQUIREMENTS and IMPLICATIONS:
The implications remain as outlined in a previous submission to the Board of Governors from Senate (Report from Senate, January 10, 2024).

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:
N/A

RISKS and OPPORTUNITIES:
N/A

CONSULTATION:
Consultations previously occurred with Senate (January 10, 2024) and with the Board of Governors (March 19, 2024).

ROUTING TO THE BOARD OF GOVERNORS:
Senate was informed of the President’s decision at its meeting on May 15, 2024.

SUBMISSION PREPARED BY: University Secretary

ATTACHMENTS:
Attachment A – Proposal for a College of Community and Global Health, Rady Faculty of Health Sciences
Attachment B – Proposal to close the Bachelor of Arts (General) in Linguistics and American Sign Language – English Interpretation, Faculty of Arts
Attachment C – Proposal to convert the Leslie F. Buggey Professorship in Pharmacy to a Chair
Attachment D - Report of the Senate Committee on Awards (dated April 2, 2024)
MEMORANDUM

Date: April 17, 2024

To: Mr. Jeff Leclerc, University Secretary
Ms. Shannon Coyston, Associate University Secretary (Senate)

From: Dr. Peter Nickerson, Vice-Provost (Health Sciences)
Dean, Rady Faculty of Health Sciences and Max Rady College of Medicine

Re: Results of Medicine Special Council Meeting Vote and Rady Faculty Council Vote on Proposal to Establish a College of Community and Global Health

At a Special Meeting of the Max Rady College of Medicine Council on April 9, 2024, the Council considered the following motion:

To approve the proposal to establish a College of Community and Global Health within the Rady Faculty of Health Sciences.

A secret ballot vote was conducted through a link shared during the meeting. A total of 101 votes were cast, 95 voted in favour (94%), 2 voted against and 4 abstained from voting. Motion carried.

At a Special Meeting of the Rady Faculty of Health Sciences Council on April 16, 2024, the Council considered the following motion:

To approve the proposal to establish a College of Community and Global Health within the Rady Faculty of Health Sciences.

A secret ballot vote was conducted through a link shared during the meeting. A total of 99 votes were cast, 92 voted in favour (92%), 1 voted against and 6 abstained from voting. Motion carried.

Once this has been reviewed and is ready to proceed, please forward this on to the Senate Executive Committee, for its May 1, 2024 meeting. I look forward to hearing from you respecting recommendation for approval of this proposal.

Thank you.

Peter Nickerson, MD, FRCPC, FCAHS
Vice-Provost (Health Sciences) and Distinguished Professor
Dean, Rady Faculty of Health Sciences and Max Rady College of Medicine

cc: Sophia Anastasiadis, Director, Planning & Priorities, Rady Faculty of Health Sciences

Encls.
MEMORANDUM

March 22, 2024

To: Dr. Peter Nickerson  
   Vice-Provost (Health Sciences) and Dean

From: Dr. S. Michelle Driedger  
   Professor and Head

RE: Proposal to Establish a College of Community and Global Health

At a Special Meeting of the Community Health Sciences Department Council, March 22, 2024, a motion was made about establishing a College of Community and Global Health.

Dr. Nathan Nickel moved and Dr. Malcolm Doupe seconded to approve the proposal to establish a College of Community and Global Health within the Rady Faculty of Health Sciences.

Voting was done by secret ballot through a link shared before the vote. Motion carried. There was a clear majority support for the motion (89% approved: 49 in favour; 4 against; 2 abstentions of total number of 55 voters).

Please find attached the final version of the Proposal to Establish a College of Community and Global Health.

Sincerely,

S. Michelle Driedger, PhD, FRSC  
Professor and Department Head  
Community Health Sciences
PROPOSAL TO ESTABLISH A COLLEGE OF COMMUNITY AND GLOBAL HEALTH WITHIN THE RADY FACULTY OF HEALTH SCIENCES
# Table of Contents

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II. Background and Introduction

III. Context and Rationale

IV. The Process

V. The Proposal
   - governance
   - administration
   - resources

VI. Opportunities and Potential New Offerings

VII. Implementation Process

VIII. Conclusion: Expected Goals and Outcomes

APPENDIX A New College Working Group Members

APPENDIX B Excerpt from August 2, 2013 Proposal to Establish the Rady Faculty of Health Sciences

APPENDIX C Minutes from May 10, 2023 CHS Department Council, vote in favour of pursuing transition of CHS from Department to a College.

APPENDIX D University of Manitoba Strategic Planning Framework
I. Overview

This proposal will establish a new College of Community and Global Health as the sixth College within the Rady Faculty of Health Sciences at the University of Manitoba. The college mandate will address complex health issues through innovative interdisciplinary scholarship that creates, preserves and communicates knowledge for the health of populations to benefit the physical, psychological, cultural, social, and economic well-being of communities. Embedded in core values and commitments to partnership, self-determination and allyship, the College and its partners will engage in transformative research and training practices, to reduce health inequities and improve health and well-being worldwide, positioning the University of Manitoba as a leader in community and public health globally. To achieve this vision the proposal will transition the current Department of Community Health Sciences within the Max Rady College of Medicine into a standalone college under the Rady Faculty of Health Sciences.

II. Background and Introduction

The Rady Faculty of Health Sciences was formed in 2013, bringing together the health professional faculties and schools under one umbrella with the goal of increasing interprofessional collaboration and to position the University of Manitoba as a national leader in health profession education, research, and practice.

The Department of Community Health Sciences (CHS) was created in 1987 through the merging of the Department of Social and Preventive Medicine (SPM) and the Division of Community and Northern Medicine (CNM). The creation of CHS in 1987 recognized the confluence of interests and activities between the two units and aimed to create a well-rounded department that excelled in the three areas of teaching, research, and service. Throughout its history to the present time, CHS has held deep commitments to advancing social justice, health equity, anti-racism, and Indigenous health and meeting the needs of under-served populations in a truly scalable way: locally, nationally and globally. Numerous CHS faculty members conduct research in partnership with Indigenous communities and organizations (e.g. First Nations Health and Social Secretariat of Manitoba (FNHSSM), the Manitoba Métis Federation (MMF), and the Manitoba Inuit Association (MIA)), and other communities with under-served, under-resourced and unmet needs, including but not limited to newcomers/refugees, 2SLGBTQIA+, people living with disabilities. Globally, several CHS faculty members work in partnership with public health and academic institutions in various jurisdictions, including health authorities and community organizations across Canada and other countries (e.g. India, Pakistan, Kenya, Ukraine). Notable to this work, CHS researchers take learnings from these local and global research studies to benefit and improve the health of Manitobans.

CHS, benefiting from the support of current and past Deans and Presidents, has experienced phenomenal growth since its inception in numbers of full-time faculty, size and scope of
educational programs, service activities and research specialties. Beginning in 2003 and up to the present proposal, CHS has explored the possibility of transitioning from a department to a standalone school or college. The reasons for the interest in expanding beyond the department level include: (1) increased recognition of the importance of public and community health to policy, health services, health and well-being; (2) outstanding research success, including funding and impact; (3) recognized educational programs; (4) extensive partnerships and engagement with stakeholders and decision-makers; and (5) reputation and growth in size of the department.

History of CHS-level College Planning
At a strategic planning retreat in 2005, department members explored the potential and implications of creating a School of Public Health, but ultimately rejected the idea because they did not have the required human resources and content expertise to realize a School’s objectives and potential. The department recognized that transitioning to a school required time and careful planning. An external review of the department in 2008 found that while department members continued to support the idea of becoming a School in principle, the transition remained a low priority. The next formal discussion of expansion occurred in 2013 as part of the UM Academic Structure Initiative (ASI) which included the creation of the Rady Faculty of Health Sciences that encompassed the Colleges of Medicine, Nursing, Pharmacy, Dentistry and Rehabilitation Sciences, and closure of the Faculty of Human Ecology. In an excerpt from the Rady Faculty of Health Sciences Proposal dated August 2, 2013 (Appendix B), the concept of the creation of a college of public health as a 6th college within RFHS was identified as a supported growth initiative. CHS held retreats and special Council meetings in 2013 to discuss the potential for CHS to transition to a college within the RFHS and the potential for a merger of the Departments of Community Health Sciences and Family Social Sciences. Given the pending closure of the Faculty of Human Ecology, Department of Family Social Sciences members expressed interest in principle and by a formal motion, of joining the new college. Ultimately, the uncertainty about the new Faculty of Health Sciences structure and the positioning of the new college within the new structure resulted in CHS members placing the transition on hold, once again. The decision to merge the Departments of Family Social Sciences and CHS was implemented as part of the ASI in 2015.

The conditions that department members identified as holding them back from transitioning to the level of a college since early discussion in 2005 have been addressed including human resources, content expertise, and established curricular and programmatic relationships within Max Rady College of Medicine and Rady Faculty of Health Sciences. Therefore, CHS is now in a position to propose a transition from a department to college within RFHS.

Current State
Community Health Sciences (CHS) is one of twenty departments in the Max Rady College of Medicine, Rady Faculty of Health Sciences with a wide range of offerings. It is a large and growing, research-intensive department with 65-70 new grants annually amounting to roughly $50-60 million in annual funding at any given time. The department comprises a mixture of
faculty members; 44 UMFA (an additional 4 UMFA positions being recruited at time of writing), 12 GFT and 74 nil-salary faculty with rank in CHS, plus 37 other nil-salary faculty (e.g. adjunct status). CHS offers or contributes to four major educational programs: Graduate (PhD, MSc, Master of Public Health), Undergraduate Medical Education (pre-clerkship population health longitudinal courses and public health clerkship), post-graduate residency program in Public Health and Preventive Medicine (PHPM), and an undergraduate program, Bachelor of Human Ecology in Family Social Sciences, at the Fort Garry campus. The department also contributes teaching to the Interdisciplinary Health Program, Bachelor of Health Sciences and Bachelor of Health Studies degrees.

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

III. Context and Rationale

Opportunities to collaboratively grow and expand the offerings of the Department of CHS internally at RFHS and the UM, provincially and nationally with health partners, and internationally have presented themselves, which has raised the question as to whether CHS would be better positioned to approach these or other opportunities as a college of the Rady Faculty of Health Sciences.

Strategic planning sessions with academic leadership of all College Dean, Associate Deans, Assistant Deans and Vice-Deans of RFHS have identified that community and global public health are a strong direction of interest for our Faculty, and the UM at large.

An environmental scan of other U15 Canadian universities has yielded confirmation that the majority have already targeted public health as an area of focus outside of Faculties of Medicine, most often in a ‘school’ structure. Since population and global public health are already identified as a signature area for the UM, dedicating a college structure inside the Rady Faculty of Health Sciences to grow this field further signals its prominence, validating it as a priority area of strength.

IV. The Process

Initial Exploratory Phase

The formal process of developing the current proposal began in January 2023 with extensive meetings with the Department of Community Health Sciences Executive Committee on January 4 and the Department Council on January 13 and May 10, 2023, to explore the appetite for creating a new college. The feedback from the Department of Community Health Sciences
Department Council was positive. It resulted in a vote at the May 10 meeting (Appendix C) supporting the beginning of the process to propose a new college.

Governance processes necessitated that the RFHS take the lead in the creation of the new College. The members of the New College Working Group were selected to provide sufficient representation amongst the five current colleges of the RFHS and the Department of Community Health Sciences.

As part of the initial exploratory phase, the Dean, Rady Faculty of Health Sciences has presented a concept note outlining the broad idea of creating a new College of Community and Global Health as outlined below:

- Rady Faculty of Health Sciences Town Hall – November 22, 2023
- College of Rehabilitation Sciences – November 30, 2023
- Max Rady College of Medicine Faculty Executive Council – December 19, 2023
- College of Nursing – December 20, 2023
- College of Pharmacy – January 24, 2024
- Dr. Gerald Niznick College of Dentistry – March 14, 2024

Feedback has been welcomed both in sessions and by email to RadyFHSdean@umanitoba.ca.

**Consideration of Feedback**

At the November 22, 2023, Rady Faculty of Health Sciences Town Hall, faculty, staff and students provided initial feedback on the concept note outlining the broad ideas around the creation of a new College of Community and Global Health. It also marked the beginning of the consultation process. During the consultation process, approximately 510 individuals have participated and have shared their views, asked questions, and provided feedback on creating a new college, and this feedback has been very helpful in contributing to the current proposal.

V. The Proposal

This proposal is to create a new College of Community and Global Health, which will leverage a demonstrated strength within the department of CHS with a vision to position the University of Manitoba as an international leader in applied public health with incredible collaborations. To realize this vision, the proposed new college will seek to meet the demands of complex health issues in our communities, by expanding programs and collaborations in innovative and decolonizing ways.

The proposed College of Community and Global Health will include all academic and support staff members of the existing Department of Community Health Sciences and will not be
The proposed new college will initially offer all existing programs\(^9\) of the Department of CHS. Any subsequent adjustments to academic programs will be subject to the requirements of Senate, the Board of Governors, and the Department of Advanced Education and Training, as appropriate.

Table 1 contains student, academic staffing, and research dollar information for the proposed new College relative to the other Rady Faculty Colleges.

### Rady Faculty of Health Sciences

<table>
<thead>
<tr>
<th>College</th>
<th>Pharmacy</th>
<th>Rehabilitation Sciences</th>
<th>Dentistry</th>
<th>Nursing</th>
<th>Medicine</th>
<th>Community &amp; Global Health</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
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<td>$44.16 mil</td>
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</tr>
</tbody>
</table>

**Notes:**
- Faculty level Bachelor's of Health Studies and Health Sciences – total 194 undergraduate students
- There are 16 remaining undergraduate students from the legacy Bachelor of Human Ecology in Family Social Science program, 8 slated to graduate in 2024, the remaining 8 are within program time limits.
- ** Masters of Public Health (MPH)

### Governance

The new College of Community and Global Health will be governed by a single College Council within the College of Community and Global Health. This body will be responsible for academic/governance matters at the College level as governed by the Rady Faculty Council Bylaw as approved by Senate.

The new College will be responsible for developing, delivering and administering academic programs and contributing to and informing research and community outreach activities within the Rady Faculty of Health Sciences. The new College serves as the face of the academic programs to alumni, professional regulatory and accreditation bodies and the community at large. The College Council Bylaw will be reviewed and approved by the RFHS Faculty Council and

\(^9\) Any academic programs connected to professional regulatory and accreditation bodies will be unaffected by the transition of a Department within the Max Rady College of Medicine to a College of Community and Global Health because they will remain within the larger Rady Faculty of Health Sciences structure.
Senate.

**Envisioned Responsibilities for the new College Council**

<table>
<thead>
<tr>
<th>Faculty Council</th>
<th>College Council</th>
</tr>
</thead>
<tbody>
<tr>
<td>Election of Senators *</td>
<td>Approving strategic plans and priorities for the College.</td>
</tr>
<tr>
<td>Approving bylaws or changes to bylaws for College and Department Councils.</td>
<td>Establishing such committees as are needed to conduct the work of the College Council.</td>
</tr>
<tr>
<td>Approving strategic plans and priorities for the Faculty.</td>
<td>Making and administering regulations with respect to the attendance, conduct and progress of students enrolled in academic programs offered by the College.</td>
</tr>
<tr>
<td>Establishing such committees as needed to conduct the work of the Faculty Council.</td>
<td>Administering the rules and regulations of Senate as they affect the students registered in the College.</td>
</tr>
<tr>
<td>Hearing and determining student discipline appeals (through a Local Disciplinary Committee).</td>
<td>Recommending to Senate or to Senate through the Faculty of Graduate Studies on curriculum and program requirements for academic programs offered by the College.</td>
</tr>
<tr>
<td>Hearing and determining academic appeals (through an Appeals Committee).</td>
<td>Recommending to Senate on the establishment of or changes in award, scholarships or bursaries to be awarded to students within the College.</td>
</tr>
<tr>
<td>Recommending Faculty Council bylaws and amendments thereto.</td>
<td>Recommending on the academic standing of all students in the College.</td>
</tr>
<tr>
<td>Recommending on the establishment of, abolition of, and any changes in colleges, schools, departments, chairs, professorships, lectureships in the Faculty.</td>
<td>Recommending to Senate or to Senate through the Faculty of Graduate Studies on admission standards and student progress for academic programs offered by the College.</td>
</tr>
<tr>
<td>Recommending on the conferring of the title of Professor Emeritus.</td>
<td>Recommending to Senate on the regulations, methods and limits of instruction in the College.</td>
</tr>
<tr>
<td>Recommending to Senate, through the Faculty of Graduate Studies, on curriculum and program requirements for non-professional graduate programs offered by the Faculty.</td>
<td>Recommending to Senate on the rules and conduct of examinations for students within the College.</td>
</tr>
<tr>
<td>Facilitating faculty support ‘platforms’ in such areas as research, graduate education, etc.</td>
<td>Recommending to Senate on the dates for the beginning and end of classes in the College.</td>
</tr>
</tbody>
</table>

Proposal to Establish College of Community and Global Health

December 2023
Updated: March 22, 2024
* Senators will be elected by the Faculty Council.

The RFHS bylaw will be updated to clarify that, like all Colleges in RFHS, at least two members of the College of Community and Global Health will be among those elected to Senate by RFHS.

The newly formed College of Community and Global Health will be led by a College Dean to be appointed following a full internal search, reporting to the Dean and Vice-Provost (Health Sciences). The Dean, College of Community and Global Health, will chair the College Council and will exercise general supervision and direction of the College, will have clear accountability for the academic programs and other academic functions within their respective College, including personnel issues (e.g., tenure, promotion, hiring, research/study leaves, performance review and evaluation, etc.).

As another example, consider the matter of hiring, specifically academic hiring. The College Dean will have delegated authority to oversee the search processes as outlined in the relevant Collective Agreement. This would include striking the search committee, chairing the committee or designating a non-voting chair, and recommending on an appointment directly to the Vice-President (Academic) and Provost.

**Administration**

The new College of Community and Global Health will be able to utilize the existing resource structure of the Rady Faculty of Health Sciences, which provides integrated planning (academic, financial, capital) and resource allocation, including administrative functions (e.g., finance, human resources, external relations, etc.).

To further facilitate cross-disciplinary and cross-functional collaboration, the Dean of the newly formed Community and Global Health will become a member of the Dean’s Executive Team which consists of the Deans of the Colleges, the Vice-Deans of the Rady Faculty of Health Sciences, the Executive Director, Rady Faculty of Health Sciences, and chaired by the Dean and Vice-Provost (Health Sciences). This will ensure the College is well supported and will include regular discussion about and collaborative planning around key strategic policies, initiatives and directions of the Faculty.

**Resources**

The proposed new College will not call upon any more of the University’s continuing (i.e., baseline) operating funds.

**Current resources**
Table 2 provides information on the resources that will comprise the proposed new College.

**Table 2. Rady Faculty of Health Sciences Resource Information**

<table>
<thead>
<tr>
<th>College/Faculty</th>
<th>Operating Budget (23-24 per UMPlan)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community and Global Health</td>
<td>7,562,896</td>
</tr>
<tr>
<td>Dentistry</td>
<td>21,519,984</td>
</tr>
<tr>
<td>Medicine</td>
<td>82,087,294</td>
</tr>
<tr>
<td>Nursing</td>
<td>20,565,759</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>8,393,268</td>
</tr>
<tr>
<td>Rehabilitation Sciences</td>
<td>7,425,141</td>
</tr>
<tr>
<td>Faculty of Health Sciences</td>
<td>11,851,015</td>
</tr>
<tr>
<td><strong>RFHS Total</strong></td>
<td><strong>159,405,330</strong></td>
</tr>
</tbody>
</table>

**New resources**
In addition to existing resources, there is a significant potential to develop resources from both synergistic and additive perspectives.

**One-time transition and implementation costs**
As the proposal indicates, the proposed transition of the existing Department of Community Health Sciences into a new College of Community and Global Health will require details about various issues to be addressed by administrators, faculty, staff and students in the subsequent implementation phase. To this end, the proposal contemplates the creation of an Implementation Steering Committee to guide and oversee the transition to the proposed new College. To assist the Committee in this work, we anticipate a support team will be required to provide project and change management support and specialized support in governing document development, human resource management and communications. Rady Faculty of Health Sciences will support any necessary implementation costs internally.

**Resourcing of college-level functions and operations**
The College will require leadership positions at the level of Associate Dean for portfolio areas such as Undergraduate Programs, Graduate Programs, Academic, and Research and Partnerships, with the support of Directors under the portfolios of the Undergraduate and Graduate Programs.

**VI. Opportunities and Potential New Offerings**

There are a number of opportunities present that the newly created College of Community and Global Public Health could lead, as detailed below.

1. **Creation of a Bachelor of Community Health Sciences**
The Bachelor of Health Studies program is currently an undergraduate degree program at the Rady Faculty of Health Sciences level within the Interdisciplinary Health Program (IHP). The IHP relies on other faculties, colleges, and units to deliver the required courses for their offered degree programs. As this degree is due for curriculum review, this provides an opportunity to repurpose the existing Bachelor of Health Studies Program, reduce from three stream options to a single program, and utilize this undergraduate degree as a preparatory program to the CHS graduate program (the largest thesis-based graduate program within the Rady Faculty of Health Sciences), where none currently exist. The CHS graduate programs provide applied public health, health services and health policy training in various topic areas including global health, the health of Indigenous people, gender and health and biostatistics, with essential skills that are needed in today’s policy and practice environments. Modifying the existing Bachelor of Health Studies Program to a Bachelor of Community Health Sciences will provide learners with foundational knowledge in this area and serve as an organic pathway to graduate studies within the college.

The Department of Community Health Sciences currently delivers the majority of the required IHP courses for the Bachelor of Health Studies and has worked with communities to ensure that the content for these courses is relevant to their contexts. Should the existing Bachelor of Health Studies transition to the Bachelor of Community Health Sciences, the goal would be to expand the footprint in northern and remote areas for delivery of the undergraduate courses, keeping students in their communities for as long as possible to increase retention, and tailor the curriculum based on community-driven needs such as a focus on epidemiology, data analysis and data science for their community members.

2. Develop Concurrent Graduate Programs

Community Health Sciences, an interdisciplinary department specializing in health policy and community and public health training and research, necessarily bridges other health disciplines within RFHS. Therefore, the potential for the development of concurrent graduate programs between the new College of Community and Global Health and other Rady colleges is strong and several colleges already indicating their interest. It is expected that collaboration with the other colleges with health professional degrees which will leverage the CHS MPH program will be explored. The types of changes needed to implement a concurrent degree program can be accommodated within the UM Faculty of Graduate Studies (FGS) and other existing models within the UM (e.g. JD-MBA; MD-MSc or MD-PhD).

The concurrent model within UM FGS can also accommodate programs that include institutions outside UM. The strong relationships between the Department of Community Health Sciences and the Institute for Global Public Health (IGPH), have helped to inform
the opportunity to develop concurrent programs between the UM and the locations that currently have a robust joint-research presence. IGPH has long-standing academic partnerships in India with King George Medical University (KGMU) and the International Institute of Population Studies (IIPS). KGMU is a leading medical institution based in Lucknow, Uttar Pradesh. The IIPS is a national leader in training and research in population studies. In Kenya, IGPH has a long-established collaborative history with the University of Nairobi, tracing back to the 1980s. In keeping with the spirit of decolonizing approaches to partnerships, the idea would be to offer students registered with their home-country institution a joint-degree program with the UM. The degree could offer an exchange for a limited number of courses and significantly relieve the burden on such students, such as residency and increased international student tuition costs.

There are also opportunities to develop micro-credentials within the Faculty of Graduate Studies that could allow us to fill unique gaps and advance the continuing medical education needs of health professionals. For example, we could develop micro-credentials around clinical trials, leveraging partnerships within the Rady Faculty of Health Sciences and national training programs (e.g. the CIHR-funded Clinical Trials Training Platform).

3. **Creation of an Applied Health Data Science focus for the existing MSc program**

The University of Manitoba is uniquely positioned to respond to the need to expand data sciences as a specialty. Rural community partners have expressed great interest in having their community members trained in data sciences, resulting in local resources to work in community policy and planning. This concept will require more development; however, it is envisioned that this is a need that could be addressed first at an undergraduate, then graduate level.

A potential opportunity to deliver applied data science academic programming within the domain of public health in partnership with the Faculty of Science is viewed as a collaboration to be explored.

4. **Creation of a pre-Master’s program**

Many units at UM have pre-Master’s programs that provide an opportunity for students to take undergraduate-level courses that will prepare them for master’s programs in disciplines that are different from their undergraduate training. CHS does not have a pre-Master’s program. The development of an undergraduate program in the new College will provide students from non-health sciences disciplines with a set of courses that could be taken as a pre-Master’s that will prepare them to enter the MSc program.
VII. Implementation Process

Assuming that this proposal is approved by the Board of Governors, it is envisaged that an Implementation Steering Committee be established to guide and oversee the transition to the proposed new College. The proposed Deans’ Council of the new College will form the core of this advisory Committee, with additional members to include representation from the offices of the Provost, Vice-President (Research and International) and Vice-President (Administration), to reflect the interests of affected units and the University. The University Secretary will serve as a critical resource to this Committee, with project and change management support provided by the Office of Continuous Improvement. The Implementation Steering Committee will advise on transition/implementation issues related to specific areas/tasks.

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

VIII. Conclusion: Expected Goals and Outcomes

The expected outcomes of the transition of CHS to the new College of Community and Global Health will significantly enhance the University’s ability to deliver on its mandate, and will align with the University’s newly created Strategic Planning Framework (Appendix D):

- **Creating Knowledge that Matters** - Uniquely positioning the University of Manitoba as a leader in community and global public health
- **Reimagining Engagement** - Increased opportunities for collaboration with internal and external partners to meet the needs of our community in Manitoba and beyond
- **Empowering Learners** - Realigning academic programming to meet the needs of our students, including increasing recruitment and retention of Indigenous students

Further it will acknowledge the community and global health field as a priority of the Rady Faculty of Health Sciences alongside its other professional fields of study.
APPENDIX A Proposed New College of Community and Global Health Working Group Members

- Dr. Peter Nickerson, Dean Rady Faculty of Health Sciences (Chair);
- Dr. Lalitha Raman-Wilms, Dean College of Pharmacy;
- Dr. Reg Urbanowski, Dean College of Rehabilitation Sciences;
- Dr. Marie Edwards, Senior Scholar College of Nursing;
- Raman Dhaliwal, Executive Director Rady Faculty of Health Sciences;
- Dr. Sharon Bruce, past Department Head, Community Health Sciences, Max Rady College of Medicine;
- Dr. Michelle Driedger, Department Head, Community Health Sciences, Max Rady College of Medicine;
- Sophia Anastasiadis, Director Planning and Priorities Rady Faculty of Health Sciences;
- Brenda Peterson, Administrative Assistant Rady Faculty of Health Sciences (administrative support).
APPENDIX B Excerpt from August 2, 2013 Proposal to Establish the Rady Faculty of Health Sciences (from pg. 18 of proposal)

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

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

Should a proposal to establish a College of Public Health within the proposed new Faculty of Health Sciences not be advanced, both the Departments of Family Social Sciences and Textile Sciences, again by formal motion, have indicated their support in principle to join the Departments of Community Health Sciences and Medical Microbiology, respectively.
APPENDIX C Minutes from May 10, 2023 Community Health Sciences Department Council, vote in favour of pursuing transition of CHS from Department to a College

DEPARTMENT OF COMMUNITY HEALTH SCIENCES
MINUTES OF DEPARTMENT COUNCIL MEETING
Wednesday, May 10, 2023, 10:00 am to 12:00 pm
Via Zoom

IN ATTENDANCE:
S. Bruce – Head and Chair
J. Ataguba  K. Fowke  R.A. Marrie  Kris Robinson
R. Balshaw  A. Hatala  D. McPhail  N. Roos
J. Blanchard  M. Haworth-Brockman  P. Mehta  K. Roger
R. Chopra  D. Jiang  C. Metge  S. Shooshtari
M. Driedger  J. Kaufert  J. Mignone  K. Sibley
K. Duncan  C. Kelly  S. Moses  M. Stenna
R. Chase  J. Kettner  R. Negash  A. Swift
M. Crockett  R. Lorway  N. Nickel  R. Tate
L. Diffey  J. Lavole  P. Nickerson  M. Torabi
B. Elias  L. Lix  C. Piotrowski  M. Urquia
K. Lowe  R. Plourde  R. Romanescu

ABSENT WITH REGRETS:
M. Anderson  M. Doupe  A. Katz  R. Schroth
T. Affili  L. Elliott  S. Kreidler  S. Shaw
I. Betting  S. Halli  B. Postl  J. Slater
D. Brownridge  A. Hanlon-Dearman  M. Routledge  D. Turner
S. Demeter  E. Jones  J. Sanguias

1. **Call to Order.** The meeting was called to order at 10:00 am. **Chair:** Dr. S. Bruce.

2. **Approval of Agenda. MOTION** by Dr. J. Lavoie, seconded by Dr. M. Driedger, to approve the agenda, **CARRIED.**

   **Previous Minutes. MOTION** by Dr. L. Lix, seconded by Dr. M. Driedger, to approve the minutes of the previous meeting, held on March 20, 2023 **CARRIED.**

   Dr. Bruce welcomed Mercedes Stemm, Medical Student Representative from Ongomiizwin Education.

3. **New Business.**

   **3.1 Future vision of CHS – update (Dr. P. Nickerson).** The Dean has met with the President and the Provost, and they support the proposal to form a new College of Community and Global Health within the Rady Faculty of Health Sciences. The Dean presented slides showing CHS’ reach within the Rady Faculty of Health Sciences and the University of Manitoba, including the number of faculty members, graduate students and research funding. (The slides were circulated to department council members). If the department pursues this plan, the next steps in the process include approvals at the following
levels: Max Rady College Council (November 14, 2023), Faculty Executive Council (November 21, 2023).

Committee members had further discussion on the issue and unanimously agreed to move forward with the Dean Nickerson’s proposal.

**MOTION:** The Department of Community Health Sciences supports a transition from a department to a College of Community and Global Health, by Dr. S. Bruce, seconded by Dr. J. Kaufert. **CARRIED.**

**MOTION:** To establish a working group to begin development of a proposal to transition from the Department of Community Health Sciences to a College of Community and Global Health, by Dr. S. Bruce, seconded by J. Kettaer. **CARRIED.**

Dr. Bruce noted that members from the CHS Executive Committee would be selected to serve on the Working Group (all program and Unit/Institute Directors in CHS are represented on the Executive Committee). Other individuals could be added later. Dr. Bruce has reviewed the College of Nursing Terms of Reference document and when the Working Group meets, they can begin drafting a proposal.

Dr. Bruce confirmed that the new Department Head will complete the development of the proposal and next steps. MOTIONS will be struck the first search committee meeting for the new CHS Department Head, later today (May 10, 2023) by Dean Nickerson. Dr. Bruce is presenting on the state of the department.

### 3.2 Recruitment updates

a) The CRC In Data Curation search has concluded. The successful candidate is Dr. Amani Hamad. Dr. Hamad is working on an October CRC submission; results will be announced in the Spring of 2024, with a July, 2024 start date.

b) CRC Tier 2 in Artificial Intelligence. We received 7 applications. The posting closed on April 3, 2023. Interviews are taking place now. The search committee has met with 2 candidates (Drs. Iman Beheshti and Davood Karimi); Dr. Hiroshi Mamiya is here on May 11, 12 and Dr. Mina Nouredanesh visits on May 18, 19. All presentations take place in person and by Zoom, and are recorded.

c) Assistant Professor in CHS/MCHP (replacing Dr. Alyson Mahar). We received 31 applications as of April 27, 2023. The search committee meeting takes place on May 1, 2023 to shortlist and bring in the candidates for a site visit (public presentation, interview and meetings).

### 3.3 Extension of Suspension of Intake, Bachelor of Human Ecology (Family Social Sciences) and Family Social Sciences, After-Degree Program.

In 2018, Dr. Bruce initiated the suspension of intake to the Bachelor of Human Ecology (Family Social Sciences) and Family Social Sciences, After-Degree Program (requiring approval from the MB Gov’t). The suspension was approved and admissions were suspended as of January 2019 (120 Students were registered at that time). Students have 10 years to complete their program. As of today, there are still 10 students remaining, therefore we are required to extend the suspension, to close by May 17, 2023. Once the program is officially closed we will transition the FMLY courses to CHSC prefixes. Dr. Bruce reminded
committee members that 3000 students at the UoFM enroll in the FMLY suite of courses and it has one of the largest enrollments in the University.

**MOTION:** to approve an application to extend the suspension of intake of the Bachelor of Human Ecology (Family Social Sciences) and Family Social Sciences, After-Degree Program, by Dr. S. Bruce, seconded by Dr. J. Mignone. **CARRIED.**

4. **Reports.**
4.1 Undergraduate Medical Education (UGME in CHS) (Dr. B. Borges). Report attached. Dr. Kettner reported a decision was made to remove the public health rotation from the 3rd year of Clerkship, therefore students will not have the opportunity to practice in the community. Those hours have been moved to Family Medicine (some content will be moved into Yrs 1 and 2-pre-clerkship), but there will be no outside exposure. Meetings are planned for further discussion on this issue.

4.2 Undergraduate Studies Committee (Dr. J. Mignone). Report attached. CHS has a partnership with Inter-Universities Services to delivery FMLY courses to residents of communities living north of the 53rd parallel. Due to COVID and the gradual loss of the Family Social Sciences Program, there are challenges in securing faculty and/or instructors to deliver these courses in-person. In the summer session (beginning on May 8, 2023), the Undergraduate Program will deliver twelve courses: five in-person and seven via distance education (online study).

4.3 Graduate Studies Committee (Dr. M. Driedger). Report attached. The FGS Faculty Council is looking at changes proposed to admissions.

4.4 CHS Graduate Student Council. (Y. Liu, B. Negash). Report attached. CHS Graduate students were not available to meet with the candidates for the CRC Tier 2 in Artificial Intelligence.

4.5 Public Health & Preventive Medicine. (Dr. L. Richards). Report attached.

4.6 Manitoba Training Program for Health Services Research (Dr. M. Doupe). No report. The MTP application for a Micro Diploma Program will be reviewed at the FGS Committee meeting on Monday, May 15, 2023.

4.7 **BOLD IDEAS.** (Dr. B. Elias). Emails with details on the fall/winter schedules will be sent by email shortly.

5. **Announcements.**
- Congratulations to Dr. Marissa Becker, who has been promoted to the rank of Professor, and to Dr. Joss Reimer, who has been promoted to the rank of Associate Professor.
- A call for letters of support, for the 2023 promotion applicants in CHS was circulated on May 4, 2023 – deadline is May 31, 2023.
- The national hybrid student summer institute on sustainable health systems will host a Winnipeg hub in June. [https://caseadevacanada.ca/training/summer-institute/](https://caseadevacanada.ca/training/summer-institute/)
- As of May 1, 2023, masks are encouraged at the UoFM but not mandatory.
- CHS will undergo an audit. Dr. Bruce has met with the lead auditor.
- Dr. Evelyn Forget us stepping down as the Director, Research Data Centre. A new candidate has been selected, to be announced soon. Thank you to Dr. Forget for providing great leadership, training, and promotion of research along with Drs. Ian Clara and Shahin Shooshtari.
- Dr. Michelle Driedger is resigning as Director, CHS Graduate program. Dr. Driedger led many new initiatives, strengthened processes, and worked tirelessly to respond and assist the graduate students. Congratulations to Dr. Christine Kelly, who has been named as the new Director, starting on July 1, 2023.
- This may be Dr. Bruce’s last council meeting. She thanked everyone (Program Directors, and Associate Head, Dr. Lisa Lix) for their work during her tenure.
- Dr. Josée Lavoie is stepping down from her role as Director, Ongomiizwin Research, on December 31, 2023.

6. **Adjournment: 11:49 am.**

**Next meeting:** September 15, 2023 – via Zoom.

**Recorder:** Shannon Turczak  
**Chair:** Dr. Sharon Bruce

<table>
<thead>
<tr>
<th>Date</th>
<th>Room</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 13/23 (Friday)</td>
<td>Via Zoom</td>
<td>10:00 am</td>
</tr>
<tr>
<td>March 20/23 (Monday)</td>
<td>Via Zoom</td>
<td>10:00 am</td>
</tr>
<tr>
<td>May 10/23 (Wednesday)</td>
<td>Via Zoom</td>
<td>10:00 am</td>
</tr>
<tr>
<td>September 15/23 (Friday)</td>
<td>Via Zoom</td>
<td>10:00 am</td>
</tr>
<tr>
<td>November 6/23 (Monday)</td>
<td>Via Zoom</td>
<td>10:00 am</td>
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APPENDIX D University of Manitoba Strategic Planning Framework

Rady Faculty of Health Sciences Strategic Planning Framework

Proposal to Establish College of Community and Global Health

December 2023
Updated: March 22, 2024

180 of 269
PERMANENT CESSATION OF A PROGRAM OF STUDY

Under The Advanced Education Administration Act

Universities and colleges requesting approval for the permanent cessation of a program of study from Advanced 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

1. Please complete the application below and submit one (1) electronic copy (.pdf format) each to the Vice-Provost (Academic Planning and Programs) and the Office of the University Secretary, along with the following supplemental documentation:
   a. A cover letter justifying and summarizing the rationale behind the request for permanent cessation and indicating the meeting date in which the proposal was reviewed by the Faculty/College/School Council.
   b. Letters of support from external stakeholders that were consulted as part of this proposal, if applicable.
   c. Course Deletion forms, where applicable. To access the course deletion forms, please visit:
      ▪ Undergraduate Courses: http://umanitoba.ca/admin/governance/forms/index.html
      ▪ Graduate courses: http://umanitoba.ca/faculties/graduate_studies/admin/course_delete.htm


3. Please direct questions to Jennifer Marchant, Academic Programs Specialist, Office of the Provost and Vice-President (Academic) at jenn.marchant@umanitoba.ca or 204.474.8105.

Updated October 2023

SECTION A – PROPOSAL DETAILS

Institution: University of Manitoba

Applicable faculties/department with responsibility for the program: Arts

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

Red River Polytechnic

Program name: Program in Linguistics and American Sign Language/English Interpretation Taught Jointly with Red River College

Credential awarded: B.A. General

Proposed start date for permanent cessation: September 2024

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

Office Use Only

One-time funding:

On-going funding:
SECTION B – PROGRAM DESCRIPTION AND DELIVERY

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

The Joint ASL/English Interpretation Program (AEIP) trained interpreters to work between Deaf persons and the wider community. Students in this program were linguistics majors. Applicants had to complete a one-year Deaf Studies Program (DSP) housed primarily at Red River College, but included some University of Manitoba courses required for admission.

Students pursuing this program were required to seek separate admission to both the University of Manitoba and Red River College. Students had to complete all requirements for Deaf Studies and the American Sign Language/English Interpretation Program at Red River College only in order to transfer any of the credit to the B.A. portion of the joint program.

Specific courses (42 credit hours) completed at Red River were considered acceptable for university degree credit, and satisfied a humanities requirement and then become the declared Minor for purposes of the B.A. degree.

For the purposes of satisfying the B.A. breadth requirement, completion of the Deaf Studies Certificate qualified as six hours in a field and completion of the Joint ASL Program qualified as six hours in a field.

Program objectives included the training of ASL/English Interpreters and creating a pathway for these students to obtain a Bachelor’s degree in a related field (Linguistics).

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

The AEIP was a three-year program (93 credit hours). The final semester consisting of a full-time supervised practicum in the community. Graduates received both a Bachelor of Arts (General) in Linguistics from the University of Manitoba and a Certification of ASL/English Interpretation from Red River College.

Typically, students completed a Deaf Studies Certificate at Red River which took approximately one calendar year to complete. Upon completion of the Deaf Studies certificate and admission to the Joint program, students would typically complete course work for the Bachelor’s degree and the Diploma in interpretation over the next 3 to 4 years. The normal time to completion for all components of the joint program is estimated at 4 - 5 years.

There was no time limit imposed upon students to complete the program.

B-3  Provide a description of the intended outcomes of the program being permanently ceased:

Students received both a diploma in ASL-English interpretation from RRC and a BA in Linguistics from the U of M. The Linguistics program contributed linguistic and interpretation theory to the students’ program in order to best prepare them for working in the field of interpretation.

B-3.1 - Describe how this program serves and advances the academic, cultural, social and economic needs and interests of students and the province:
Manitoba, similar to most provinces in Canada, experiences a critical shortage of ASL-English interpreters, and especially those who are fully trained in all aspects of the task. A BA as a credential best positions these interpreters for working in post-secondary institutions, professional settings, the legal and police systems in Canada, and government. Further, a BA best positions interpreters to pursue higher education which contributes to the advancement of the field of interpretation through new research on linguistic aspects of the work.

B-3.1 - Describe the existing and anticipated post-secondary learning needs of students in Manitoba that this program addresses and responds to.

Cessation of this program limits interpreters’ capacity to pursue advanced post-secondary (and post-graduate) programs.

**B-4 Describe the mode of delivery for this program:**
The courses required in this program were delivered in person. There would have been the option to complete some of the elective components of the degree by way of distance delivery. The majority of work was completed in person.

**SECTION C – INFORMATION REGARDING PERMANENT CESSATION DEVELOPMENT PHASE**

**C-1 Identify and provide a detailed description of the rationale for the permanent cessation of this program of study:**
*(Such as changes in applications, enrolment, employer demand.)*

A Red River College report on, "The Proposed Deaf Studies Certificate and American Sign Language - English Interpretation Diploma" was published in November 2017. In 2018, RRC finalized the decision to change the way they offered their Deaf Studies certificate. At the same time, they also introduced a stand alone degree in English Language Interpretation / ASL - eliminating the pathway for Deaf Studies students to jointly complete the Bachelor of Arts in Linguistics.

As a result, in 2020 RRC began to exclusively offer their stand-alone ASL-English Interpretation program and students enrolled in the existing joint UM-RRC program were given (by RRC Poly) until 2022 to complete the program. RRC Polytechnic is currently not offering the program nor are they admitting any students to the RRC standalone ASL English Interpretation program. There has not been a pathway to complete the Joint program for some time.

**C-2 If applicable, describe any program reviews, evaluations, or other program review processes that occurred during the temporary cessation of this program:**

There were no reviews or evaluations of this program at the U of M, and it is not known if RRC conducted any such reviews during temporary cessation. They did move forward with their cessation plan as indicated in C-1 above.

**C-3 Describe how the permanent cessation of this program aligns with the strategic plans of your institution:**
The cessation of this program does not align with the strategic plans of our institution, but it was ceased by Red River, and so our joint program also ceased as a result of this.

C-4 Outline the internal approval process (i.e. committees, governing bodies) for approving the permanent cessation of this program of study within your institution and indicate any dates of decision: (Governing Council, Board of Governors, Board of Regents, Senate, other)

UM INTERNAL REQUIREMENTS: final dates will be inserted by the Provost’s Office prior to submission to government.

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<th>Decision-Making Body</th>
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C-5 Responsibility to consult

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

No.

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

This program has been hauled by Red River Polytechnic - The U of M was not made aware of the consultation RRC undertook.

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

This program was ceased by Red River Polytechnic, and they informed us that they were changing directions - it was not the U of M who made the decision to cease the program. Students who were in the joint program were advised of the cessation by RRC and given a time limit to complete. There are no longer any students in the program. The permanent cessation of this program will be discussed at Arts Faculty Council in early 2024.
C-6 Describe the impact that the permanent cessation of this program may have on developing a skilled workforce and on labour market need in Manitoba:
The cessation of this program by Red River Polytechnic means that we are not able to participate in the development of ASL/English interpreters in Manitoba.

SECTION D – SYSTEM IMPACTS

D-1 Describe how the permanent cessation of this program will affect any specific laddering, articulation and/or credit transfer options for students in Manitoba and Canada:
Not having these students complete a degree in Linguistics as a credential in their joint program means that they are less in a position to pursue graduate programs leading to the advancement of the profession of interpretation. Note that they would have needed to take a fourth year in their BA to do this, but it would be more possible than if they receive no university-level BA at all. Further academic study at the graduate level is seen in the field of ASL-English interpretation as a critical component of the advancement of the profession.

D-2 Describe how the permanent cessation of this program may affect the academic, cultural, social and economic needs and interests of students and the province:
The cessation of this program will mean that those wishing to pursue an ASL-English interpretation BA-level credential will need to go out of province, as RRC no longer offers this option.

D-3 UM INTERNAL REQUIREMENTS: Describe how the permanent cessation of this program will impact course offerings in the unit. Provide a list of courses that are to be deleted (indicate subject code, course number, course title, number of credit hours) as a result of the permanent cessation and append the appropriate deletion forms.
No courses will need to be deleted, as students in the program were Linguistics majors, meaning that all courses required for their program were also regular courses offered to all Linguistics students.

D-4 UM INTERNAL REQUIREMENTS: Describe how the permanent cessation of this program and the deletion of any related courses may affect other academic programs at the institution. For undergraduate programs, include Request for Statement of Support forms, or for graduate programs, append letters of acknowledgement from those units/programs that may be impacted.
N/A

SECTION E– STUDENT IMPACTS
E-1 Provide a program completion plan for students currently enrolled in the program that is being permanently ceased:
Year 1  N/A - There are no longer any students in the program.

When RRC changed course, students were given a time limit to complete their degree requirements. All of the students in the program at the time have moved through degree completion within the given timeframe.

Year 2

Year 3

Year 4

UM Internal Requirements: Is there a potential for students who are currently not registered and who may not have been registered for one or more years to return to the program? If so, outline any plans on how these students will be accommodated.
No

E-2 Will previous graduates of this program be negatively affected by its cessation?
No

E-3 What was the maximum seat capacity of the program that is being permanently ceased?
UM did not restrict capacity.

E-4 What was the enrolment and graduation rate for this program over the past 5 years?
Since 2014, 46 students were enrolled in the joint program. Of those 46, 26 graduated.

16 students graduated within the past 5 years.

SECTION F – FINANCIAL REALLOCATION
F-1 What portion of ongoing funding is allocated to this program?
Funding provided for this program has been absorbed into the general operating budget. These funds cover the ongoing operating expenses of the department and are no longer associated with this program.
F-2 Please provide a detailed description of how these funds will be reallocated:
The funds have been absorbed into the department to cover costs pressures with salaries and other program areas, including interpretation.
PROPOSAL TO ESTABLISH A
CHAIR IN THE COLLEGE OF PHARMACY
RADY FACULTY OF HEALTH SCIENCES

LESLIE F. BUGGEY CHAIR IN PHARMACY
AT THE UNIVERSITY OF MANITOBA

EXECUTIVE SUMMARY:

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

TYPE OF APPOINTMENT: Chair

AREA/NAME OF CHAIR: Leslie F Buggey Chair in Pharmacy

PURPOSE AND OBJECTIVES OF CHAIR:

The University of Manitoba, College of Pharmacy Leslie F. Buggey Chair in Pharmacy will provide research leadership, scholarship, and mentorship in pharmacy at the University of Manitoba.

The establishment of the chair will allow the College of Pharmacy to support recruitment in order to:

- Promote a program of research in Pharmacy in areas including Clinical Research; Health Outcomes; Pharmacy Practice; Pharmaceutical Sciences; and Social, Behavioural and Administrative Pharmacy Sciences.
- Recruit an established researcher with demonstrated expertise in a pharmacy-related research area, who will devote at least 50% of their time to research.
- Enhance the competitiveness of the University of Manitoba College of Pharmacy at the national and international peer reviewed funding agencies including Tri-agency funded programs and NIH.
- Establish and sustain intramural and extramural collaborations, including with Indigenous communities and organizations, to promote research at the University of Manitoba.
- Provide mentorship and opportunities for trainees and new researchers with a particular focus on trainees from currently underrepresented communities, who will pursue careers focused on areas relevant to pharmacy.
- Pursue research topics that will lead to improved health for individuals and communities and to ensure that high quality, equitable and timely care is available for Manitobans.
- Promote new methods and techniques for assessing and evaluating patients.
RELATIONSHIP TO THE PROPOSING UNIT

The College of Pharmacy in the Rady Faculty of Health Sciences houses the academic and research activities relating to pharmaceuticals and health care.

The proposed chair in the College of Pharmacy would serve to enhance research activity in pharmacy related research, and in doing so, the overall research profile for the College of Pharmacy and the Rady Faculty of Health Sciences.

The chair will support an individual scientist by providing salary support and operating funds to pursue independent research in pharmacy related research. This support will allow the recipient to maximize their research activity and effectiveness, as well as lead research activity in both the College and faculty in strategically important areas.

The College of Pharmacy is strongly committed to engagement with Indigenous communities, where we will continue to strive to listen to Indigenous knowledge, support Indigenous perspectives, and establish collaborative, knowledge-sharing relationship with Indigenous people. The research program in Pharmacy will continue to build on this commitment and to include Indigenous worldviews, values, and traditions.

THE METHOD BY WHICH THE CHAIR WILL BE FUNDED:

The Chair will be funded by the annual interest from a $2,966,010.28 ($2,249,651 recent gift, added to previous gifts intended to support the Chair) to the University of Manitoba, College of Pharmacy from the estate of Leslie F. Buggey.

GENERAL AND SPECIFIC REQUIREMENTS FOR THE CHAIR

In accordance with the policy and procedures for establishing chairs at the University of Manitoba, individuals appointed to the Chair shall have the following qualifications:

- Canadian citizen or permanent resident.
- PhD in a pharmacy or related discipline, with equivalent research experience.
- Holding a current academic appointment with a strong research background at the rank of Assistant, Associate or Full Professor.
- History of excellence in research as demonstrated through high quality research output, successful and promising research projects and programs, and significant contributions to the academic and clinical community at the local, national and/or international level.
- History of mentoring junior colleagues and investigators.
- History of effective and productive collaboration with intramural and extramural investigators and institutions.
- Demonstrated commitment to building and maintaining relationships with Indigenous communities and other underserved communities/ community organizations.
- Demonstrated commitment to advancing equity, access and participation through action in research practice, mentorship, and collegiality.
TERM OF APPOINTMENT:

- The term of the appointment will be for five years and may be renewable once.
- The renewal of the appointment for additional terms, conditional upon available funds, will occur in the final year of the term subject to a successful review of the incumbent’s performance within the context of the College of Pharmacy’s Research Review policy; the process of review will be initiated and coordinated by the Dean, College of Pharmacy.
- The incumbent will provide an annual progress report in accordance with the University Policy on Chairs and Professorships. In addition to the reporting requirements stipulated in this policy, the incumbent shall provide an annual report of teaching and research activities to the Dean of the College of Pharmacy. In turn, the Dean shall provide a copy of the said report to individuals that have specifically requested this information, or it may be used for reporting to donors in university communications.
- Consistent with the College of Pharmacy policies, the incumbent will participate in a research review by the college’s Research and Faculty Development Committee, chaired by the Associate Dean (Research) in year two.

A successful performance review will provide evidence of the following:

Program of Research, Scholarly Work and Creative Activities
The Chair holder is developing or has an established program either individually and/or as a team. There is evidence of leadership.

Knowledge Generation/Communication/Impact
1. **Publications** – There is evidence of sustained dissemination of new knowledge that is directed towards the academic and/or healthcare community.
2. **Presentations** – There is evidence of communication of research findings to the academic, professional, or stakeholder community on a regular basis.

Funding
1. **Operating** – There is evidence that the Chair holder plays a leading role in successful applications to competitive funding organizations individually or as a member of a team.
2. **Student Funding** – The Chair holder is expected to assist research trainees under their supervision with funding applications.

Student Supervision
The Chair holder is expected to be involved in successful supervision of research trainees.

OTHER PROVISIONS:

1) The selection and appointment of an individual to the proposed Chair shall be conducted in accordance with the University Policy and Procedures on Chairs and Professorships.
2) The duties and responsibilities of the individual appointed to the proposed Chair will be in accordance with the University Policy and Procedures on Chairs and Professorships.

3) The incumbent will acknowledge that she/he/they holds the Chair at the University of Manitoba in all publications, lectures, and any other activity supported by the fund.

4) The incumbent will participate in an appropriate amount of student supervision and teaching activities, including in the professional program and/or graduate program, where appropriate.
Preamble
Terms of reference for the Senate Committee on Awards include the following responsibilities:

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 on April 2, 2024, the Senate Committee on Awards approved 7 new offers, 15 revised offers and 4 withdrawals as set out in the Report of the Senate Committee on Awards (April 2, 2024).

Recommendations
On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve 7 new offers, 15 revised offers, and 4 withdrawals as set out in the Report of the Senate Committee on Awards (April 2, 2024). These award decisions comply with the Student Awards Policy.

Respectfully submitted,

Dr Jared Carlberg
Chair, Senate Committee on Awards
1. NEW OFFERS

Access Credit Union Prize

Formerly known as the Starbuck Credit Union Prize (2007) and the Noventis Credit Union Prize (2018), this convocation prize is now offered by the Access Credit Union starting in 2024. The purpose of this annual fund is to recognize the academic excellence of a graduating student who has completed the course Advanced Agricultural Financial Management and Lending. Each year, beginning in 2024-2025, one convocation prize valued at $1,000 will be offered to a graduating undergraduate student who:

(1) has successfully completed the program requirements of the Agriculture Diploma program offered by the School of Agriculture;
(2) was enrolled full-time (minimum 80% course load) in the School of Agriculture;
(3) has achieved a minimum degree grade point average of 3.0; and
(4) has achieved the highest percentage grade in the course Advanced Agricultural Financial Management and Lending (currently numbered ABIZ 0750).

In the event of a tie, the prize will be awarded to the student with the highest degree grade point average.

The convocation prize will be offered until the fund is fully exhausted. The value of the prize may be adjusted in the final year to ensure that the fund is exhausted.

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

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

Bellan Prize

Dr. Paul Bellan and Dr. Josette Bellan established an endowment fund at the University of Manitoba with an initial gift of $25,000 in 2024. When funds are available, the Manitoba Scholarship and Bursary Initiative may make a contribution to the award. The purpose of the fund is to offer a prize to a student in the Department of Physics and Astronomy. Each year, beginning in 2026-2027, the available annual income from the fund will be used to offer one prize with a minimum value of $500 to an undergraduate student who:

(1) was enrolled full-time (minimum 80% course load) in the fourth year of study in the Physics Honours program in the Faculty of Science;
(2) has achieved a minimum degree grade point average of 3.5; and
(3) has achieved the highest final percentage grade in Electro – and Magnetodynamics and Special Relativity (currently numbered PHYS 4646).

In any given year that the available annual income is less than $500, no prize will be offered, and any unspent revenue may be held over to offer the award the following year.
The Dean of the Faculty of Science (or designate) will ask the Head of the Department of Physics and Astronomy (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.

Dr. Alec Sehon Bursary in Immunology

Dr. Sehon made a testamentary gift to the University of Manitoba to benefit the Department of Immunology students. Each year, beginning in 2024-2025, the available annual income will be used to offer one or more bursaries with a minimum value of $1,000 to graduate students who:

1. are enrolled in the Faculty of Graduate Studies, in a master’s or doctoral program offered by the Department of Immunology;
2. have achieved a minimum grade point average of 3.0 based on the last 60 credit hours of study; and
3. have demonstrated financial need on the University of Manitoba general bursary application.

The selection committee will have the discretion to determine the number and value of the awards. The Head of the Department of Immunology (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.

Genetic Counselling Entrance Scholarship

The Rady Faculty of Health Sciences generously matched all donations from Genetic Counselling alumni, faculty, and organizations to establish an endowment fund at the University of Manitoba in 2023. The purpose of the fund is to provide scholarships to marginalized students in the field of genetic counselling, creating a population of counsellors who are representative of the population they serve.

Each year, beginning in 2025-2026, the available annual income will be used to offer one or more scholarships to graduate students who:

1. are entering the first year of full-time study in the Faculty of Graduate Studies in the Master of Science, Genetic Counselling program offered through the Max Rady College of Medicine;
2. have achieved a minimum grade point average of 3.7 based on the last 60 credit hours (or equivalent) of study;
3. have demonstrated practical counselling training and experience including applying counselling skills and techniques to support individuals with personal, social or psychological problems and/or difficulties;
4. have ranked high in the Genetic Counselling Admissions Match based on the
Program’s admissions rubrics for interview and application review; and

(5) have self-identified as a marginalized identity* in the genetic counselling profession.

*Marginalized identities can include but are not limited to genders including agender, bigender/multigender, intersex, gender fluid, genderqueer, nonbinary, trans or transgender, two-spirit; sexual identities including two-spirit, bisexual, lesbian, queer, gay, asexual, pansexual or questioning; individuals who identify as racially marginalized, including Biracial/Multiracial, Black, East Asian, Middle Eastern or Arab, Hispanic, Latino/a or Latin American, Pacific Islanders, South Asian, Southeast Asian; individuals who identify as Indigenous, First Nations, Métis or Inuit and people/persons with disabilities as reported by professional status surveys conducted by the National Society of Genetic Counselors and the Canadian Association of Genetic Counsellors and peer-reviewed research which are confirmed by the Office of Equity and Transformation and/or the Rady Office of Equity, Access and Participation at the University of Manitoba.

The Master of Science in Genetic Counselling Program will include a call for applications for the scholarship each year as a part of the Genetic Counselling (MSc) Admission application.

The selection committee will have the discretion to determine the number and value of awards each year.

In years when there are no students who meet all the criteria, students who meet criteria (1) through (4) will be considered for an award.

The Dean of the Faculty of Graduate Studies (or designate) will ask the Director of the Genetic Counselling program (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.

Samit and Reshma Sharma Scholarship in Food and Plant Science

The Samit and Reshma Sharma Foundation established an endowment fund at the University of Manitoba in 2023. The purpose of the fund is to reward the academic achievements of graduate students in the Faculty of Agricultural and Food Sciences. Each year, beginning in 2024-2025, the available annual income from the fund will be used to offer one or more scholarships to graduate students who:

(1) are enrolled full-time in the Faculty of Graduate Studies in any master’s or doctoral program offered by a department in the Faculty of Agricultural and Food Sciences;

(2) have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and

(3) are currently undertaking research with a focus on either/or both (a) crop and food production or (b) climate change.

A preference will be given to students undertaking research with a focus on both (a) crop and food production and (b) climate change.

To demonstrate how they meet criterion (3), candidates must submit an application to the Faculty of Agricultural and Food Sciences that includes all of the following materials:

(i) a summary of their thesis proposal (maximum 500 words);

(ii) an official academic transcript;

(iii) a statement (maximum 500 words) on how their research proposal addresses crop and
food production and/or climate change and how it will benefit society; and

(iv) a letter of support from their thesis supervisor.

The selection committee has 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 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.

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.

Van Osch Family Scholarship in Agriculture

In memory of Harry and Nellie Van Osch, and their children Patrick, Tim, and Martha, their family and friends established an endowment fund at the University of Manitoba in 2023. When funds are available, the Manitoba Scholarship and Bursary Initiative may make a contribution to the award. The purpose of the fund is to reward the academic achievements of a student in the School of Agriculture in the Faculty of Agricultural and Food Sciences. Each year, beginning in 2024-2025, the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:

(1) is enrolled full-time (minimum 80% course load) in any year of study in the Diploma in Agriculture program in the School of Agriculture;

(2) has achieved a minimum degree grade point average of 3.0; and

(3) has demonstrated participation in volunteer activities.

In order to demonstrate how they meet criterion (3), applicants must submit a written statement outlining their volunteer activities (maximum 500 words) to the Faculty of Agricultural and Food Sciences.

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

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

2. AMENDMENTS

A.N. Campbell Scholarship

The following amendments were made to the terms of reference for the A.N. Campbell Scholarship:

- The preamble was revised to:

  In recognition of the contributions of Dr. Alan Newton Campbell to chemical education and research in Manitoba, the Department of Chemistry established an endowment fund at the University of Manitoba in 1997. The purpose of the fund is to reward the academic achievements...
of undergraduate students in the Department of Chemistry. Each year, beginning in 2024-2025, the available annual income from the fund will be used to offer one or more scholarships to undergraduate students who:

- The numbered criteria were revised to:
  (1) are enrolled full-time (minimum 80% course load) in the second year or higher of study in the Faculty of Science in any honours or major degree program in the Department of Chemistry;
  (2) have achieved a minimum degree grade point average of 3.5; and
  (3) have completed a course load of 24 credit hours in the previous regular academic session, 12 of which have been completed in the Department of Chemistry.

- The paragraph following the numbered criteria was revised to:
  The selection committee has 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 selection committee paragraph was revised to:
  The Dean of the Faculty of Science (or designate) will ask the Head of the Department of Chemistry (or designate) to name the selection committee for this award.

- The standard Board of Governors statement was added.

**Canadian Masonry Research Institute Scholarship**

The following amendments were made to the terms of reference for the Canadian Masonry Research Institute Scholarship:

- The preamble was revised to:
  The Canadian Masonry Research Institute established an endowment fund of $30,000 at the University of Manitoba in 2005. The purpose of the fund is to provide an annual scholarship to a graduate student in the Faculty of Architecture. Each year, beginning in 2004-2005, 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 any year of study in any graduate program offered by a department in the Faculty of Architecture;
  (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 specifically related to the study of stone or unit masonry.

- The paragraph following the numbered criteria was revised to:
  In order to demonstrate how they meet criterion (3), candidates will be required to submit: a) a written proposed research topic (maximum 1000 words) stating the theme and scope of the project; and b) a description of how the funds will be used to further their studies (i.e. material, travel).

- The selection committee paragraph was revised to:
  The Dean of the Faculty of Graduate Studies will ask the Dean of the Faculty of Architecture to name the selection committee for this award which will include representation from each of the departments whose students have applied for the scholarship in the year that the award is tenable.
The standard Board of Governors statement was added.

**Charles Lekic Graduate Pediatric Dentistry Award**

The following amendments were made to the terms of reference for the Charles Lekic Graduate Pediatric Dentistry Award:

- The preamble was revised to:

  *In honour of Dr. Charles Lekic’s retirement from the Dr. Gerald Niznick College of Dentistry, family, friends, and colleagues established an endowment fund at the University of Manitoba in 2018. Dr. Lekic has made a matching contribution to the fund, and his family intends to make further contributions in support of the award. The purpose of the fund is to provide support for graduate student research dissemination in pediatric dentistry. Scholarships are intended to assist students in delivering an oral or poster presentation at a conference, including associated travel expenses. Each year, the available annual income will be used to offer one or more scholarships to graduate students who:*

- The numbered criteria were revised to:

  1. are enrolled full-time in the Faculty of Graduate Studies, in the Master of Dentistry, Pediatric Dentistry program offered by the Dr. Gerald Niznick College of Dentistry;
  2. have achieved a minimum grade point average of 3.5 based on the previous 60 credit hours (or equivalent) of study;
  3. have demonstrated potential for exceptional research ability based on the combination of academic standing and submitted research proposal; and
  4. have not received funding from other sources for the proposed research dissemination in excess of the budgeted amount. Other funding sources will be considered prior to the Charles Lekic Graduate Pediatric Dentistry Award.

- The application criteria were revised to:

  a. confirmation of acceptance to a dental conference with a copy of the submitted conference abstract included;
  b. submit a copy of their approved research proposal;
  c. confirmation of research completion (or a timeline to completion if further research studies will be required with a letter of support from the applicant’s advisor);
  d. a budget for the proposed conference attendance, by the deadline set and published by the Division of Pediatric Dentistry; and
  e. a summary indicating the final use of the award.

- The selection committee paragraph was revised to:

  *The Dean of the Faculty of Graduate Studies (or designate) will ask the Director of Graduate Pediatric Dentistry (or designate) to name the selection committee for this award, which will include Dr. Charles Lekic (or designate).*

**The D. Bruce Cook Scholarship**

The following amendments were made to the terms of reference for the D. Bruce Cook Scholarship:
The preamble was revised to:

In memory of her husband, D. Bruce Cook, Janet Cook established an annually funded scholarship at the University of Manitoba with a one-time gift of $250,000. The purpose of the fund is to provide support and to reward the academic achievements of students in the Asper School of Business. Each year, beginning in 2021-2022 and ending in 2025-2026, three scholarships valued at $20,000 each will be offered to undergraduate student(s) who:

The numbered criteria were revised to:

(1) are Canadian citizens or Permanent Residents;
(2) have been admitted to the Asper School of Business via the Direct Entry Option and are enrolled full-time (minimum 80% course load) in their first year of study in the Bachelor of Commerce (Honours) program;
(3) have graduated from a high school in Manitoba; and
(4) have an interest in entrepreneurship.

The renewal paragraphs were revised to:

The scholarship is renewable in each of the second, third, and fourth years of study provided that the recipient:

(i) is enrolled full-time (minimum 80% course load) in the Asper School of Business in the Bachelor of Commerce (Honours) program; and
(ii) has achieved a minimum degree grade point average of 3.0.

The following paragraph was added:

In the final year of the award, two scholarships valued at $20,000 each will be offered as renewal scholarships provided the students meet the renewal criteria (i) and (ii).

The selection committee paragraph was revised to:

The Dean of the Asper School of Business (or designate) will name the selection committee for this award.

Daryl F. Kraft Graduate Fellowship

The following amendments were made to the terms of reference for the Daryl F. Kraft Graduate Fellowship:

The preamble was revised to:

Friends, family, and colleagues of Dr. Daryl F. Kraft established the Daryl F. Kraft Memorial Endowment Fund at the University of Manitoba in 2008. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund. Dr. Kraft, former Head of the Department of Agribusiness and Agricultural Economics, was noted for his ability to explain complex agricultural issues in a straightforward and objective way to students, the agricultural industry, and the general public. The fund will be used to support a number of initiatives that encourage clear and objective discussion of agricultural issues in Canada including, in addition to this Fellowship, the Daryl F. Kraft Undergraduate Student Paper Prize in Agricultural Policy (Award #25360) with 5% of the available annual interest, and the Daryl F. Kraft Lecture Series on Agricultural Policy with 25% of the available annual interest.

Each year, seventy percent (70%) of the available annual income from the fund will be used to offer one or more fellowships, to outstanding graduate students who:
The numbered criteria were revised to:

(1) either:
   
   (a) as entering students, meet the admission requirements for the Faculty of Graduate Studies Master of Science program offered through the Department of Agribusiness and Agricultural Economics; or
   
   (b) as current students, are enrolled full-time in the Faculty of Graduate Studies in any year of study in the Master of Science program offered through the Department of Agribusiness and Agricultural Economics; and

(2) have obtained a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study.

The paragraphs following the numbered criteria was revised to:

Preference will be given to Canadian citizens, Permanent Residents, and to graduates of Canadian universities.

Candidates must submit an application that includes a one-page (maximum 500 word) description of their research and a letter of support from their graduate supervisor(s) or proposed graduate supervisor(s).

The selection committee has 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 fellowship is not renewable but previous recipients may reapply.

The selection committee paragraph was revised to:

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

The standard Board of Governors statement was added.

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**Dr. Keith Meloff Bursary in Medicine**

The following amendments were made to the terms of reference for the Dr. Keith Meloff Bursary in Medicine:

- The preamble was revised to:

  Dr. Keith Meloff provided an annual renewable bursary beginning in 2019. In 2024, Dr. Meloff provided an additional $36,000 to offer an annual renewable bursary valued at $9,000 a year for four years beginning in 2023-2024 and ending in 2026-2027. The purpose of the bursary is to offset as much of the tuition costs as possible for an undergraduate medical student for the duration of their undergraduate medical degree program. Each year, beginning in 2023-2024, one bursary valued at $9,000 will be offered to an undergraduate student who:

- The numbered criteria were revised to:

  (1) has self-declared as a First Nations, Métis or Inuit person from Canada;

  (2) is enrolled full-time in the first year of study in the Undergraduate Medical Education Program in the Max Rady College of Medicine at the University of Manitoba;

  (3) is in good standing; and

  (4) has demonstrated financial need on the standard University of Manitoba general bursary application form.
The paragraph following the numbered criteria was revised to:

*The bursary is renewable for a maximum of three years provided the recipient continues to meet the eligibility criteria outlined above for each subsequent year of their undergraduate medical degree program. Should the recipient be ineligible for the renewal, the bursary will be awarded to a full-time medical student in the same year as the ineligible student who is in good standing and has demonstrated financial need on the standard University of Manitoba general bursary application form.*

The selection committee paragraph was revised to:

*The Dean of the Max Rady College of Medicine (or designate) will name the selection committee for this award.*

### James Reynolds Bell Memorial Bursary

The following amendments were made to the terms of reference for the James Reynolds Bell Memorial Bursary:

- The preamble was revised to:

  *Through a bequest of $25,000 in 1997, Mrs. Aileen L. Bell established an endowment fund at the University of Manitoba in memory of her husband, James Reynolds Bell. The purpose of the fund is to provide financial support to students in the Faculty of Agricultural and Food Sciences. Each year, the available annual income from the fund will be used to offer one or more bursaries to undergraduate students who:*

- The numbered criteria were revised to:

  1. are enrolled full-time (minimum 60% course load) in their final year of study in the Agriculture Diploma program offered by the School of Agriculture at the University of Manitoba;
  2. have achieved a minimum degree grade point average of 2.5; and
  3. have demonstrated financial need on the standard University of Manitoba general bursary application form.

- The paragraph following the numbered criteria was revised to:

  *The selection committee will have the discretion to determine the number and value of awards offered each year based on the available annual income from the fund and the level of financial need demonstrated by candidates for this bursary.*

- The selection committee paragraph was revised to:

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

- The standard Board of Governors statement was added.

### Michael Kitt Scholarship in Commerce Studies

The following amendments were made to the terms of reference for the Michael Kitt Scholarship in Commerce Studies:

- The title was updated to:

  *Financial Asset Management in Commerce Studies Scholarship*
The preamble was revised to:

Mr. Michael Kitt established an endowment fund at the University of Manitoba with an initial gift of $25,000 in 2015. The purpose of the scholarship is to reward the academic achievements of a female undergraduate student in the Asper School of Business. The first disbursement for this scholarship was in 2017-2018 at a value of $700. Each year, beginning in 2024-2025, the available annual income from the fund will be used to offer one scholarship at a minimum value of $1000 to an undergraduate student who:

The numbered criteria were revised to:

(1) identifies as female;
(2) is enrolled full-time (minimum 80% course load) in the second or third year of study in the Bachelor of Commerce (Honours) program in the Asper School of Business;
(3) has achieved a cumulative degree grade point average of 3.0 in their Bachelor of Commerce (Honours) program studies; and
(4) has demonstrated a career interest in the financial investment or asset management industry.

Candidates will be required to provide information indicating how they meet criteria (1) and (4), by completing a written portion within the Asper School of Business application form for this award.

The selection committee paragraph was revised to:

The Dean of the Asper School of Business (or designate) will name the selection committee for this award.

The standard Board of Governors statement was added.

**MMCF – Graduate Student Travel Awards**

The following amendments were made to the terms of reference for the MMCF- Graduate Student Travel Awards:

The preamble was revised to:

The MMCF – Graduate Student Travel Awards were established by the Manitoba Medical College Foundation at The Winnipeg Foundation. The fund was created at the time of the dissolution of the board in 2011 with the aim of supporting graduate student education in what is now the Rady Faculty of Health Sciences at the University of Manitoba. The purpose of this travel award is to provide funding to graduate students to present the results of their research at scientific conferences. Each year, The Winnipeg Foundation will report the available earnings from the fund to Financial Aid and Awards at the University of Manitoba. Each year, available annual income from the fund will be used to offer one or more travel awards to graduate students who:

The numbered criteria were revised to:

(1) are enrolled full-time or part-time in the Faculty of Graduate Studies in a master’s or doctoral program offered by any department in the Rady Faculty of Health Sciences at the University of Manitoba;
(2) have a minimum degree grade point average of 3.5;
(3) have a poster that is judged to be among the top posters in the annual Manitoba Health Research Poster Competition; and

(4) will attend a professional meeting or conference in order to present the results of their research (poster or oral presentation).

**Postl Scholarship**

The following amendments were made to the terms of reference for the Postl Scholarship:

- The first set of numbered criteria were revised to:
  1. has self-declared as a First Nations, Métis, or Inuit person from Canada;
  2. has been admitted to the first year of the Undergraduate Medical Education Program in the Max Rady College of Medicine;
  3. has ranked high on the Admission Composite Score; and
  4. has demonstrated community engagement.

- The following paragraph was added:
  In order to demonstrate how they meet criterion (4), candidates must submit a statement (maximum 500 words) that includes a brief description of their community engagement and include how this scholarship would improve their current overall well-being.

- The second set of numbered criteria was revised to:
  Each year, beginning in 2023-2024, one scholarship (Award # 27635) valued at $5,000 will be used to offer one entrance scholarship to a student who:
  1. has self-declared as a First Nations, Métis, or Inuit person from Canada;
  2. has been admitted to the first year of any program in one of the following:
      a. Dr. Gerald Niznick College of Dentistry;
      b. College of Nursing;
      c. College of Pharmacy; or
      d. College of Rehabilitation Sciences;
      e. Master of Physical Therapy Program;
      f. Master of Occupational Therapy Program; or
      g. Respiratory Therapy (BRT) Program;
  3. has achieved the highest admission grade point average upon entrance into their degree program with a minimum degree grade point average of 3.5; and
  4. has demonstrated community engagement.

**Prof. Paul and Anna Stelmaschuk Awards**

The following amendments were made to the terms of reference for the Prof. Paul and Anna Stelmaschuk Awards:

- The preamble was revised to:
  Paul and Anna Stelmaschuk established an endowment fund at the University of Manitoba in 2008. The purpose of the fund is to reward students in the final year of the Diploma in
Agriculture program who have achieved excellence in the development of a business plan for a farm or agribusiness. The Manitoba Scholarship and Bursary Initiative has made a contribution to the fund. Each year, beginning in 2012-2013, the available annual income from the fund and some or all of the unspent revenue at the discretion of the selection committee will be used to offer one or more prizes to undergraduate students who:

- The numbered criteria were revised to:
  1. were enrolled full-time (minimum 80% course load) in the final year of the Diploma in Agriculture Program in the Faculty of Agricultural & Food Sciences;
  2. have achieved the highest percentage grades in the Farm Management Project 2 (currently numbered DAGR 0990);
  3. are eligible to graduate upon completion of the Farm Management Project 2; and
  4. have achieved a minimum degree grade point average of 3.0.

- The following paragraphs were added:
  Ties are to be broken using the highest degree grade point average.
  The selection committee has 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 standard Board of Governors statement was added.

**Rhoda Clarice Freeman and Kris Freeman Bursary**

The following amendments were made to the terms of reference for the Rhoda Clarice Freeman and Kris Freeman Bursary:

- The preamble was revised to:
  Through a bequest in 1998, Mrs. Rhoda Clarice Freeman generously established an endowment fund in her name and the name of her late husband at the University of Manitoba. The purpose of the fund is to provide financial support to students in the Faculty of Agricultural and Food Sciences. Each year, beginning in 1999-2000, the available annual income from the fund will be used to offer one or more bursaries to undergraduate students who:

- The numbered criteria were revised to:
  1. are enrolled full-time (minimum 60% course load) in any year of study in any program in the Faculty of Agricultural and Food Sciences;
  2. have achieved a minimum degree grade point average of 2.5; and
  3. have demonstrated financial need on the standard University of Manitoba general bursary application form.

- The paragraph following the numbered criteria was revised to:
  Preference will be given to students who have graduated from a high school in the town of Ashern, Manitoba.

- The following paragraph was added:
  The selection committee will have the discretion to determine the number and value of awards offered each year based on the available annual income from the fund and the level of financial need demonstrated by candidates for this bursary.
• The selection committee paragraph was revised to:

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

• The standard Board of Governors statement was added.

**Susan Wright Bell Award for the Study of Developmental Disabilities**

The following amendments were made to the terms of reference for the Susan Wright Bell Award for the Study of Developmental Disabilities:

• The preamble was revised to:

A donor who wishes to remain anonymous established an endowment fund in honour of Susan Wright Bell, a friend with a developmental disability. The Manitoba Scholarship and Bursary Initiative has made a matching contribution to this fund. The purpose of the fund is to provide scholarship support to students undertaking study in the area of developmental disabilities. Each year, beginning in 2003-2004, the available annual income from the fund will be used to offer one scholarship to a student who:

• The numbered criteria were revised to:

1. is enrolled full-time either:
   a. as an undergraduate student, in the Max Rady College of Medicine or as a postgraduate student in the Family Medicine Residency program or International Medical Graduates Program; or
   b. as a graduate student, in the Faculty of Graduate Studies in the Department of Psychology or in the Master of Physician Assistant Studies program;
2. is undertaking or has proposed to undertake a study in the area of developmental disability specifically at the St. Amant Centre in Winnipeg; and
3. shows great promise as a researcher/practitioner in this area.

• The application criteria were revised to:

In order to demonstrate how they meet criteria (2) and (3), candidates must apply to the Department of Family Medicine at the University of Manitoba which:

a. shows how the proposed research will provide a deeper knowledge and understanding of the chosen topic;

b. shows how the candidate intends to share their findings with academic and public audiences;

c. states the name, title, and affiliation of the study supervisor and a letter of support from the supervisor which will indicate how the supervisor proposes to be accessible to the applicant for the period of the study;

d. shows the proposal demonstrates thoroughness in its preparation; and

e. has a declared commitment statement to pursue work in the area of developmental disabilities as a significant component of their future career.

• The selection committee paragraph was revised to:

_The Department Head of Family Medicine will name the selection committee for this award and will include the Associate Dean of Research of the Max Rady College of Medicine, the Associate Dean for Undergraduate Education in the Max Rady College of Medicine, the Chair of the_
Research Committee of the Manitoba College of Family Physicians, the Director of Research at St. Amant Centre, the Director of Postgraduate Medical Education in Family Medicine, and the Chair of Graduate Studies in Psychology (or respected designates). A majority will constitute a quorum. If a graduate student is selected, the results will be reported through the Dean of the Faculty of Graduate Studies (or designate).

- The standard Board of Governors statement was added.

**The Western Canada Dental Society Student Fellowship Prize**

The following amendments were made to the terms of reference for the Western Canada Dental Society Student Fellowship Prize:

- The preamble was revised to:

  The Western Canada Dental Society established an annually funded prize at the University of Manitoba in 2019. Each year, beginning in 2024-2025, and ending in 2029-2030, one prize valued at $1500 will be offered to an undergraduate student who:

- The numbered criteria were revised to:

  (1) is enrolled full-time (minimum 80% course load) in the second year or higher of study in the Doctor of Dental Medicine (DMD) program offered through the Dr. Gerald Niznick College of Dentistry;

  (2) has achieved a minimum degree grade point average of 3.0;

  (3) exemplifies the values of professionalism, friendship, leadership, ability to bring colleagues together, camaraderie, sportsmanship, and who is of a character that may be expected to make a distinguished contribution to the dental profession and community; and

  (4) has been nominated by a faculty member or teaching staff in the Dr. Gerald Niznick College of Dentistry.

- The paragraphs following the numbered criteria were revised to:

  Nomination letters must demonstrate how the candidate exemplifies the characteristics listed in criterion (3) for this award.

  This award cannot be held by the same recipient of the Dr. Cal Waddell – Western Canada Dental Society Memorial Scholarship in any given year.

- The selection committee paragraph was revised to:

  The selection committee will be the Awards Committee of the Dr. Gerald Niznick College of Dentistry.

**3. WITHDRAWALS**

**Dr. Weston Price “Mouth-Body Connection” Scholarship**

At the request of the donor.

**Friends of Engineering Communication Course Prizes**

At the request of the donor.
Manitoba Ready Mix Concrete Association Scholarship
   At the request of the donor.

Marjorie C. Anderson Scholarship
   At the request of the donor.
AGENDA ITEM:

2024-2025 Residence Room and Meal Plan Rates

RECOMMENDED RESOLUTION:

THAT the Board of Governors approves:

A) Residence room rates (per term – fall or winter) for 2024-2025 of:
   - Pembina Hall Residence - $4,414
   - Arthur V. Mauro Residence - $4,767
   - Mary Speechly Hall - $2,102 (double); $3,290 (single)
   - University College Residence - $2,141 (double); $3,351 (single)

B) Meal plan rates (per term – fall or winter) for 2024-2025 of:
   - 10 Meals per Week - $2,922
   - 15 Meals per Week - $3,158
   - 7-Day Unlimited - $3,440
   - Flex Plan - $2,617

C) Extended stay fee (holiday break) for 2024-2025 of $340

CONTEXT AND BACKGROUND:

There are four University operated student residence facilities on campus offering a variety of room and meal plan options with a total of 1177 beds.

Pembina Hall Residence
   - Semi-suite style residence with private washroom
   - Choice of three mandatory meal plan options
   - 357 beds
   - Year built: 2011

Arthur V. Mauro Residence
   - Two bedroom suite-style residence with shared kitchen area and washroom
   - Upper years only
   - Optional meal plans available
   - 316 beds
   - Year built: 2003

Mary Speechly Hall
   - Dormitory-style residence with double or single rooms; communal washrooms
   - Choice of three mandatory meal plan options
   - 246 beds
   - Year built: 1964
University College Residence

- Dormitory-style residence with double or single rooms; communal washrooms
- Choice of four mandatory meal plans, including a flex plan which combines declining balance and Fresh Food Company meals
- 258 beds
- Year built: 1964

1 Mandatory Meal Plan Options:
- Offered at the Fresh Food Company located in Pembina Hall
- Commonly referred to as a board plan, there are 3 options to choose from:
  - 10 meals per week
  - 15 meals per week
  - 7-day unlimited plan

Note: Returning/upper year residents in Mary Speechly and Pembina Hall may also opt for the Flex Plan (new for 2024-25)

2 Mandatory University College Residence Meal Plan Options:
- Any of the above meal plans or
- Flex Plan - $750 in FoodBucks plus 100 meals per term at Fresh Food Company
- FoodBucks are a declining balance format that can be used at all UM Dining Services retail locations, Degrees, VWs, and at least one off-campus pizza franchise restaurant (TBD)

Student Residences’ occupancy returned to pre-pandemic levels in 2023-24 with a rate of 96%. The current student demographic in residences is 68% international / 32% domestic, and approximately 65% of all residents are first year students.

Other on-campus housing consists of St. John’s College Residence (100 beds) and St. Andrew’s College Residence (40 beds) with rates ranging from $1989 to $2311 per term for a single dorm room.

Proposed 2024-25 Room Rates

Recommendation:

- The Pembina Hall Residence room rate would increase from $4,306 to $4,414 (2.5%) per term.
- The Arthur V. Mauro Residence room rate would increase from $4,651 to $4,767 (2.5%) per term.
- The Mary Speechly Hall double room rate would increase from $2,081 to $2,102 (1%); single room rate would increase from $3,257 to $3,290 (1%) per term.
- The University College Residence double room rate would increase from $2,120 to $2,141 (1%); single room rate would increase $3,318 to $3,351 (1%) per term.
- Extended stay fee (holiday break including dinner meal plan) would increase from $325 to $340 (4.6%).

Rationale:

Primarily, the proposed room rate increases aim to recover general operating costs anticipated in 2024-25. A modest 1% increase in our older dorm style buildings reflects an acknowledgment of their relative condition, design and room type desirability (compared to our other residence buildings), as well as a concern for ultimately pricing them above the market. No major capital investments are planned for Mary
Speechly Hall or University College Residence as our redevelopment strategy includes replacing and/or closing these buildings over the next three to five years. The proposed 2.5% increase for Arthur Mauro Residence and Pembina Hall Residence seeks to cover general operating increases plus capital re-investment costs in the immediate future. Phased interior upgrades to Arthur V. Mauro Residence continue again this summer including flooring, lighting, and heating/cooling control. In Pembina Hall Residence, there are planned upgrades to both in-room lighting and wall surfaces.

These proposed increases are below the 2023 average rate increases for off-campus properties within proximity to the University and below the Canada Housing and Mortgage Corporation (CMHC) published rate increases for all of Winnipeg as shown in Tables 1 and 2. We believe it is appropriate that rate increases for next year lean conservatively in order to provide some financial relief to students in a competitive housing market that has seen steep increases over the last few years.

We are also seeking Board approval to increase the extended stay fee for students staying over the 2024-2025, twelve-day holiday break to $340 (an increase of 4.6%). The fee is added automatically to Fall Term accounts, and students who do not intend to stay over the break may opt out and receive a refund. This service has been offered since 2017 for the accommodation piece, and since 2020 for both meal and accommodation services. In 2023-24, close to 450 students stayed over the holiday break (which is very high participation).

Table 3 compares the University of Manitoba’s current room rates with other prairie province university residence rates, the Arc (the most significant off-campus student housing option comparator), and other off-campus housing options within an eight km radius. When compared to other universities, our rates remain consistent and in line with previous years’ comparisons with University of Alberta and University of Calgary but remain higher than rates found at Saskatchewan universities and the University of Winnipeg.

For the purposes of simplicity and comparison, Table 3 has amalgamated the ten different room types at the Arc into four room types by averaging their monthly rates. With such varied room types in our respective facilities, it is difficult to directly compare rates but some room types at the Arc are in fact slightly less expensive on a per month basis. However, purpose-built student housing like the Arc lacks significant value-adds found in on-campus living. Student Residences provide programming that enhances social and academic success, which is absent in facilities like the Arc. In addition, off-campus housing (including the Arc) requires 12-month leases, which can significantly increase costs for students who have different housing arrangements in the summer. In conjunction with the superior location of on-campus housing, we remain confident that students will consistently choose living on-campus over off-campus so long as we can demonstrate value.

**Proposed 2024-25 Meal Plan Rates:**

**Recommendation:**

1. **Mary Speechly Hall and Pembina Hall Residence Mandatory Meal Plan Options**
   - 10 Meals per Week increase from $2,783 to $2,922 (5%) per term
   - 15 Meals per Week increase from $3,008 to $3,158 (5%) per term
   - 7-Day Unlimited increase from $3,276 to $3,440 (5%) per term
   - Returning/upper year residents in Mary Speechly and Pembina Hall may also opt for the Flex Plan at $2,617 per term.

2. **University College Residence Mandatory Meal Plan:**
   - Any of the above or:
   - University College Flex Plan – $750 in FoodBucks plus 100 meals at the Fresh Food Company. The plan would increase from $2,492 per term to $2,617 (5%) per term.
Rationale:

The proposed meal plan cost increases are based on forecasts published in the annual Canada’s Food Price Report. For 2024, the report anticipates an overall food price increase of 2.5 - 4.5%, but bakery goods, meat, and vegetables are all predicted to rise by 5-7%. Given this, coupled with the fact that recent years’ actual food costs have been slightly higher than the report’s forecast, the proposed 5% increase for 2024 meal plans seems appropriate. According to the report, “it is probable that Canadians will continue to experience the strain of food inflation…and the influence of climate change is expected to persist as a contributing factor to food price fluctuations in the upcoming year.” In addition to climate change, the report highlights geopolitical risks, energy costs, and inflation as other significant macroeconomic drivers of food price increases in 2024.

The proposed meal plan options for 2024-25 have added notable value and variety to the Flex Plan by including UMSU restaurants and off-campus pizza franchise(s) to the FoodBucks. In addition, we have made a concerted effort to provide more flexibility and value for upper year residents by allowing them to choose the Flex Plan if they continue to live in a residence building that only has mandatory board plan options. Informed largely by student feedback from our Residence Dining Advisory Committee, we believe that adding this option will aid in retention and help keep our residences full.

By comparison, the University of Winnipeg mandatory declining balance plans have a very similar range of costs compared to those at the University of Manitoba. For reference purposes, the three non-taxable declining balance meal plans in 2022-23 that are available at the University of Winnipeg carry per-term prices ranging from $2,500 per term to $3,650. It should be noted that meal plan costs are higher at both St. John’s and St. Andrew’s College Residences. Their board plans are $3,594 and $3,400 per term respectively.

Rate Summary

<table>
<thead>
<tr>
<th>Room Rates</th>
<th>Current Rate</th>
<th>Proposed Rate</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pembina Hall Residence</td>
<td>$4,306</td>
<td>$4,414</td>
<td>2.5%</td>
</tr>
<tr>
<td>Arthur V. Mauro Residence</td>
<td>$4,651</td>
<td>$4,767</td>
<td>2.5%</td>
</tr>
<tr>
<td>Mary Speechly Hall – Single</td>
<td>$3,257</td>
<td>$3,290</td>
<td>1%</td>
</tr>
<tr>
<td>Mary Speechly Hall – Double</td>
<td>$2,081</td>
<td>$2,102</td>
<td>1%</td>
</tr>
<tr>
<td>University College Residence – Single</td>
<td>$3,318</td>
<td>$3,351</td>
<td>1%</td>
</tr>
<tr>
<td>University College Residence – Double</td>
<td>$2,120</td>
<td>$2,141</td>
<td>1%</td>
</tr>
<tr>
<td>Extended Stay Fee (holiday break)</td>
<td>$325</td>
<td>$340</td>
<td>4.6%</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Meal Plan Rates</th>
<th>Current Rate</th>
<th>Proposed Rate</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mary Speechly Hall / Pembina Hall Residence</td>
<td>$2,783</td>
<td>$2,922</td>
<td>5%</td>
</tr>
<tr>
<td>10 meals per week</td>
<td>$3,008</td>
<td>$3,158</td>
<td>5%</td>
</tr>
<tr>
<td>15 meals per week</td>
<td>$3,276</td>
<td>$3,440</td>
<td>5%</td>
</tr>
<tr>
<td>7-day unlimited</td>
<td>N/A</td>
<td>$2,617</td>
<td>5%</td>
</tr>
</tbody>
</table>

3 Canada’s Food Price Report 14th Edition, published by Dalhousie University, the University of Guelph, University of Saskatchewan and University of British Columbia, December 2023
<table>
<thead>
<tr>
<th>University College Residence</th>
</tr>
</thead>
<tbody>
<tr>
<td>University College Flex Plan - $750 FoodBucks plus 100 meals at the Fresh Food Company</td>
</tr>
</tbody>
</table>

**RESOURCE REQUIREMENTS:**

N/A

**CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:**

Student Residences continues to work towards building community and providing our students with improved accommodation facilities, dining services and developmental support programs that will create an outstanding living and learning environment. This includes providing residence students with opportunities for engagement with community both internal and external to the University.

**IMPLICATIONS:**

Students Residences’ mission is to provide quality on-campus accommodations in a safe, supportive, engaging and community-rich environment that promotes the personal, cultural, and social growth of our students, while enhancing the likelihood of their success.

**ALTERNATIVES:**

1. Lower proposed increases - this option would not cover anticipated operating cost increases.
2. Higher proposed increases may result in vacancies dependent on student reaction.

**CONSULTATION:**

The following have been consulted on the contents of this submission: Director of Student Residences; Executive Director of Ancillary Services; General Manager, Dining Services; Residence Dining Advisory Committee; Architectural and Engineering Services for planned projects, and Accounting Director, Ancillary Services. Additional information was received from various privately operated apartment complexes near Fort Garry Campus, as well as local and comparable Canadian higher education institutions.
SUBMISSION PREPARED BY:  
Barry Stone, Director of Student Residences  
Andrea Edmunds, Executive Director of Ancillary Services

ATTACHMENTS:  
Table 1 - 2023/2024 Local Off-Campus Living Rate Increases  
Table 2 - 2023 Winnipeg Rental Market Information  
Table 3 - 2023-24 Housing Comparison  
Table 4 - Ancillary Services Business Plan for Student Residences
# Table 1

## 2023/24 Local Off-Campus Living Rate Increases (per person)

<table>
<thead>
<tr>
<th>Unit type</th>
<th>Min. monthly rate per person</th>
<th>Max. monthly rate per person</th>
<th>Average adjusted monthly rate per person</th>
<th>Min. monthly rate per person</th>
<th>Max. monthly rate per person</th>
<th>Average adjusted monthly rate per person</th>
<th>Average rate change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor</td>
<td>$793</td>
<td>$1,183</td>
<td>$988</td>
<td>$799</td>
<td>$1,284</td>
<td>$1,042</td>
<td>5.4%</td>
</tr>
<tr>
<td>1 bedroom</td>
<td>$901</td>
<td>$1,931</td>
<td>$1,407</td>
<td>$907</td>
<td>$1,948</td>
<td>$1,489</td>
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<tr>
<td>2 bedroom</td>
<td>$544</td>
<td>$1,156</td>
<td>$848</td>
<td>$547</td>
<td>$1,201</td>
<td>$906</td>
<td>6.8%</td>
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<tr>
<td>3 bedroom</td>
<td>$408</td>
<td>$786</td>
<td>$583</td>
<td>$410</td>
<td>$809</td>
<td>$600</td>
<td>2.9%</td>
</tr>
</tbody>
</table>

Based on a 12-month lease. Includes all utilities (internet, cable, hydro) and furniture allowance. Off-campus rates are based on surveyed properties within an 8 km radius from campus.
# Table 2

## 2023 Winnipeg Rental Market Information

<table>
<thead>
<tr>
<th>Unit type</th>
<th>October 2022</th>
<th>October 2023</th>
<th>Rent Change (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Vacancy rate Winnipeg (%)</td>
<td>Room rent rate for Winnipeg ($)</td>
<td>Vacancy rate Winnipeg (%)</td>
</tr>
<tr>
<td>Bachelor</td>
<td>3.1%</td>
<td>$788</td>
<td>2.8%</td>
</tr>
<tr>
<td>1 bedroom</td>
<td>2.8%</td>
<td>$1,056</td>
<td>1.8%</td>
</tr>
<tr>
<td>2 bedroom</td>
<td>2.5%</td>
<td>$1,350</td>
<td>1.7%</td>
</tr>
<tr>
<td>3+ bedroom</td>
<td>3.0%</td>
<td>$1,675</td>
<td>1.7%</td>
</tr>
</tbody>
</table>

Data collected from the January 2024 CMHC Rental Market Report.
### Table 3

**2023-24 Housing Comparison (monthly rent per person)**

<table>
<thead>
<tr>
<th>Location</th>
<th>Dorm Double</th>
<th>Dorm Single</th>
<th>Suite/semi suite</th>
</tr>
</thead>
<tbody>
<tr>
<td>U. of Manitoba 1</td>
<td>531</td>
<td>822</td>
<td>1119</td>
</tr>
<tr>
<td>U. of Winnipeg</td>
<td>748</td>
<td></td>
<td></td>
</tr>
<tr>
<td>U. of Calgary</td>
<td>504</td>
<td>895</td>
<td>1035</td>
</tr>
<tr>
<td>U. of Alberta</td>
<td>678</td>
<td>1265</td>
<td>1420</td>
</tr>
<tr>
<td>U. of Saskatchewan</td>
<td>415</td>
<td>551</td>
<td></td>
</tr>
<tr>
<td>U. of Regina</td>
<td>599</td>
<td>819</td>
<td></td>
</tr>
<tr>
<td>Arc 2</td>
<td>945</td>
<td>1097</td>
<td>1410</td>
</tr>
<tr>
<td>Off Campus 3</td>
<td>600</td>
<td>906</td>
<td>1002</td>
</tr>
</tbody>
</table>

1. **Student Residences** rates are for a September to April contract only. Rates include furniture, all utilities, security, residence life support and programming/orientations.

2. **Arc** student housing rates (2023) include furniture, gas and internet. Rates include all estimated utilities. All units require a 12-month lease.

3. Rates for off-campus housing are based on a 12-month lease, unfurnished apartments and surveyed properties within an 8 km radius from campus. Rates include estimated utilities (internet, cable, hydro) and a furniture allowance.
# Ancillary Services Business Plan for Student Residences

<table>
<thead>
<tr>
<th><strong>Assumptions</strong></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All four residences fully open and operational for summer, fall and winter terms.</td>
<td></td>
</tr>
<tr>
<td>No changes to building inventory. No new residence construction or phasing out of existing buildings.</td>
<td></td>
</tr>
<tr>
<td>Room rate increase 1% in older buildings (MSH, UCR) and 2.5% in newer buildings (PHR, AVM).</td>
<td></td>
</tr>
<tr>
<td>3% vacancy rate in newer buildings (PHR, AVM); 7% in MSH and 9% in UCR.</td>
<td></td>
</tr>
<tr>
<td>Other income increase 2% annually. Includes application fees, student life activity fee, laundry revenue, and tenant insurance recovery.</td>
<td></td>
</tr>
<tr>
<td>Salaries increase 2% annually. Benefits estimated at 15% of salaries and CDI at 1.5%.</td>
<td></td>
</tr>
<tr>
<td>Taxable benefits increase 2% annually in line with average room rate increases.</td>
<td></td>
</tr>
<tr>
<td>Repairs increase 2% annually in line with average room rate increases.</td>
<td></td>
</tr>
<tr>
<td>Utilities increase 5% annually.</td>
<td></td>
</tr>
<tr>
<td>All other expenses increase 2% annually.</td>
<td></td>
</tr>
<tr>
<td>Debt servicing - As per the debt amortization: AVM to August 2028; PH to 2040.</td>
<td></td>
</tr>
<tr>
<td>Capital requirements are based on planned projects from the FY2024 budget submission. The most significant projects include: Arthur Mauro kitchen millwork replacement and steam supply upgrades; Pembina Hall residence wallcoverings and light fixtures; Pembina Hall roof replacement and significant renovations to Mary Speechly and University College. If Mary Speechly and University College are replaced, the required investment could be reduced by $21.3 million in 2028 and 2029.</td>
<td></td>
</tr>
</tbody>
</table>

## Table 4

### Ancillary Services Business Plan for Student Residences

<table>
<thead>
<tr>
<th>* In Thousands</th>
<th>Actual 2022</th>
<th>Actual 2023</th>
<th>Projected 2024</th>
<th>Projected 2025</th>
<th>Planned 2026</th>
<th>Planned 2027</th>
<th>Planned 2028</th>
<th>Planned 2029</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular room session revenues</td>
<td>4,626</td>
<td>7,940</td>
<td>8,720</td>
<td>8,843</td>
<td>9,023</td>
<td>9,206</td>
<td>9,394</td>
<td>9,585</td>
</tr>
<tr>
<td>Summer &amp; conference revenues</td>
<td>548</td>
<td>1,092</td>
<td>1,099</td>
<td>1,213</td>
<td>1,237</td>
<td>1,262</td>
<td>1,287</td>
<td>1,313</td>
</tr>
<tr>
<td>Other income</td>
<td>295</td>
<td>493</td>
<td>522</td>
<td>532</td>
<td>543</td>
<td>554</td>
<td>565</td>
<td>576</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>5,468</td>
<td>9,525</td>
<td>10,251</td>
<td>10,588</td>
<td>10,803</td>
<td>11,022</td>
<td>11,245</td>
<td>11,474</td>
</tr>
<tr>
<td>Salaries, benefits and CDI</td>
<td>1,351</td>
<td>1,554</td>
<td>1,684</td>
<td>1,715</td>
<td>1,749</td>
<td>1,784</td>
<td>1,820</td>
<td>1,856</td>
</tr>
<tr>
<td>Taxable benefits</td>
<td>250</td>
<td>316</td>
<td>330</td>
<td>337</td>
<td>343</td>
<td>350</td>
<td>357</td>
<td>364</td>
</tr>
<tr>
<td>Caretaking</td>
<td>571</td>
<td>916</td>
<td>1,059</td>
<td>1,080</td>
<td>1,102</td>
<td>1,124</td>
<td>1,146</td>
<td>1,169</td>
</tr>
<tr>
<td>Repairs and maintenance</td>
<td>421</td>
<td>538</td>
<td>334</td>
<td>341</td>
<td>347</td>
<td>354</td>
<td>362</td>
<td>369</td>
</tr>
<tr>
<td>Utilities</td>
<td>1,239</td>
<td>1,414</td>
<td>1,706</td>
<td>1,791</td>
<td>1,881</td>
<td>1,975</td>
<td>2,074</td>
<td>2,177</td>
</tr>
<tr>
<td>Other operating</td>
<td>479</td>
<td>636</td>
<td>669</td>
<td>682</td>
<td>696</td>
<td>710</td>
<td>724</td>
<td>739</td>
</tr>
<tr>
<td>Debt servicing</td>
<td>3,387</td>
<td>3,409</td>
<td>3,383</td>
<td>3,385</td>
<td>3,386</td>
<td>3,386</td>
<td>3,386</td>
<td>2,731</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>7,698</td>
<td>8,783</td>
<td>9,165</td>
<td>9,331</td>
<td>9,505</td>
<td>9,682</td>
<td>9,869</td>
<td>9,406</td>
</tr>
<tr>
<td>Contribution (loss)</td>
<td>(2,229)</td>
<td>743</td>
<td>1,086</td>
<td>1,257</td>
<td>1,298</td>
<td>1,339</td>
<td>1,377</td>
<td>2,069</td>
</tr>
<tr>
<td>Capital requirements</td>
<td>339</td>
<td>851</td>
<td>887</td>
<td>425</td>
<td>2,010</td>
<td>1,260</td>
<td>6,250</td>
<td>17,100</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>(2,569)</td>
<td>(108)</td>
<td>199</td>
<td>832</td>
<td>(712)</td>
<td>79</td>
<td>(4,873)</td>
<td>(15,031)</td>
</tr>
<tr>
<td>Annual room rate increase (%)</td>
<td>3.0</td>
<td>2.0 to 3.0</td>
<td>2.0 to 3.0</td>
<td>1.0 to 2.5</td>
<td>1.0 to 2.5</td>
<td>1.0 to 2.5</td>
<td>1.0 to 2.5</td>
<td>1.0 to 2.5</td>
</tr>
</tbody>
</table>
AGENDA ITEM:

Student Giving Agreements for: Faculty of Agricultural and Food Sciences, Faculty of Arts, School of Dental Hygiene, Dr. Gerald Niznick College of Dentistry, Max Rady College of Medicine, Faculty of Music, College of Nursing.

RECOMMENDED RESOLUTION:

That the Board of Governors approves the following contributions be assessed against students beginning in the fall of 2024:

<table>
<thead>
<tr>
<th>Unit</th>
<th>Contribution</th>
<th>Length</th>
<th>Requested by:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty of Agricultural and Food Sciences</td>
<td>$3.83/credit hr. degree, $2.50/credit hr. diploma</td>
<td>3</td>
<td>Dr. Martin Scanlon</td>
</tr>
<tr>
<td>Faculty of Arts</td>
<td>$1.00/credit hour</td>
<td>3</td>
<td>Dr. Rob Hoppa</td>
</tr>
<tr>
<td>School of Dental Hygiene</td>
<td>$42.50 per semester</td>
<td>3</td>
<td>Prof. Mary Bertone</td>
</tr>
<tr>
<td>College of Dentistry</td>
<td>$87.50 per semester</td>
<td>3</td>
<td>Dr. Anastasia Kelekis-Cholakis</td>
</tr>
<tr>
<td>College of Medicine</td>
<td>$50 per semester</td>
<td>3</td>
<td>Dr. Peter Nickerson</td>
</tr>
<tr>
<td>Faculty of Music</td>
<td>$3.00/credit hour</td>
<td>3</td>
<td>Dr. Edward Jurkowski</td>
</tr>
<tr>
<td>College of Nursing</td>
<td>$3.50/credit hour, fall &amp; winter semester only.</td>
<td>3</td>
<td>Dr. Netha Dyck</td>
</tr>
</tbody>
</table>

CONTEXT AND BACKGROUND:

**Student Giving History:** During 'Drive for Excellence', the University of Manitoba capital campaign launched in 1987, Mitch Gregoire, Senior Stick (class president) for the Faculty of Engineering (1986-87) felt that a change was needed to the traditional fundraising strategy of bake sales and their variety. He wanted 100% involvement from students, and to achieve this, a vote was held where students were asked to make an annual contribution. That vote passed and since then nearly every faculty and college at the University of Manitoba continues to participate in the student giving program.

**Faculty of Agricultural and Food Sciences:** On April 4th to 6th the Faculty of Agricultural and Food Sciences held a referendum to support the Student Initiative Fund, Endowment Fund, and Bursary Fund. Degree students were proposed with making a contribution of $3.83 per credit hour, and diploma students $2.50 per credit hour, for a three-year term beginning in the fall of 2024. This amounts to $115 per full-time student per year. This will result in a contribution of $278,500 (pending enrolment) to the university. The students voted in favour of this proposal, and the voter turnout was as follows: there was an 18% participation rate with 146 of the 807 eligible student voters casting a ballot. Of those votes, there were 99 “yes” votes, 33 “no” votes, and 14 abstained ballots.
Faculty of Arts: On April 3rd to 5th the Faculty of Arts held a referendum to support the Arts Student Initiative Fund. Students were proposed with contributing $1 per credit hour for a three-year term, beginning in the fall of 2024. This amounts to $30 per full-time student per year. This will result in a contribution of $348,000 (pending enrolment) to the university. The students voted in favour of this proposal, and the voter turnout was as follows: there was a 5% participation rate with 230 of the 4337 eligible student voters casting a ballot. Of those votes, there were 171 “yes” votes, 59 “no” votes, and no abstained ballots.

School of Dental Hygiene: On March 4th and 5th the School of Dental Hygiene held a referendum to support the Dental Hygiene Technology Fund. Students were proposed with contributing $42.50 per semester for a three-year term, beginning in the fall of 2024. This amounts to $85 per student per year. This will result in a contribution of $13,500 (pending enrolment) to the university. The students voted in favour of this proposal, and the voter turnout was as follows: there was a 41% participation rate with 22 of the 53 eligible student voters casting a ballot. Of those votes, there were 18 “yes” votes, 4 “no” votes and no abstained ballots.

College of Dentistry: On February 15th and 16th the Dr. Gerald Niznick College of Dentistry held a referendum to support the Dentistry Student Initiative Fund. Students were proposed with contributing $87.50 per semester for a three-year term, beginning in the fall of 2024. This amounts to $175 per student per year. This will result in a contribution of $97,000 (pending enrolment) to the university. The students voted in favour of this proposal, and the voter turnout was as follows: there was a 24% participation rate with 44 of the 183 eligible student voters casting a ballot. Of those votes, there were 41 “yes” votes, 3 “no” votes and no abstained ballots.

College Medicine: On Feb 22nd and 23rd the Max Rady College of Medicine held a referendum to support the Medicine Student Scholarship and the Medicine Student Initiative Fund. Students were proposed with contributing $50 per semester for a three-year term, beginning in the fall of 2024. This amounts to $100 per student per year. This will result in a contribution of $136,000 (pending enrolment) to the university. The students voted in favour of this proposal, and the voter turnout was as follows: there was a 13.5% participation rate with 61 of the 453 eligible student voters casting a ballot. Of those votes, there were 49 “yes” votes, 12 “no” votes, and no abstained ballots.

Faculty of Music: On March 14th and 15th the Faculty of Music held a referendum to support the Music Student Initiative Fund and the Endowment Fund. Students were proposed with contributing $45 per semester for a three-year term, beginning in the fall of 2024. This amounts to $90 per full-time student per year. This will result in a contribution of $57,000 (pending enrolment) to the university. The students voted in favour of this proposal, and the voter turnout was as follows: there was a 13% participation rate with 30 of the 214 eligible student voters casting a ballot. Of those votes, there were 24 “yes” votes, 5 “no” votes, and 1 abstained ballot.

College of Nursing: On April 8th to 12th the College of Nursing held a referendum to support the Awards/Bursaries Fund, Endowment fund, Student Initiative Fund, NSA Lounge Improvements, and the Humanitarian Fund. Students were proposed with contributing $3.50 per credit hour for a three-year term, beginning in the fall of 2024. This amounts to $105 per full-time student per year. These fees will be applied to the fall and winter semesters, but will not be applied to the summer semester. This will result in a contribution of $304,100 (pending enrolment) to the university. The students voted in favour of this proposal, and the voter turnout was as follows: there was a 13% participation rate with 122 of the 967 eligible student voters casting a ballot. Of those votes, there were 66 “yes” votes, 44 “no” votes, and 12 abstained ballots.
### ROUTING TO THE BOARD OF GOVERNORS:

<table>
<thead>
<tr>
<th>Reviewed</th>
<th>Recommended</th>
<th>By</th>
<th>Title</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>x</td>
<td>x</td>
<td>Michael Benarroch</td>
<td>VP External</td>
<td>APRIL 22, 2024</td>
</tr>
<tr>
<td>x</td>
<td>x</td>
<td>Michael Benarroch</td>
<td>President &amp; Vice-Chancellor</td>
<td>April 25, 2024</td>
</tr>
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</tbody>
</table>

**SUBMISSION PREPARED BY:** Office of the Vice-President (External)

**ATTACHMENTS (letters from):**

- Dr. Martin Scanlon, Dean, Faculty of Agricultural and Food Sciences, and Emily Robb, Sr. Stick, FASO.
- Dr. Rob Hoppa, Acting Dean, Faculty of Arts, and Kaylin Lazaro, Sr. Stick, ASBC.
- Prof. Mary Bertone, Director, School of Dental Hygiene, and Stacey Urban, DH2 Student Rep.
- Dr. Anastasia Kelekis-Cholakis, Dean, Dr. Gerald Niznick College of Dentistry, and Dani Stackiw, Sr. Stick.
- Dr. Peter Nickerson, Dean, Max Rady College of Medicine, and Cate Giffin, MMSA Sr. Stick.
- Dr. Edward Jurkowski, Dean, Desautels Faculty of Music, and Steven Hwang, Sr. Stick.
- Dr. Netha Dyck, Dean, College of Nursing, and Judah Chepil, Sr. Stick.
April 10th, 2024

Dr. Michael Benarroch
President and Vice-Chancellor
University of Manitoba

Dear Dr. Benarroch:

I am pleased to inform you that the students in the Faculty of Agricultural and Food Sciences have once again voted to continue making contributions to the faculty through their student referendum.

Attached you will find the letter I received from Emily Robb, Sr. Stick, FASO. The letter details how proper notice was provided to the students about the student giving initiative, including the disbursement and the vote date through emails sent, classroom presentations and an open forum held by the members of the student council.

As Emily explains, degree students wish to contribute $3.83 per credit hour, and diploma $2.50 per credit hour, for a three-year term. This money will go towards the Student Initiative Fund, Endowment Fund, and Bursary Fund. This will result in a contribution of $278,500 (pending enrolment) to the university. This contribution is to be collected from each student in each term when fees are paid, beginning in the fall of the 2024/2025 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

[Signature]

Dr Nazim Cicek, Acting Dean, Faculty of Agricultural and Food Sciences
CC: Justin Wilson, Andrew Colvin, Donor Relations
April 2024

Dr. Nazim Cicek, Acting Dean, Faculty of Agricultural and Food Sciences  
Faculty of Agricultural and Food Sciences  
256 - 66 Dafoe Road  
University of Manitoba (Fort Garry campus)

Dear Dr. Cicek,

On April 3rd to 5th the Faculty of Agricultural and Food Sciences held a referendum to support the funds listed below. Students were proposed with contributing $57.50 per semester for three years, beginning in the fall of 2024. This amounts to $115 per student per year. I am pleased to inform you that the vote was successful.

The ballot read as follows:

| Faculty of Agricultural and Food Sciences  
<table>
<thead>
<tr>
<th>2023-24 Student Giving Ballot</th>
</tr>
</thead>
</table>
| **Degree:** I agree to make a contribution of $3.83 per credit hour  
($115 per year for 30 credit hours) |
| **Diploma:** I agree to make a contribution of $2.50 per credit hour  
($115 per year for 46 credit hours) |

This contribution will be directed to Agricultural & Food Sciences as follows:

- 60% Student Initiative Fund
- 25% Endowment Fund
- 15% Bursary Fund

The term for this agreement is to be 3 years, and is to be paid at the time of registration.

| o Yes | o No |

There was an 18% participation rate with 146 of the 807 eligible student voters casting a ballot. Of those votes, there were 99 "yes" votes, 33 "no" votes, and 14 abstained.

Prior to the referendum vote we held an open forum question and answer period to ensure all students were made aware of information detailing the referendum process, the proposed dollar amount, disbursements, and the need to give back.

Agriculture students support the results of this referendum and ask that the University take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. Michael Benarroch, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,

Emily Robb,  
Senior Stick, FASO  
CC: Justin Wilson, Donor Relations
April 15th, 2024

Dr. Michael Benarroch
President and Vice-Chancellor
University of Manitoba

Dear Dr. Benarroch:

I am pleased to inform you that the students in the Faculty of Arts have once again voted to continue making contributions to the faculty through their student referendum.

Attached you will find the letter I received from Kaylin Lazaro, president of the Arts Student Body Council (ASBC). The letter details how proper notice was provided to the students about the student giving initiative, including the disbursement and the vote date through emails sent, classroom presentations and an open forum held by the members of the student council.

As Kaylin explains, the students wish to contribute $1.00 per credit hour for a three-year term, to the Arts Student Initiative Fund. This will result in a contribution of $348,000 (pending enrolment) to the university. This contribution is to be collected from each student in each term when fees are paid, beginning in the fall of the 2024/2025 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

Robert D. Hoppa, Ph.D.
Acting Dean, Faculty of Arts
Professor, Department of Anthropology

CC: Justin Wilson, Andrew Colvin, Donor Relations
April 2024

Dr. Rob Hoppa, Acting Dean, Faculty of Arts
Faculty of Arts
3rd Floor Fletcher Argue Building
15 Chancellors Circle
University of Manitoba (Fort Garry campus)

Dear Dr. Hoppa,

On April 3rd to 5th, the Faculty of Arts held a referendum to support the Arts Student Initiative Fund. Students were proposed with contributing $15 per term for three years, beginning in the fall of 2024. This amounts to $30 per student per year. I am pleased to inform you that the vote was successful.

The ballot read as follows:

FACULTY OF ARTS
2023/24 STUDENT GIVING BALLOT

I agree to make a contribution of $1 per credit hour
($30 per year for 30 credit hours) to be paid at the time of registration.

100% of this contribution will be directed towards the Student Initiative Fund.

The term for this agreement is to be 3 years.

☐ Yes ☐ No

There was a 5% participation rate with 230 of the 4337 eligible student voters casting a ballot. Of those votes, there were 171 “yes” votes, 59 “no” votes, and no abstained ballots.

Prior to the referendum vote we held an open forum question and answer period to ensure all students were made aware of information detailing the referendum process, the proposed dollar amount, disbursements, and the need to give back.

Arts students support the results of this referendum and ask that the University take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. Michael Benarroch, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,

Kaylin Lazaro,
President, Faculty of Arts Student Body Council

CC: Justin Wilson, Donor Relations
April 8th, 2024

Dr. Michael Benarroch  
President and Vice-Chancellor  
University of Manitoba

Dear Dr. Benarroch:

I am pleased to inform you that the students in the School of Dental Hygiene have once again voted to continue making contributions to the school through their student referendum.

Attached you will find the letter I received from Stacey Urban, DH2 Student Rep. The letter details how proper notice was provided to the students about the student giving initiative, including the disbursement and the vote date through emails sent, classroom presentations and an open forum held by the members of the student council.

As Stacey explains, students wish to contribute $42.50 per semester for a three-year term. This money will go towards the Dental Hygiene Technology Fund. This will result in a contribution of $13,500 (pending enrolment) to the university. This contribution is to be collected from each student in each term when fees are paid, beginning in the fall of the 2024/2025 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

M. Bertone

Professor Mary Bertone, Director and associate professor, School of Dental Hygiene  
CC: Justin Wilson, Andrew Colvin, Donor Relations
April 2024

Prof. Mary Bertone  
Director, School of Dental Hygiene  
Room D212 - 780 Bannatyne Avenue  
University of Manitoba

Dear Professor Bertone,

On March 4\textsuperscript{th} and 5\textsuperscript{th} the School of Dental Hygiene held a referendum to support the Dental Hygiene Technology Fund. Students were proposed with contributing $42.50 per term for three years, beginning in the fall of 2024. This amounts to $85 per student per year. I am pleased to inform you that the vote was successful.

The ballot read as follows:

\begin{center}
\textbf{SCHOOL OF DENTAL HYGIENE  
2023-24 STUDENT GIVING BALLOT}

I agree to make a contribution of $42.50 per term ($85.00 per year) to be paid at the time of registration.

This contribution will be directed to Dental Hygiene as follows:

100\% Dental Hygiene Technology Fund

The term for this agreement is to be 3 years

\begin{itemize}
\item \textbf{Yes}  
\item \textbf{No}
\end{itemize}
\end{center}

There was a 41\% participation rate with 22 of the 53 eligible student voters casting a ballot. Of those votes, there were 18 “yes” votes, 4 “no” votes and no spoiled/abstained ballots.

Prior to the referendum vote we held an open forum question and answer period to ensure all students were made aware of information detailing the referendum process, the proposed dollar amount, disbursements, and the need to give back.

Dental Hygiene students support the results of this referendum and ask that the University take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. Michael Benarroch, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,

\begin{center}
Stacey Urban,  
Dental Hygiene Student Rep
\end{center}
April 12, 2024

Dr. Michael Benarroch
President and Vice-Chancellor
University of Manitoba

Dear Dr. Benarroch:

I am pleased to inform you that the students in the Dr. Gerald Niznick College of Dentistry have once again voted to continue making contributions to the college through their student referendum.

Attached you will find the letter I received from Dani Stackiw, Sr. Stick, Dentistry. The letter details how proper notice was provided to the students about the student giving initiative, including the disbursement and the vote date through emails sent, classroom presentations and an open forum held by the members of the student council.

As Dani explains, students wish to contribute $87.50 per semester for a three-year term. This money will go towards the Dentistry Student Initiative Fund. This will result in a contribution of $96,000 (pending enrolment) to the university. This contribution is to be collected from each student in each term when fees are paid, beginning in the fall of the 2024/2025 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Kindest Regards,

Anastasia Kelekis-Cholakis, BA, DMD, Dip. Perio, FRCD(C),
Dean, Dr. Gerald Niznick College of Dentistry

cc: Justin Wilson, Andrew Colvin, Donor Relations
April 2024

Dr. Anastasia Kelekis-Cholakis, Dean, Dr. Gerald Niznick College of Dentistry
Dr. Gerald Niznick College of Dentistry
D113, 780 Bannatyne Avenue
University of Manitoba, Bannatyne Campus

Dear Dr. Kelekis-Cholakis,

On February 29th to March 1st the Dr. Gerald Niznick College of Dentistry held a referendum to support the Dentistry Student Initiative Fund. Students were proposed with contributing $87.50 per term for three years, beginning in the fall of 2024. This amounts to $175 per student per year. I am pleased to inform you that the vote was successful.

The ballot read as follows:

```
Dr. Gerald Niznick College of Dentistry
2023/24 Student Giving Ballot

I agree to make a contribution of $175 per year ($87.50 per term)
to be paid at the time of registration.

100% of this contribution will be directed to the Dentistry Student Initiative Fund.

The term for this agreement is to be 3 years.

☐ Yes  ☐ No
```

There was a 24% participation rate with 44 of the 183 eligible student voters casting a ballot. Of those votes, there were 41 “yes” votes, 3 “no” votes and no spoiled/abstained ballots.

Prior to the referendum vote we held an open forum question and answer period to ensure all students were made aware of information detailing the referendum process, the proposed dollar amount, disbursements, and the need to give back.

Dentistry students support the results of this referendum and ask that the University take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. Michael Benarroch, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,

Dani Stackiw,
Dentistry Senior Stick

CC: Justin Wilson, Donor Relations
April 11, 2024

Dr. Michael Benarroch  
President and Vice-Chancellor  
University of Manitoba

Dear Dr. Benarroch:

I am pleased to inform you that the students in the Max Rady College of Medicine have once again voted to continue making contributions to the college through their student referendum.

Attached you will find the letter I received from Cate Giffin, Sr. Stick, MMSA. The letter details how proper notice was provided to the students about the student giving initiative, including the disbursement and the vote date through emails sent, classroom presentations and an open forum held by the members of the student council.

As Cate explains, students wish to contribute $50 per semester for a three-year term. This money will go towards the Medicine Student Scholarship and the Medicine Student Initiative Fund. This will result in a contribution of $136,000 (pending enrolment) to the university. This contribution is to be collected from each student in each term when fees are paid, beginning in the fall of the 2024/2025 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

Peter Nickerson, MD, FRCPC, FCAHS
Vice-Provost (Health Sciences) and Distinguished Professor  
Dean, Rady Faculty of Health Sciences  
Dean, Max Rady College of Medicine  
University of Manitoba

cc: Justin Wilson, Donor Relations  
    Andrew Colvin, Donor Relations
April 2024

Dr. Peter Nickerson, Dean, Max Rady College of Medicine
Max Rady College of Medicine
260 Brodie Centre - 727 McDermot Ave
University of Manitoba

Dear, Dr. Nickerson,

On Feb 22nd and 23rd the students in the Max Rady College of Medicine held a referendum to support the Medicine Student Scholarship, and the Medicine Student Initiative Fund. Students were proposed with contributing $50 per term for three years, beginning in the fall of 2024. This amounts to $100 per student per year. I am pleased to inform you that the vote was successful.

The ballot read as follows:

<table>
<thead>
<tr>
<th>Max Rady College of Medicine</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023/24 Student Giving Ballot</td>
</tr>
</tbody>
</table>

I agree to make a contribution of $50 per term ($100 per year) to be paid at the time of registration.

This contribution will be directed to the Max Rady College of Medicine as follows:

- 50% Medicine Student Scholarship
- 50% Medicine Student Initiative Fund

The term for this agreement is to be 3 years.

[ ] Yes [ ] No

There was a 13.5% participation rate with 61 of the 453 eligible student voters casting a ballot. Of those votes, there were 49 “yes” votes, 12 “no” votes, and no abstained ballots.

Prior to the referendum vote we held an open forum question and answer period to ensure all students were made aware of information detailing the referendum process, the proposed dollar amount, disbursements, and the need to give back.

Medicine students support the results of this referendum and ask that the University take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. Michael Benarroch, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,

Cate Giffin
MMSA Senior Stick

CC: Justin Wilson, Donor Relations
April 11, 2024

Dr. Michael Benarroch
President and Vice-Chancellor
University of Manitoba

Dear Dr. Benarroch,

I am pleased to inform you that the students in the Desautels Faculty of Music recently voted to continue making contributions to the DFOM through their student referendum.

Attached you will find the letter I received from the DFOM’s Senior Stick, Steven Hwang. The letter details how proper notice was provided to the students about the student giving initiative, including the disbursement and the vote date through emails sent, classroom presentations and an open forum held by the members of the student council.

As Steven explains, students wish to contribute $3 per credit hour for a three-year term. This money will go towards the Music Student Initiative Fund, and the Music Endowment Fund. This will result in a contribution of $58,000 (pending enrolment) to the university. This contribution is to be collected from each student in each term when fees are paid, beginning in the fall of the 2024/2025 academic year.

I would appreciate if you would present the result of this student referendum to the Board of Governors for approval.

Sincerely,

Edward Jurkowski, PhD
Dean, Desautels Faculty of Music

CC: Justin Wilson, Andrew Colvin, Donor Relations
April 2024

Dr. Edward Jurkowski, Dean, Desautels Faculty of Music
150 Dafoe Road
University of Manitoba (Fort Garry Campus)
Winnipeg

Dear Dr. Jurkowski,

On March 14th-15th the Faculty of Music held a referendum to support the Music Student Initiative Fund and the Endowment Fund. Students were proposed with contributing $45 per term for three years, beginning in the fall of 2024. This amounts to $90 per student per year. I am pleased to inform you that the vote was successful.

The ballot read as follows:

<table>
<thead>
<tr>
<th>MARCEL A. DESAUTELS FACULTY OF MUSIC</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023-24 STUDENT GIVING BALLOT</td>
</tr>
</tbody>
</table>

I agree to make a contribution of $3 per credit hour ($90 per year for 30 credit hours) to be paid at the time of registration.

This contribution will be directed to Music as follows:

- 30% Music Endowment Fund
- 70% Music Student Initiative Fund

The term for this agreement is to be 3 years

Yes [ ] No [ ]

There was a 14% participation rate with 30 of the 214 eligible student voters casting a ballot. Of those votes, there were 24 “yes” votes, 5 “no” votes, and 1 abstained.

Prior to the referendum vote we held an open forum question and answer period to ensure all students were made aware of information detailing the referendum process, the proposed dollar amount, disbursements, and the need to give back.

Music students support the results of this referendum and ask that the University take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. Michael Benaroch, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,

Steven Hwang
Senior Stick, Faculty of Music

CC: Justin Wilson, Donor Relations
April 16, 2024

Dr. Michael Benarroch
President and Vice-Chancellor
University of Manitoba
Winnipeg, Manitoba  R3T 2N2

Dear Dr. Benarroch,

I am pleased to inform you that the students in the College of Nursing have once again voted to continue making contributions to the school through their student referendum.

Attached you will find the letter I received from Judah Chepil, College of Nursing Sr. Stick. The letter details how proper notice was provided to the students about the student giving initiative, including the disbursement and the vote date through emails sent, classroom presentations and an open forum held by the members of the student council.

As Judah explains, students wish to contribute $3.50 per credit hour during the fall and winter semesters for a three-year term. This will not be applied to the summer semester. This money will go towards the Awards/Bursaries Fund, Endowment fund, Student Initiative Fund, NSA Lounge Improvements, and the Humanitarian Fund. This will result in a contribution of $304,100 (pending enrollment) to the university. This contribution is to be collected from each student in each term when fees are paid, beginning in the fall of the 2024/2025 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

[Signature]

Dr. Netha Dyck
Dean, College of Nursing

CC: Justin Wilson, Andrew Colvin, Donor Relations
Dear Dr. Dyck,

On April 8th to 12th the College of Nursing held a referendum to support the funds listed below. Students were proposed with contributing $52.50 per semester for three years, beginning in the fall of 2024. This amounts to $105 per student per year. These fees will not be applied to the summer semester. I am pleased to inform you that the vote was successful.

The ballot read as follows:

<table>
<thead>
<tr>
<th>2023/24 College of Nursing Student Giving Ballot</th>
</tr>
</thead>
<tbody>
<tr>
<td>I agree to make a contribution of $3.50 per credit hour during the fall and winter semesters ($105 per year for 30 credit hours).</td>
</tr>
<tr>
<td>(<em>this will not be applied to credit hours during the summer semester</em>).</td>
</tr>
</tbody>
</table>

This contribution will be directed as follows:

- Awards/bursaries fund: 55%
- Endowment fund: 20%
- Student initiative fund: 18%
- NSA Lounge improvements: 5%
- Humanitarian fund: 2%

The term for this agreement is to be 3 years and is to be paid at the time of registration.

| o Yes | o No |

There was a 13% participation rate with 122 of the 967 eligible student voters casting a ballot. Of those votes, there were 66 “yes” votes, 44 “no” votes, and 12 abstained.

Prior to the referendum vote we held an open forum question and answer period to ensure all students were made aware of information detailing the referendum process, the proposed dollar amount, disbursements, and the need to give back.

Nursing students support the results of this referendum and ask that the University take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. Michael Benarroch, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,

Judah Chepil
Senior Stick, College of Nursing
CC: Justin Wilson, Donor Relations
AGENDA ITEM:
2023-2024 Fundraising Update

RECOMMENDATION:
THAT the Board of Governors Advancement Committee receive an update on 2023-24 fundraising for information.

PURPOSE and KEY CONSIDERATIONS:
(1) The Advancement Committee is receiving this update as it relates to the mandate of the Committee to provide insight to the advancement of the University, including philanthropic programs and goals.
(2) The annual fundraising achievements provides the Committee with information on the progress of philanthropic programs and the ability to achieve annual fundraising goals.

EXECUTIVE SUMMARY and BACKGROUND:
The annual fundraising target of $61.43 million was exceeded, with $63.64 million raised over the 2023-24 fiscal year.

RESOURCE REQUIREMENTS:
N/A

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:
The fundraising initiatives at the University of Manitoba raise essential resources to be able to support the University’s strategic plan.
<table>
<thead>
<tr>
<th><strong>RISKS AND IMPLICATIONS:</strong></th>
<th></th>
</tr>
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<tr>
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**ROUTING TO THE BOARD OF GOVERNORS:**

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<th>By</th>
<th>Title</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>☒</td>
<td>☐</td>
<td>Vanessa Koldingnes</td>
<td>Vice-President (External)</td>
<td>2024-04-22</td>
</tr>
<tr>
<td>☒</td>
<td>☐</td>
<td>Advancement Committee</td>
<td></td>
<td>2024-04-22</td>
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</tbody>
</table>

**SUBMISSION PREPARED BY:** Vanessa Koldingnes, Vice-President (External)

**ATTACHMENTS:**

Attachment A: UM Fundraising 2023-24 Overview
The 2023/24 year was extremely successful, with the fundraising target of $61.43 million being well surpassed with $63.64 million raised. This is the second highest fundraising year in UM’s history. As well, the University Investment Trust (UIT) surpassed the $1 Billion milestone at the end of January 2024.

The following chart provides an overview of the level of giving and number of donors in achieving the $63.64 million:

<table>
<thead>
<tr>
<th>Range</th>
<th>Total giving</th>
<th>Number of Gifts</th>
<th>Number of Donors</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0-$1K</td>
<td>$1,166,258</td>
<td>11,928</td>
<td>5,649</td>
</tr>
<tr>
<td>$1K - $25K</td>
<td>$3,976,495</td>
<td>1,029</td>
<td>784</td>
</tr>
<tr>
<td>$25K+</td>
<td>$58,497,504</td>
<td>161</td>
<td>134</td>
</tr>
<tr>
<td>Total</td>
<td>$63,640,258</td>
<td>13,118</td>
<td>6,458</td>
</tr>
</tbody>
</table>

Fundraising highlights of the year include the following:

- The “40 for 140” campaign for the Isbister Legacy Society was achieved. Through a full-scale effort of donor engagement, collaborations with Alumni Relations and Advancement Marketing, an integrated approach with Annual Giving, and the introduction of new methods of lead generation, we reached 40 new planned giving commitments. This is the largest number of new commitments in any single year for UM.

- Targets set in the areas of annual giving, planned giving, and principal/major giving were all exceeded.

- A sampling of significant and unique gifts from the past year include:
  - The National Centre for Truth and Reconciliation (NCTR), hosted at the University of Manitoba, announced a $5 million gift from The Winnipeg Foundation. This is the lead gift to the $40 million capital campaign to support the building of the new permanent home for the NCTR.
  - We received $5 million from Jerry Niznick, D.M.D./1966 and Reesa Niznick to support the investment of dental clinics in a new facility on the Bannatyne Campus.
  - RBC donated $1.5 million to create undergraduate and graduate research awards in food sustainability in the Faculty of Agricultural and Food Sciences.
  - We received $3.7 million from the Manitoba Egg Farmers towards a new facility for the Faculty of Agricultural and Food Sciences.
  - Receiving $1.3 million from 19 partners in the potato industry will allow UM to house a Research Chair in Potato Sustainability.
AGENDA ITEM:
Distinguished Service Award Policy, Procedure and Bylaws

RECOMMENDATION:
THAT the Board of Governors:

1. Approves effective immediately, revisions to the Distinguished Service Award Policy and Procedure
2. Repeals effective immediately, the Distinguished Service Award Committee Bylaws

PURPOSE and KEY CONSIDERATIONS:
In accordance with its Terms of Reference (section 3 a) iv), the Board of Governors Executive Committee is responsible for reviewing and recommending to the Board of Governors nominations for the Distinguished Service Award.

The proposed revisions to the Distinguished Service Award Policy and the Distinguished Service Award Procedure clarify that it is the responsibility of the Executive Committee to consider Distinguished Service Award nominations, and recommend to the Board of Governors, those nominations approved by the Committee. No other changes relating to the nomination and/or selection process for the Distinguished Service Award are proposed.

In addition to the revised policy and procedure, the recommendation is also to repeal the Distinguished Service Award Committee Bylaws, in that the Distinguished Service Award Committee no longer exists and therefore the Committee Bylaw is no longer needed.

EXECUTIVE SUMMARY and BACKGROUND:
In November of 2022, the Board of Governors approved a new Board Committee Structure and Terms of Reference for standing committees of the Board, commencing with the January 2023 Board Cycle.

The new Board Committee Structure included the Executive Committee, along with the new Terms of Reference for the Executive Committee that included an area of responsibility that tasked the Committee with reviewing, considering, and recommending for approval by the Board of Governors, nominations for the Distinguished Service Award. The proposed updates to the Policy and Procedure reflect the revised Board Committee structure previously approved by the Board.

The Executive Committee met on April 11th to review and recommend revisions to the Distinguished Service Award Policy and Procedure, and the repeal the Distinguished Service Award Committee Bylaw.
RESOURCE REQUIREMENTS and IMPLICATIONS:
None.

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:
A Distinguished Service Award is the highest honour conferred by the Board of Governors, awarded to individuals, groups, and organizations based on distinguished contributions that improve the social or cultural well-being of the people of Manitoba.

As part of the University of Manitoba’s core values, the well-being and successes of our community members will be reflected through recognition of their distinguished community service to province and the University of Manitoba.

RISKS and OPPORTUNITIES:
The new Terms of Reference for the Executive Committee will help to ensure that the Committee can fulfill its mandate by encouraging and recommending nominations for the Distinguished Service Award, one of the University of Manitoba’s means of recognizing and celebrating outstanding community members this with special award.
ROUTING TO THE BOARD OF GOVERNORS:

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<tr>
<th>Reviewed</th>
<th>Recommended</th>
<th>By</th>
<th>Title</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>☒</td>
<td>☐</td>
<td>Jeff Leclerc</td>
<td>University Secretary</td>
<td>Click or tap to enter a date.</td>
</tr>
<tr>
<td>☒</td>
<td>☒</td>
<td>Executive Committee</td>
<td></td>
<td>2024-04-11</td>
</tr>
<tr>
<td>☐</td>
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<td></td>
<td>Click or tap to enter a date.</td>
</tr>
</tbody>
</table>

SUBMISSION PREPARED BY: Melissa Watson, Executive Assistant to the University Secretary

ATTACHMENTS:

Attachment A – Distinguished Service Award Policy (for approval)
Attachment B – Distinguished Service Award Procedure (for approval)
Attachment C – Distinguished Service Award Committee Bylaws (for repeal)
UNIVERSITY OF MANITOBA
POLICY

<table>
<thead>
<tr>
<th>Policy:</th>
<th>DISTINGUISHED SERVICE AWARD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Effective Date:</td>
<td>March 22, 2005</td>
</tr>
<tr>
<td>Revised Date:</td>
<td>March 20, 2013; September 10, 2013; April 11, 2024</td>
</tr>
<tr>
<td>Review Date:</td>
<td>March 20, 2023 April 11, 2024</td>
</tr>
<tr>
<td>Approving Body:</td>
<td>Board of Governors</td>
</tr>
<tr>
<td>Authority:</td>
<td>Responsible Executive Officer: University Secretary</td>
</tr>
<tr>
<td>Delegate:</td>
<td></td>
</tr>
<tr>
<td>Contact:</td>
<td>Governance Specialist, Office of the University Secretary</td>
</tr>
<tr>
<td>Application:</td>
<td>Board of Governors Members; Senate Members</td>
</tr>
</tbody>
</table>

Part I
Reason for Policy

1.1 To establish an award that celebrates and recognizes public service and community building activities by individuals, groups, and organizations in the Province of Manitoba.

Part II
Policy Content

The Distinguished Service Award is the highest honour bestowed by the Board of Governors. Distinguished Service Awards are awarded to individuals, groups, and organizations whose contributions improve the social or cultural well-being of the people of Manitoba in a manner consistent with the University’s values. It is intended to recognize those whose service efforts build a better province for us all. The focus of the award is the recognition of distinguished community service to the University, the City of Winnipeg, or and the Province of Manitoba, as opposed to individual achievements.

2.1 The Board of Governors shall decide the recipients of Distinguished Service Awards after considering the recommendations of the Distinguished Service Awards Selection -- Board of Governors Executive Committee.
2.2 Normally, no more than two (2) Distinguished Service Awards shall be awarded in one academic year.

2.3 All residents of Manitoba who are not current employees of the University of Manitoba are eligible for nomination for the Distinguished Service Award.

2.4 Normally Distinguished Service Awards shall be presented at Convocation, but the Chair of the Board of Governors may authorize presentation at another suitable occasion.

2.5 Recipients of the Distinguished Service Award shall receive a University of Manitoba Distinguished Service Medal. A citation shall be read at the presentation ceremony.

2.6 The University will not normally offer a Distinguished Service Award to anyone who is not in a position to accept it in person.

Part III
Accountability

3.1 The Office of Legal Counsel is responsible for advising the University Secretary that a formal review of this Policy is required.

3.2 The University Secretary is responsible for the implementation, administration and review of this Policy.

3.3 Board of Governors members and Senate members are responsible for complying with this Policy.

Part IV
Authority to Approve Procedures

4.1 The Board of Governors may approve Procedures, if applicable, which are secondary to and comply with this Policy.

Part V
Review

5.1 Governing Document reviews shall be conducted every ten (10) years. The next scheduled review date for this Policy is March 20, 2023/April 11, 2034.

5.2 In the interim, this Policy may be revised or repealed if:

   (a) the University Secretary or Approving Body deems it necessary or desirable to do so;
(b) the Policy is no longer legislatively or statutorily compliant; and/or
(c) the Policy is now in conflict with another Governing Document.

5.3 If this policy is revised or repealed, all Secondary Documents will be reviewed as soon as reasonably possible in order to ensure that they:

(a) comply with the revised Policy; or
(b) are in turn repealed.

**Part VI**

**Effect on Previous Statements**

6.1 This Policy supersedes all of the following:

(a) Policy 230 Distinguished Service Awards, approved January 12, 1982;
(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 VII**

**Cross References**

7.1 This Policy should be cross referenced to the following relevant Governing Documents, legislation and/or forms:

(a) Distinguished Service Awards Procedures
(b) Distinguished Service Award Committee Bylaws
UNIVERSITY OF MANITOBA
PROCEDURE

<table>
<thead>
<tr>
<th>Procedure:</th>
<th>DISTINGUISHED SERVICE AWARD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parent Policy:</td>
<td>Distinguished Service Award Policy</td>
</tr>
<tr>
<td>Effective Date:</td>
<td>March 22, 2005</td>
</tr>
<tr>
<td>Revised Date:</td>
<td>September 10, 2013, April 11, 2024</td>
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<tr>
<td>Review Date:</td>
<td>September 10, 2023, April 11, 2034</td>
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<td>Approving Body:</td>
<td>Board of Governors</td>
</tr>
<tr>
<td>Authority:</td>
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<td>Responsible Executive Officer:</td>
<td>University Secretary</td>
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<tr>
<td>Contact:</td>
<td>Governance Specialist, Office of University Secretary</td>
</tr>
<tr>
<td>Application:</td>
<td>Board of Governors members, Senate Members</td>
</tr>
</tbody>
</table>

Part I
Reason for Procedure

1.1 To set out procedures secondary to the Policy entitled “Distinguished Service Award” in connection with the nomination, review and selection of candidates for the Distinguished Service Award.

Part II
Procedural Content

Nominations

2.1 Members of the Board of Governors, Senate and the University Community are solicited at least once a year for nominations. In addition, the Board Executive Committee may consider nominations received from members of constituencies outside the University, or make nominations in its own right.

2.2 Nominations shall be submitted in confidence to the University Secretary. Nominations must be received prior to December 31 in any given year in order to
be eligible for consideration by the Distinguished Service Award Board of Governors Executive Committee.

2.3 All nominations must be accompanied by:

(a) a nomination form;

(b) the nominee's curriculum vitae, containing such details as education, field of endeavor, publications, special awards, and distinguished service;

(c) a short description of the actions or special accomplishments that constitute distinguished contributions to Manitoba in areas which are of major interest to the University of Manitoba and/or which are directly associated with the University; and

(d) a short biographical summary of the nominee of no more than 150 words.

2.4 Any nominations received that do not include the items listed in section 2.3 shall not be forwarded to the Committee and shall be returned to the nominator.

Review of Nominations by Committee

2.5 The Distinguished Service Award Board of Governors Executive Committee (the "Committee") shall meet annually to review nominations and to recommend candidate(s) for the Distinguished Service Award to the Board of Governors.

2.6 The terms of reference and composition of the Committee are set out in the Distinguished Service Award Committee Bylaws Board of Governors Executive Committee Terms of Reference.

2.7.2.6 The consideration of nominations by the Committee shall be completed in a closed and confidential meeting.

Selection of Recipient(s)

2.8.2.7 Nominations approved by the Committee are recommended to the Board of Governors.

2.9.2.8 An election for Distinguished Service Awards may be held at a duly called regular or special meeting of the Board of Governors.

2.10.2.9 Voting for candidates for the Distinguished Service Award shall be by secret ballot.

2.11.2.10 A candidate must receive a two-thirds majority vote of those members of the Board present and voting to be approved.
The Board establishes and maintains a reserve list of approved candidates for the Distinguished Service Award to be awarded as the occasion demands. The President shall select candidates from the reserve list of approved candidates those who will be invited to receive the Distinguished Service Award.

Governors who wish to know the names of individuals approved may consult the University Secretary on a confidential basis. The names of those approved and those failing to receive approval shall be disclosed to the President. Otherwise, the Board’s decision shall remain confidential.

Part III
Accountability

3.1 The Office of Legal Counsel is responsible for advising the University Secretary that a formal review of this Procedure is required.

3.2 The University Secretary is responsible for the implementation, administration and review of this Procedure.

3.3 Board of Governors members and Senate members 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 September 10, 2023 April 11, 2024.

4.2 In the interim, this Procedure may be revised or repealed if:

(a) the University Secretary or Approving Body 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) all previous Board/Senate Procedures, and resolutions on the subject matter contained herein;
(b) all previous Administration Procedures, and resolutions on the subject matter contained herein;

(c) all previous Faculty/School Council Bylaw and academic and admission Regulations and any resolutions on the subject matter contained herein.

(d) Policy 230 Distinguished Service Awards, as approved January 12, 1982.

**Part VI**  
**Cross References**

6.1 This Procedure should be cross referenced to the following relevant Governing Documents, legislation and/or forms:

(a) Policy: Distinguished Service Award

(b) Bylaws: Distinguished Service Award Committee

(e)(b) Nomination Form: Distinguished Service Award
**UNIVERSITY OF MANITOBA**  
**BYLAW**

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<td>Governance Specialist, Office of the University Secretary</td>
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**Part I**  
Reason for Bylaw

1.1 There shall be a Committee of the Board known as the “Distinguished Service Award Committee”.

**Part II**  
Bylaw Content

**Membership**

2.1 The membership of the Distinguished Service Award Committee will consist of:

(a) The Chair of the Board of Governors

(b) The Chancellor

(c) The President

(d) A student member of the Board of Governors
(e) Three other members of the Board of Governors

Terms of Office

2.2 The term of office of an elected member of the Distinguished Service Award Committee shall be for a period not exceeding three (3) years following such person’s election and shall terminate when such person ceases to be a member of the Board, or resigns, or when such person’s membership in the Committee is sooner terminated by the Board.

2.3 The Chair and the Vice-Chair of the Distinguished Service Award Committee shall be appointed annually by the Board of Governors on the recommendation of the Governance and Nominating Committee.

Duties of the Committee

2.4 The duties of the Distinguished Service Award Committee include the following:

(a) To recommend, pursuant to the approved Policy and Procedure on Distinguished Service Awards, candidates for the Distinguished Service Award for consideration by the Board of Governors; and

(b) To recommend to the Board of Governors on policy and criteria to be used in awarding the Distinguished Service Award.

Part III
Accountability

3.1 The Office of Legal Counsel is responsible for advising the University Secretary that a formal review of this Bylaw is required.

3.2 The University Secretary is responsible for the implementation, administration and review of this Bylaw.

3.3 Board of Governors members are responsible for complying with this Bylaw.

Part IV
Authority to Approve Procedures

4.1 The Distinguished Service Award Committee may approve Procedures, if required, which are secondary to and comply with this Bylaw in order to carry out the duties outlined in subsections 2.4(a) and (b).
Part V
Review

5.1 Governing Document reviews shall be conducted every ten (10) years. The next scheduled review date for this Bylaw is May 19, 2025.

5.2 In the interim, this Bylaw may be revised or repealed if:
   (a) the Approving Body deems it necessary or desirable to do so;
   (b) the Bylaw is no longer legislatively or statutorily compliant; and/or
   (c) the Bylaw is now in conflict with another Governing Document.

5.3 If this Bylaw is revised or repealed all Secondary Documents, if applicable, shall be reviewed as soon as possible in order that they:
   (a) comply with the revised Bylaw; or
   (b) are in turn repealed.

Part VI
Effect on Previous Statements

6.1 This Bylaw supersedes all of the following:
   (a) all previous Board of Governors/Senate Governing Documents on the subject matter contained herein; and
   (b) all previous Administration Governing Documents on the subject matter contained herein.

Part VII
Cross References

7.1 This Bylaw should be cross referenced to the following relevant Governing Documents, legislation and/or forms:
   (a) Distinguished Service Award Policy
   (b) Distinguished Service Award Procedure
AGENDA ITEM:
Revised Code of Conduct

RECOMMENDATION:
THAT the Board of Governors approve the revised Code of Conduct for Members of the Board of Governors of the University of Manitoba, effective June 1, 2024.

PURPOSE and KEY CONSIDERATIONS:
Sections 3 b) i) and ii) c of the Governance and Board Development Committee Terms of Reference charge the Committee with the development and review of the Code of Conduct (the Code) for the Board of Governors. Following consultation with the Governance and Board Development Committee, the Code has been revised to:

- Remove gendered language to better reflect the University’s commitment to equity, diversity, and inclusion;
- Reflect the updated mission, vision, and values as outlined in MomentUM: Leading Change Together, the University’s 2024-2029 strategic plan; and
- Incorporate the feedback of the Governance and Board Development Committee to reflect the current requirements of the Board.

EXECUTIVE SUMMARY and BACKGROUND:
The Code of Conduct was first established by the Board effective June 1, 2009 and was last revised in 2014. The Code provides the framework to outline the obligations of Board members and sets out processes for dealing with conflict of interest and confidentiality.

As part of the periodic review of the Policy, the Governance and Board Development Committee has identified some proposed updates to the Code.

RESOURCE REQUIREMENTS and IMPLICATIONS:
No new resources are required. Human resources in the Office of the University Secretary will continue to be used to orient new members to the Code, track declarations from Members and report to the Committee and Board annually on compliance.

**CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:**

The Code of Conduct aids in ensuring that the Board of Governors continues to represent the University in an ethical and transparent manner and upholds the Mission, Vision and Values of the University of Manitoba.

**RISKS and OPPORTUNITIES:**

The actions of the members of the Board of Governors and its standing committees, including any real or perceived conflicts of interest of members of the Board of Governors contain potential legal or reputational risks. Having the Code of Conduct in place and compliance reporting of conflicts mitigates these risks to members of the Board, its committees, and to the University.

**CONSULTATION:**

The Governance and Board Development Committee provided input and feedback into the revisions to the Code.
ROUTING TO THE BOARD OF GOVERNORS:

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SUBMISSION PREPARED BY: Laura Orsak-Williams, Governance Systems Coordinator

ATTACHMENTS:

Attachment 1 – Code of Conduct for Members of the Board of Governors of the University of Manitoba
Background

The Mission of the University of Manitoba (hereinafter, "the University"), as approved by the Board of Governors in February, 2024, is to:

advance learning by creating, sharing, preserving, and applying knowledge in partnership with diverse communities to promote the cultural, social, and economic well-being and health of Manitoba, Canada, and the world. To create, preserve, and communicate knowledge, and thereby, contribute to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.

In Building for a Bright Future: A Strategic Academic Plan for the University of ManitobaMomentUM: Leading Change Together, the University adopted as its Vision statement which declares that: "The University of Manitoba will be a vibrant and thriving community, enriched by Indigenous knowledges and perspectives. We will lead change for a better Manitoba and world." To affirm the position of the University of Manitoba among the best of Canada's research intensive institutions and to lead our nation in demonstrating a commitment to the education of a broad sector of society.

The University of Manitoba Act establishes the Board of Governors (hereinafter, "the Board") and confers upon it certain powers and authorities.

It is the desire of the Board that all of its actions be seen to be founded on the principles of ethical, respectful, and inclusive community leadership and reflect the University’s stated values of belonging, curiosity, impact, integrity, and well-being.

Objectives

The goal of the Code is to ensure public confidence in all aspects of the University Board and, in particular:

- to promote public confidence in the integrity, trustworthiness and impartiality of members of the Board;
- to articulate rules of conduct;
- to set out the responsibilities of Board members in carrying out their duties;
- to assist members of the Board in recognizing, avoiding and dealing with conflict of interest situations;
- to prevent conflict of interest through avoidance of those activities which may give rise to conflict of interest (real or perceived); and
Attachment 1 – Code of Conduct for Members of the Board of Governors of the University of Manitoba

- to set out the rules under which members of the Board shall govern themselves with regard to confidentiality.
Definitions

"Member(s)", means any person(s) appointed as a member or assessor of the Board, as well as any person appointed as a member of a standing or ad hoc committee of the Board, whether or not he/she is a member of the Board.

Application

This Code applies to all members.

I. GENERAL DUTIES AND OBLIGATIONS OF MEMBERS

All members have a fiduciary duty to act only in the best interests of the University.

At the time of appointment to the Board, each Member shall sign and file a declaration with the University Secretary indicating that he/she has read, understands, and agrees to comply with this Code.

During his/her term of office, each Member:

- shall carry out his/her functions with honesty, integrity, independence, and good faith, and shall act only in the best interests of the University;
- shall act responsibly with the prudence of a reasonable individual;
- shall respect the confidentiality of information received in the performance of duties, as well as the confidentiality of the deliberations of the Board, both during and after his/her tenure on the board or its committees;
- shall respect the authority of the Board and Board decisions once made;
- shall adequately prepare for, attend and participate in meetings of the Board, and committees, as appropriate;
- shall dedicate the appropriate time and commitment required to effectively discharge their duties to the Board and/or its committees;
- shall declare any real or apparent conflict of interest as soon as he/she becomes aware of it;
- shall not assist any person or any organization in its dealings with the University when such intervention may result in real or apparent preferential treatment to that person or organization by the University;
- shall not use, for his/her personal benefit or advantage, or for the benefit or advantage of any family member, any information acquired in the exercise of their office that is not otherwise generally available to the public; and
- shall not use, directly or indirectly, any facilities, property or services of the University, nor allow them to be used, for purposes other than as expressly approved by the University.
Attachment 1 – Code of Conduct for Members of the Board of Governors of the University of Manitoba

- shall not make use of any confidential information obtained as a Member, in order to derive therefrom a benefit or advantage for himself/herself/oneself or that of any family member.

II. RULES GOVERNING CONFLICTS OF INTEREST

Preamble:

A Member holds a position of trust. As such, there is a general obligation to avoid situations of conflict of interest.

Definition of Conflict of Interest:

A conflict of interest arises when a Member’s personal and/or business/occupational/professional interests compete with or supersede the Member’s dedication to the interest of the University. This could arise from a real or apparent conflict of interest.

Real conflict of interest:

A "real conflict of interest" exists when a Member holds a business, occupational or professional interest, whether directly or indirectly ("a personal interest"), that in the opinion of a reasonable person is sufficient to put into question the Member’s ability to exercise his or her duties on the Board independently, impartially and objectively.

Avoidance of Conflicts:

Each Member must arrange his/her personal interests and conduct himself/herself in a manner to avoid a real or apparent conflict of interest. Without limiting the generality of the foregoing, a Member:

- shall not act on behalf of, or deal with, the University, in any matter where a real or apparent conflict may exist;
- shall not use the relationship with the University to confer an advantage on oneself or on a close friend, any related person, business associate, or a corporation or partnership in which the Member holds a significant interest;
- shall not use property owned by the University to confer an advantage on oneself or on a close friend, any related person, business associate, or a corporation or partnership in which the Member holds a significant interest;
- shall not use information acquired through membership on the Board to confer an advantage on oneself or on a close friend, any related person, business associate, or a corporation or partnership in which the Member holds a significant interest;
who is a student at, or an employee of, the University, may take part in discussions and vote on all matters relating generally to the financial operations of the University, including remuneration, benefits, terms of employment and rights and privileges available to employees of the University generally.

Clarification

If a Member is in doubt as to whether or not a conflict exists, the Member must seek the advice of the Chair of the Board; or of a person designated by the Board; and must follow the advice given. In the case of the Board Chair, he or shethey are is to seek the advice of the Executive Committee.

Declaration of Conflict of Interest:

A Member must take immediate steps to resolve the conflict or to remove the perception that one exists.

Each Member is required to make a declaration of the nature and extent of any conflict of interest at the first opportunity after the facts related to the conflict of interest have come to the Member's attention.

After making a declaration of a conflict of interest, the Member:

• shall not take part in the discussion of the matter and shall not vote on any question in respect of the matter (that Member may be counted for the purposes of reaching a quorum for that meeting);
• shall leave the meeting for the period during which the matter is under discussion; and
• shall not attempt in any way, before, during or after the meeting, to influence the discussion and/or voting on any question in respect of the matter.

After a declaration of a conflict of interest has been made by a Member:

• the declaration and the resolution of any conflict of interest shall be recorded in the minutes of the meeting.

II. RULES GOVERNING CONFIDENTIALITY

Proceedings at "open" sessions of meetings of the Board are not confidential. Agendas, briefing documents, minutes, reports and other documents received by a Member for purposes of an open session are not confidential, unless specifically identified as "confidential".

Proceedings at "closed" sessions of meetings of the Board are confidential as are those in "closed and confidential matters related to labour relations" and any in camera sessions.
Proceedings at meetings of committees of the Board are confidential, unless otherwise explicitly directed by the Board.

Agendas, briefing documents, minutes, reports and other documents received by a Member for purposes of a closed session of a Board meeting or a committee meeting are confidential.

During the term of the member and thereafter, confidential information received by a Member shall not be divulged to any other person without the express prior, written authorization of the Board.

It is the responsibility of Members and any other person who receives confidential information to ensure the security of confidential information entrusted to them at all times. At the appropriate time, such documentation must be destroyed in a confidential matter. Members may return such documentation to the University Secretary for destruction.

IV. OTHER

Rules about Gifts:

Members should not accept entertainment, gifts or favours that create or appear to create preferential treatment for the Member or the University. Gifts and entertainment should only be accepted or offered by a Member in the course of performing board responsibilities where:

- the gift has no more than token value;
- it is the normal exchange of hospitality or customary gesture of courtesy between persons doing business together;
- the exchange is lawful and in accordance with local ethical practices and standards, and
- it could not be construed as creating a sense of obligation on the part of the Member.

Inappropriate gifts received by a Member should be returned to the donor. The President & Vice-Chancellor shall be covered by the staff policy. Full and immediate disclosure of borderline cases should be made to the Board Chair.

Non-Compliance:

A Member who breaches any of the terms of this code shall be subject to sanction by the Board, up to and including a request for the Member’s resignation, or removal from the Board by the appointing body, as the case may require.
Attachment 1 – Code of Conduct for Members of the Board of Governors of the University of Manitoba

The Chair shall assess the circumstances surrounding any non-compliance with these guidelines and shall make a recommendation to the Board of Governors.

All individuals are required to report any events which do not appear to be in compliance with the policy to the University Secretary, so as to reasonably ensure that the President, Chair of the Board and Auditor are informed of such events.

The University Secretary shall give an incident/compliance report to the Board of Governors annually.

Orientation:

The Code shall form part of the orientation program for all Members.

Endnote:

Nothing in the Code is intended to preclude any person from membership on the Board. The Code exists to provide a framework within which to deal with situations which arise between a Member’s duties to the Board and her/his/their private affairs. As long as the “Declaration” is properly made and the provisions of the Code followed, the relationship may continue.
Attachment 1 – Code of Conduct for Members of the Board of Governors of the University of Manitoba

DECLARATION

Purpose:

The purpose of this Declaration is to identify, in advance, any possible areas where a member’s private affairs might come into conflict with the business of the University. It is to be completed and signed by each member on an annual basis and will be maintained in confidence in the Office of the University Secretary.

Declaration: Please indicate which of the following applies to you:

_____ 1. To the best of my knowledge, there are no situations in which my personal interests would come into conflict with my duties as a member of the University Board.

_____ 2. I do have personal interests which fall within the realm of the University. These are listed on the attached sheet of paper.

I understand my responsibilities to avoid situations wherein these interests conflict with my duties as a member of the University Board and that, by following these guidelines, I will be able to avoid such conflicts.

If, during my tenure as a Board member, any situation arises in which my private affairs would come into conflict with my duties as a member of the University Board, I will immediately inform the University Secretary, in writing.

__________________________________________
(Signature)

STATEMENT OF UNDERSTANDING

(To be completed by all members of the University Board.)

I have read and understand the Code of Conduct for Members of the Board of Governors of the University of Manitoba and agree to abide by its terms and spirit.

I have completed the Declaration.

__________________________________________
Signature

__________________________________________
Date

Effective date June 1, 2024
AGENDA ITEM:

Revisions to the Accessibility Policy

RECOMMENDED RESOLUTION:

THAT the Board of Governors approves revisions to the Accessibility Policy to ensure compliance with the Accessible Information and Communication Standard requirements under The Accessibility for Manitobans Act, which came into effect on May 1, 2024.

CONTEXT AND BACKGROUND:

The current Accessibility Policy notes that the “University will comply with all applicable federal, provincial, and municipal legislation with respect to accessibility and will implement the standards specified under The Accessibility for Manitobans Act (“AMA”).”

Revisions are required to be made to the Policy to ensure compliance with the Accessible Information and Communication Standard requirements under the AMA, which came into effect on May 1, 2024.

The proposed revisions are:

• To expand the scope of application of the Policy from “All Employees and Students” to:
  
  “Board of Governors members, Senate members, Faculty/College/School Councils, employees, anyone holding an appointment at the University, students, volunteers, external parties, contractors and suppliers”

  to ensure that previously unaccounted for university community members are included.

• To replace all instances of the phrase “employee(s) and student(s)” with “individuals” to reflect a broader application.

Corresponding revisions to related Procedures will also be made, but do not require approval by the Board of Governors. Revisions to the Employee Accessibility Procedure will be made upon approval by the President, and to the Student Accessibility Procedure upon approval by Senate.

RESOURCE REQUIREMENTS:

Financial and capacity resources have already been delegated to this work. It is unlikely that these policy changes would require further resources. The University’s AMA Steering Committee is already working to ensure that University information and communications are accessible for all university community members.
CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:

The changes uphold the University Core Values identified in the Strategic Plan, 2024-2029: Belonging (equity, accessibility, diversity and inclusion), Impact (inclusivity), Integrity (a commitment to human dignity and accountability) and Well-Being (respect and compassion for each other and our community, we cultivate a supportive environment).

IMPLICATIONS:

The UM’s AMA Act Steering Committee will oversee implementation of the revised Accessibility Policy and Procedures. They have and will continue to release communications about the revisions to the University community to ensure that everyone understand their responsibilities as it pertains to the AMA Accessibility for Information and Communications Standard. The Committee is working with the Centre and Learning and Organizational Development to ensure UM Community Members have access to education and training necessary to meet the AMA Accessible Information and Communication Standard and updated Policy and Procedure obligations.

ALTERNATIVES:

CONSULTATION:

The University’s AMA Steering Committee has been involved in the revisions to the Policy and Procedures. As this is a legislative requirement, it is believed that there is minimum further stakeholder consultation required. It was confirmed by Human Resources that no union consultation is required. The Policy was provided to the University’s unions for their information.

ROUTING TO THE BOARD OF GOVERNORS:

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<th>Recommended</th>
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<th>Title</th>
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<td></td>
<td>Michael Benarroch</td>
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<td>May 15, 2024</td>
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SUBMISSION PREPARED BY: Meghan Menzies and René Ouellette  
Co-Chairs of the AMA Steering Committee

ATTACHMENTS:

Appendix 1: Revised Accessibility Policy
APPENDIX 1

UNIVERSITY OF MANITOBA
POLICY

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<td>Board of Governors members, Senate members, Faculty/College/School Councils, employees, anyone holding an appointment at the University, students, volunteers, external parties, contractors and suppliers</td>
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Part I
Reason for Policy

1.1 The University of Manitoba promotes diversity, inclusion, and accessibility in our programs, employment opportunities, and in the conduct of the University's affairs. We believe in the inherent dignity of all people. We are committed to identifying and removing the barriers that prevent full and meaningful participation in all aspects of campus life. The University will comply with all applicable federal, provincial, and municipal legislation with respect to accessibility and will implement the standards specified under *The Accessibility for Manitobans Act* (“AMA”).
1.2 The purpose of this Policy is to ensure that all members of the University community, including those with disabilities, are provided with an accessible learning and working environment.

Part II
Policy Content

Disability

2.1 For the purpose of this Policy and related procedures an individual with a disability is a person who experiences a mental, cognitive, physical or sensory impairment for which they may require accommodation.

General

2.2 The University recognizes it is subject to The Human Rights Code (Manitoba) and the AMA, and as such has a duty to provide reasonable accommodation to individuals with documented disabilities in its efforts to provide an accessible learning and working environment.

2.3 The concept of reasonable accommodation requires a partnership between the individual requiring the accommodation and the University. All concerned should be responsible for respecting the dignity and confidentiality of the individual who requests the accommodation.

2.4 The University shall endeavor to maintain an accessible work and learning environment at all its campuses through the provision of accommodation supports and services to individuals with disabilities.

2.5 The University will use reasonable efforts to offer reasonable accommodation in the working and learning environments. The University will also seek to identify, remove and prevent barriers to accessibility at the University.

2.6 The University will use reasonable efforts to ensure that employment opportunities and programs of study are accessible to potential employees and students with disabilities.

Confidentiality

2.7 All communication regarding the accommodation of an employee’s or student’s disability shall be confidential and in accordance with the University’s policy and procedures related to The Personal Health Information Act (Manitoba).
Part III
Accountability

3.1 The Office of Legal Counsel is responsible for advising the President that a formal review of this Policy is required.

3.2 The Associate Vice-President (Human Resources) and Vice-Provost (Students) are responsible for the implementation, administration and review of this Policy.

3.3 All members of the University community are responsible for complying with this Policy.

Part IV
Authority to Approve Procedures

4.1 The Board, the Senate and the Administration may approve procedures which give effect to this Policy, in accordance with their respective jurisdiction.

Part V
Review

5.1 Governing Document reviews shall be conducted every ten (10) years by the Responsible Executive Officer. The next scheduled review date for this Policy is { }.

5.2 In the interim, this Policy may be revised or repealed if:
   (a) the Approving Body deems it necessary or desirable to do so;
   (b) the Policy is no longer legislatively or statutorily compliant; and/or
   (c) the Policy is now in conflict with another Governing Document.

Part VI
Effect on Previous Statements

6.1 This Policy is a new policy.

Part VII
Cross References

7.1 This Policy should be cross referenced to the following relevant Governing Documents, legislation and/or forms:
   (a) Student Accessibility Procedure;
(b) Student Accessibility Appeal Procedure;
(c) Respectful Work and Learning Environment Policy;
(d) RWLE and Sexual Assault Procedure;
(e) *The Accessibility for Manitobans Act*;
(f) *The Human Rights Code*; and
(g) *The Personal Health Information Act.*