BOARD OF GOVERNORS

Tuesday, June 25, 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.
Traditional Territories Acknowledgement

The University of Manitoba campuses are located on original lands of Anishinaabeg, Ininewuk, Anishininewuk, Dakota Oyate and Dene, 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 disproportionately 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
2024/25 Board of Governors Priorities and Goals

- 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.
ANNOUNCEMENTS

1. APPROVAL OF THE AGENDA (Open Session) Approval Chair - 4:55 p.m.

2. MINUTES (Open Session) Approval Chair 4 4:55 p.m.

  2.1 Approval of the Minutes of the May 28, 2024 Open Session, as circulated or amended Approval Chair 6 4:55 p.m.

  2.2 Business Arising - none - Chair - 4:55 p.m.

3. FOR DISCUSSION / INFORMATION Discussion A. Bruce 20 4:55 p.m.

  3.1 Draft Truth and Reconciliation Framework: Time for Action, 2024-2029

  3.2 Board and Committee Scorecards for 2023-2024 Information Chair 40 5:15 p.m.

4. COMMITTEE REPORTS Information J. DeSouza-Huletey 68 5:25 p.m.

  4.1 Report of the Audit and Risk Management

  a) 2023-2024 Annual Financial Report Approval N. Andrew 69 5:30 p.m.

  4.2 Report of the Finance and Infrastructure Committee Information B. Shearer 132 5:40 p.m.

5. UNANIMOUS CONSENT AGENDA Approval Chair - 5:45 p.m.

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

5.1 From Senate for Approval Approval Chair 133 (consent)

  5.1.1. Proposals for a Micro-Diploma in Canadian Private Law and a Micro-Diploma in Canadian Public Law, Faculty of Law

  5.1.2. Proposal to Close the Baccalaureate Program for Registered Nurses, College of Nursing, Rady Faculty of Health Sciences Approval Chair 136 (consent)

  5.1.3. Report of the Senate Committee on Awards (dated May 7, 2024) Approval Chair 191 (consent)
### 5.2 From Senate for Information

- **5.2.1. Report from Senate (dated June 19, 2024)**
  - Information
  - Chair
  - 133 (consent)

- **5.2.2. Annual Report on the Status of Academic Program Reviews and Accredited Programs**
  - Information
  - Chair
  - 138 (consent)

- **5.2.3. Notification of Closure of the Bachelor of Science (Pharmacy), Provincial Approval.**
  - Information
  - Chair
  - 139 (consent)

### 5.3 From the Audit and Risk Management Committee

- **5.3.1. 2023 Public Sector Compensation Disclosure Report**
  - Approval
  - Chair
  - 217 (consent)

### 5.4 From the Finance and Infrastructure Committee

- **5.4.1. Attestation Authorization - Bill S211 Supply Chains Act Annual Report**
  - Approval
  - Chair
  - 268 (consent)

**MOTION TO MOVE TO CLOSED & CONFIDENTIAL SESSION**

- Approval
- Chair
- -
- 5:50 p.m.
Present: L. Magnus, Chair  
J. Leclerc, Secretary

J. Anderson  M. Benarroch  D. Brothers  D. Brown  R. Dhaliwal
I. Fakankun  D. Finkbeiner  J. DeSouza-Huletley  L. Hyde  K. Lee
S. Li  A. Mahon  K. Osiowy  A. Puchniak  D. Roussin
S. Prentice  S. Puznak  D. Sharma  B. Shearer  C. Yendt

Absent: A. Bell

Assessors: R. Thalhammer  M. Shaw

Officials: N. Andrew  A. Bruce  D. Hiebert-Murphy  V. Koldingnes
M. Watson

Others attending: M. Emslie  S. Hopkins

MOTION TO MOVE TO IN CAMERA SESSION (Board with President)

It was moved by Dr. Shearer and seconded by Dr. Prentice:
THAT the meeting move to in camera session with the President.

CARRIED

MOTION TO MOVE TO OPEN SESSION

It was moved by Dr. Anderson and seconded by Mr. Osiowy:
THAT the meeting move to Open Session.

CARRIED

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.

The Chair shared that today is the first meeting for Ms. Divya Sharma, UMSU President, and Ms. Rachhvir Dhaliwal, UMSU Vice-President University Affairs. She also noted that today will be the last meeting for Ms. Ashley Puchniak, Mr. Steven Puchnak, Dr. John Anderson, Dr. Duane Brothers and Ms. Laurel Hyde. She thanked each of them for their commitment and dedication to the Board of Governors and University governance.

The Chair informed Board members that in the fall, Board members will be provided with an opportunity to reflect on their learnings from *The Path 2023: Your Journey Through Indigenous Canada*, an online workshop offered to each Board member, in a session facilitated by a representative from *The Path*.

**FOR ACTION**

1. **APPROVAL OF THE AGENDA**

   It was moved by Dr. Shearer and seconded by Dr. Fakankun:
   
   THAT the agenda for the May 28, 2024 meeting be approved.
   
   CARRIED

2. **MINUTES (Open) Session**

   2.1 Approval of the Minutes of the March 19, 2024 Open Session as circulated or amended.

   It was moved by Mr. Finkbeiner and seconded by Mx. Yendt:
   
   THAT the minutes of the March 19, 2024 Open Session be approved as circulated.
   
   CARRIED

2.2 Business Arising

   There was no business arising from the minutes.

3. **NEW BUSINESS / FOR DISCUSSION**

   3.1 Report of the President

   In highlighting several areas within his report, Dr. Benarroch informed Board members that the Strategic Planning Implementation Committee will have their first meeting in June and that
faculties are incorporating the Strategic Plan within their own goals and plans. He also shared that the 2024-2029 Strategic Research Plan has been completed and approved by Senate.

Dr. Benarroch provided an overview on major institutional achievements, including:

- The University of Manitoba received $57 million in federal research funding for vaccine and biomanufacturing research. Dr. Benarroch thanked Dr. Pinto and his team for their dedication in attaining one of the largest grants received by the institution that will include building a level 3 containment laboratory at the Bannatyne campus and research building at the Fort Garry Campus.
- The University has received $64 million of annual fundraising, the second highest of all years.
- “What Kind of Bison Are You?” branding has been very well received and is visually appealing, also receiving two educational marketing awards. Ms. Koldingnes shared that the University is planning to introduce new student, staff, and faculty cards that will include the new “What Kind of Bison Are You?” branding.
- The University is excited to continue moving forward with expansion of health care programs.
- Dr. Benarroch spoke about impressive authors who have chosen to work with the University of Manitoba Press to publish their work.

Dr. Benarroch shared that he along with Dr. Pinto and two faculty members recently returned from a trip to Morocco, where five international agreements were signed, four of which with other universities and one with a government agricultural ministry. Dr. Benarroch added that he and Dr. Pinto will be travelling to Belgium to consider collaboration with European research agencies.

Dr. Benarroch spoke about the interest and concerns relating to artificial intelligence in Libraries, explaining that the University is looking at improvements relating to shared storage and collections.

In response to a question, Ms. Koldingnes provided an update on development of the University’s brand that includes visual representation and the University’s brand story, with a focus on better promoting the look and feel of the University of Manitoba. She explained that the next phase will focus on a robust reputational campaign that will begin in the fall and will roll out as a three-phase project over the next three to five years.

a) Statement of Freedom of Expression at the University of Manitoba

Dr. Benarroch explained that while this is not an official statement of freedom of expression, it does incorporate elements to include in a statement. He noted that this has been shared with Senate, and that a good discussion took place. He explained that this document can be used to share within the community to explain how discussions on campus occur. He spoke about the
intention for the University of Manitoba to be neutral in related to geo-political events, understanding the importance of this for post-secondary institutions.

Dr. Prentice expressed her appreciation for sharing this with Senate and the Board and asked about next steps in the development of the document. Dr. Benarroch explained that this would be shared on the University of Manitoba’s website, adding that feedback received will be used in building and finalizing the statement, and that the final version will be shared with the University community, and then brought back to the Board prior to it being shared publicly.

Dr. Benarroch encouraged Board members to review the document and share any feedback they may have with Mr. Leclerc.

3.2 Respectful Rematriation and Repatriation Ceremony Policy and Wise Practices/Procedures

Ms. Bruce began by explaining that this policy and procedure involves returning Indigenous Ancestors and Belongings that were taken and held by the University of Manitoba without proper consent from First Nations, Métis, and Inuit descendant communities. She shared the policy is intended to acknowledge the history of acquisition and stewardship without proper consent, in addition to how the University can respectfully carry out Rematriation and Repatriation of Indigenous Ancestors and prevent against future acquisition and stewardship and/or use of Indigenous Ancestors and Belongings at the University of Manitoba without proper consent.

She explained that this policy is a result of years of consultation and dialogue with descendant communities, the Respectful Rematriation and Repatriation Ceremony (RRRC) Council, and the RRRC Working Circle that include external Indigenous organizations and partners, in addition to UM Elders, Knowledge Keepers, Grandmother and Grandfathers. Ms. Bruce expressed her appreciation for this policy and procedure, sharing that it not only speaks to reconciliation in a meaningful way, but also reflects that the University of Manitoba is owning its truth and taking responsibility. She shared that there are over 200 ancestors housed at the University of Manitoba, mainly within the Department of Anthropology, and that the institution has an obligation to handle this respectfully in working with Indigenous communities.

Ms. Bruce shared that in engaging with Elders at the beginning of this process, the University learned that the first step was to change the way in which the institution was housing the Ancestors. The University created a ceremonial space where Ancestors are now housed, and ceremony is held each month to give respect to the Ancestors and will continue to do so as the University works with each descendant community to return their Ancestors.

She shared that an apology will be held on June 3, 2024, joined by delegates from the Haida Nation where six Ancestors will be returned to their community, adding that this represents the humble and meaningful first step taken by the University of Manitoba.
The Chair thanked Ms. Bruce and Dr. Benarroch and shared that on behalf of the Board of Governors, their understanding of the importance of this policy and procedure and their alignment with the intention and commitment within the University’s Strategic Plan.

Ms. Roussin asked if the University anticipates that there may be Indigenous communities who prefer that Ancestors not be returned to their community. Ms. Bruce explained that the University is working to identify the descent communities, and in working with them and their leadership, determining their preferences in terms of the return of Ancestors. She added that while many Indigenous communities have signaled their preference to have their Ancestors returned, this process will remain confidential. Ms. Bruce explained that this policy ensures engagement with Indigenous communities within that territory at the beginning stages of the process, and then identifying the descendant community and working with that community to respectfully repatriate those Ancestors.

4. COMMITTEE REPORTS

4.1 Report of the Board Executive Committee

The Chair noted that the Committee met on April 11\textsuperscript{th} to discuss two items for approval by the Board of Governors, the Board and Committee Annual Priorities for 2024-25 as well as revisions to the Distinguished Service Award Policy, Procedure and Bylaws that can be found within the consent agenda.

a) Board and Committee Annual Priorities 2024-25

The Chair shared that as part of its mandate, the Committee is tasked with developing and overseeing annual priorities for the Board of Governors and its standing committees, noting that these priorities will be used in developing and finalizing the Board and Committee workplans for the upcoming year.

She shared that Committee members reviewed progress made on the 2023-24 Board and Committee priorities, as well as the proposed Board and Committee annual priorities for 2024-25, which build on the priorities from the previous year.

The Chair explained that the Committee discussed these priorities in detail, highlighting the importance that the Board remain focused on community and transparency, and informed on student experience, learning outcomes and supports, adding that several of the priorities for the Board and its Committees relate to top risks within the University of Manitoba’s Enterprise Risk Management Risk Register.

It was moved by Dr. Fakankun and seconded by Mx. Yendt:
THAT the Board of Governors approve the proposed Board of Governors and Committee Priorities for 2024-2025, as recommended by the Executive Committee.

CARRIED

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4.2 Report of the Finance and Infrastructure Committee

Dr. Shearer shared that since last reporting to the Board, the Committee met on April 3rd and May 14th and reviewed the proposed Course and Tuition fees for 2024-25 and the 2024-2025 consolidated budget. She noted that Committee members received a detailed summary of the proposed course fees for the 2024-25 academic year, including comparisons of undergraduate and graduate tuition rates among other provinces, understanding that the domestic undergraduate tuition increase of 2.75% follows with what is allowable by the province, other than the Pharm. D. program where tuition will remain the same due to the competitiveness of tuition for this program with similar programs across the country.

Dr. Shearer shared that the Committee also received a detailed summary of investments planned for the 2024-25 year, and the 2024-25 consolidated budget, including consolidated revenues, expenses, general operating budget, University fund and a multi-year budget plan. She noted that Committee members asked several questions relating to international undergraduate tuition rates, and variables that will impact different propose tuition increase models and the ability of the proposed tuition increase to offset the projected lower undergraduate international student enrolment and discussed sustainability and investments in strategic priority areas.

a) 2024-25 Proposed Tuition and Course Fees
b) 20204-25 Consolidated Budget

In providing a high-level overview of the 2024/25 Consolidated Budget, Mr. Emslie began by explaining that the budgeting process is a year-round exercise that involves significant consultation with several committees and individuals on campus.

Mr. Emslie noted that a key input into the annual budget is the University’s operating grant level, as well as the degree to which tuition fees can change in the year. He shared that this information is provided by the province within the annual funding letter, adding that the funding letter for 2024-25 was received by the University on April 2nd, which is much later than expected, therefore the budget is being brought forward to the Board later than last year.

Mr. Emslie explained that the budget included within the materials is a consolidated budget with operating and non-operating revenues and expenditures of over $1.1 billion. He shared that the operating budget includes funds that are under the University’s control, for example tuition, operating grants, and salaries, and that this component of the budget balances every year. Mr. Emslie noted that the non-operating budget consists of revenues with restrictions, and therefore often reflect a difference in timing between when the revenues are recognized and when the expenses are incurred, adding that this portion of the budget can reflect a small surplus or deficit, depending on the year, adding that this year the University is budgeting a small surplus from non-operating items. He shared that for 2024-25, the operating grant was increased by two
percent plus an additional $25 million provided to support the expansion of health-related programs.

Mr. Emslie reminded Board members that international tuition levels at the University of Manitoba are much lower in comparison to other U15 institutions, noting that with Faculty of Arts courses, tuition at the University of Manitoba is 50% below the next lowest U15 institution. He explained that because of this difference, in addition to other U15 institutions increasing their fees between 2% and 6%, the University of Manitoba is proposing an undergraduate international tuition increase of 5.75% for 2024-25. He shared that while this will not close the gap with other institutions, it will prevent the gap from growing further.

Mr. Emslie explained that the additional revenue from this increase will fund a bursary pool for international students, recognizing that international students may be challenged to accommodate any increase in tuition, while also providing additional resources to student services to support international students and funds for academic units with high international student enrollments to allow for more course sections and reduce wait lists. He shared that domestic tuition is proposed to increase by 2.75% as directed by the province’s funding letter.

Mr. Emslie noted that there are two key risks within the 2024-25 budget, with the first being international student enrolment. With the Federal government capping the number of visa applications they are willing to accept for international students this year, the province has allocated a lower number of applications to the University of Manitoba in comparison to the year prior. He added the province has also significantly reduced the number of applications allocated to the International College of Manitoba, impacting the future of student enrolment at the University of Manitoba. As a result, the University has reduced its expected international enrolment by five percent for 2024-25, amounting to a 20% reduction in first year international student enrolment. He added that it is expected that the University will see a similar decline in 2025-26, at which point the institution remains hopeful that international student enrolments will level off.

In providing an overview of the second key risk, Mr. Emslie explained that this relates to collective bargaining, with two of the University’s significant collective agreements recently expired, sharing that reasonable assumptions for the cost to settle these agreements have been included within the budget, understanding that the final cost would not be known until the agreements have settled.

He informed Board members that the 2024-25 budget provides sufficient resources that will allow many academic units to fill vacant positions and reduce their reliance on carryover to balance their budgets. He also shared that central units received funding to cover the cost of salary increases and support areas such as higher utilities costs, increased demands for student services, increased demands in some central support units, increased subscription costs in CATL and IT and libraries, in addition to other inflationary pressures.
Mr. Emslie shared that the funding provided for the healthcare expansions will fund direct costs within programs as well as investments within central units that will see increased demands because of the expansion, adding that with all the changes, academic units budgets continue to grow more quickly than central units, sharing that over the past six years academic unit budgets have grown almost ten percent more than central units.

Mr. Emslie provided a summary of the University Fund, explaining that this important part of the current budget model provides subvention to units while providing a source of funds to invest in one-time strategic initiatives. He explained within the 2024-25 University Fund, $24.1 million has been made available for strategic investments including student financial supports and funds dedicated to international students facing financial hardships, further investments in research grants to support team research projects, funding to improve campus facilities including making spaces more accessible, enhance teaching spaces, address deferred maintenance, improve airflow, increasing card access to doors which will increase security and operational efficiency, addressing electrical reliability and advancing the climate action plan, in addition to a number of other initiatives to improve operational efficiency and effectiveness. Also, $3.5 million has been allocated to support the roll out and implementation of the strategic plan including a $3 million pool of funds in which units, faculty and staff can apply to fund initiatives that advance the strategic plan.

In providing an overview of the multi-year budget projection included within the materials, Mr. Emslie shared that this five-year projection shows that the operating deficit will increase by $13 million in 2025-26, due to expenses increasing faster than revenues as well as continued falling international student enrolments. He shared for the year ended March 31, 2024, there is a projected operating surplus of nearly $55 million, with part of that relating to the unanticipated revenue increases which have been built into the projection for future years. He noted that nearly $30 million of those surplus funds are from units underspending their budgets in the year. Due to this surplus, it is anticipated that there is flexibility within the budget to absorb the cost increases projected over the next five years, however it will impact resources available to address critical capital items and prevent program growth without dedicated funding from the province.

Mr. Emslie explained that there is also a $7 million contingency within the budget to address unexpected increases in cost or declines in revenues. In addition, there is nearly $30 million within a central rainy-day fund available to support the university if necessary and that units have further savings upon which they can rely.

In providing an overview on the key takeaways, Dr. Hiebert-Murphy explained that with the two percent grant increase from government and 2.75 percent increase in tuition, the University is able to balance its operating budget while largely sustaining academic programs and central services, explaining that in part, the University was able to do this due to the $7 million that had been set aside in last year’s budget to cover cost increases this year.
Dr. Hiebert-Murphy shared that the University has included reasonable assumptions within the budget and is investing to advance the University’s strategic priorities and launch the strategic plan. She shared that deferred maintenance funding from the province has declined by two-thirds from the year prior, and therefore requires additional contributions from the operating budget to address critical deferred maintenance. She noted that the health care program expansions and related increased central support costs have been covered by funding from the province.

In response to a question, Dr. Hiebert-Murphy spoke about financial supports available to international students, explaining that those students have access to bursary support through the University of Manitoba generally, reminding Board members that additional funds have been allocated specifically for international students to address issues that the tuition increase may cause for those in need, adding that the University will continue to work diligently to ensure this information is relayed to students.

In speaking to the forecasted deficits within the five-year budget and how the University is planning to address it, Mr. Emslie explained that units are provided with a three-year budget, where the first year must be balanced and the second and third years being a projection in what is to be expected and planned for. He reminded that budget projections include many assumptions that may or may not actually occur, however this process provides the University with an opportunity to engage with government and flag any challenges earlier on in the budgeting process. He confirmed that the 2024-25 consolidated budget is a balanced budget, and that the deficit is reflected within the multi-year budget projection.

Dr. Benarroch spoke about the usefulness of considering what is necessary to balance a projected budget, in terms of tuition and grant funding, which could be a useful consideration moving forward.

Dr. Shaw commented on growth at the University of Manitoba, sharing his concerns that the number of faculty members actively engaged in research and teaching has not grown commensurate with other growth. Dr. Benarroch shared that the University continues to prioritize hiring tenured faculty, but this remains tied to funding. Dr. Benarroch explained that he and the Provost have encouraged deans to hire tenure track faculty, when funding is available to do so, understanding the importance in elevating research within a U15 institution. Dr. Hiebert-Murphy explained that another challenge of units is related to capital, where they are restricted in their ability to hire more tenured faculty due to lab space restrictions.

Mr. Emslie explained that the University is in a constant state of looking for efficiencies and improvement to address projected deficits, sharing that there is a 4.1% projected deficit over the five-year budget period, which is addressable, however can cause for limitations on how ambitious the University can be. Dr. Benarroch reminded Board members that caution is needed when considering future projections.
Ms. Sharma asked if considerations have been made regarding international student health care, understanding that other U15 institutions are offering health care to international students. Dr. Hiebert-Murphy explained that the University of Manitoba will continue to talk with the government, who have expressed interest in supporting international student healthcare in future years and the University hopes to see movement on that. Dr. Benarroch shared that the University is looking at other potential options, and Board members will remain updated as this progress continues.

The Chair thanked Ms. Hopkins and Mr. Emslie for the informative multi-year budget projection, which is being shared with Board members for the first time, understanding that this facilitates forward looking planning and supports discussions to ensure the long-term financial sustainability of the University.

It was moved by Dr. Brown and seconded by Dr. Anderson:

**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.**

and

**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

  **CARRIED**

Mr. Emslie and Ms. Hopkins left the meeting.
4.3 Report of the Governance and Board Development Committee

The Chair shared that the Committee met last on May 14th, noting that a detailed report can be found within the meeting materials.

4.4 Report of the Advancement Committee

Mr. Finkbeiner shared that at its meeting on April 22nd, the Committee considered several items that fall under its mandate and priorities. He noted that Committee members participated in a focused discussion relating to the draft Case for Support for the University’s next philanthropic campaign, where members provided feedback and look forward to receiving and discussing the next draft Case for Support once feedback from other stakeholders have been collected.

He shared that the Committee also received an update on the development of the University of Manitoba’s Community Engagement Plan and Government Relations Plan, both of which will be used to strengthen connections between the University of Manitoba and industry, community members, prospective students, alumni, and all orders of government.

Mr. Finkbeiner shared that the Committee received a report on the University’s 2023-2024 fundraising achievement, found within the consent agenda, highlighting that the University surpassed its goal for the year and congratulated Dr. Benarroch, Ms. Koldingnnes, and their teams on this wonderful achievement.

5. NEW BUSINESS

5.1 Proposal for a College of Community and Global Health, Rady Faculty of Health Sciences

Dr. Benarroch shared that this proposal for a College of Community and Global Health will bring together units working within this area and elevate the work taking place, both locally and globally. He explained that in the world of global public health, the University of Manitoba is a leader and works in many countries across the world. He shared that this proposal was considered and approved by Senate.

Dr. Prentice shared her excitement for this proposal, adding that this is long overdue and a terrific addition to the Rady Faculty of Health Sciences.

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

THAT the Board of Governors approve the establishment of a College of Community and Global Health within the Rady Faculty of Health Sciences.

CARRIED
5.2 Temporary Increase to Admission Target, Doctor of Pharmacy, College of Pharmacy

Dr. Benarroch explained that this request is an adjustment from the pandemic, as not as many students had the required pre-requisites. He shared that the temporary increase will allow the College to ensure that spaces can be filled over time, noting that this also went to Senate for consultation with positive feedback received.

Dr. Shearer asked what the College is doing to ensure they receive a robust number of applications, to retain graduates within the province. Dr. Hiebert-Murphy spoke about the recruitment strategy within the College of Pharmacy, with particular interest in increasing the diversity of students. She shared that the College is doing a great amount of outreach in promoting pharmacy as a profession. Dr. Hiebert-Murphy also spoke of the drop in enrolment numbers with the switch to the Pharm. D. program, due to the change in tuition structure at the University of Manitoba, noting that this is now beginning to stabilize. Mr. Leclerc reminded Board members that since the initial transition to the Pharm. D. program, adjustments to the admission criteria have been made to ensure that it is longer too restrictive for prospective students.

6. UNANIMOUS CONSENT AGENDA

It was moved by Dr. Brothers and seconded by Mr. Osiowy:

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 January 16, February 20 and April 2, 2024)
- Proposal to close 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

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
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>
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<tr>
<td>Faculty of Agricultural and Food Sciences</td>
<td>$3.83/credit hr. degree, $2.50/credit hr. diploma</td>
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<td>Dr. Anastasia Kelekis-Cholakis</td>
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<td>Dr. Peter Nickerson</td>
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<td>Dr. Edward Jurkowski</td>
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<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>

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

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.

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.

The Board received for information/consultation the following:

- President’s Report
- Statement of Freedom of Expression at the University of Manitoba
- Respectful Rematriation and Repatriation Ceremony Policy and Procedures
- Report of the Board Executive Committee
- Report of the Finance and Infrastructure Committee
- Report of the Governance and Board Development Committee
- Report of the Advancement Committee
- Temporary Increase to Admission Target, Doctor of Pharmacy, College of Pharmacy
- Reports from Senate (dated April 3 and May 15, 2024)
- Request to Extend Temporary Suspension of Admissions, Post-baccalaureate Diploma in Agrology, Faculty of Agriculture and Food Sciences, President’s Approval
- 2023-2024 Fundraising Update
MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION

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

CARRIED

________________________________  _________________________
Chair                                  University Secretary
AGENDA ITEM:
For consultation: DRAFT Truth and Reconciliation Framework: Time for Action, 2024-2029

RECOMMENDATION:

THAT the Board of Governors provide feedback on the DRAFT Truth and Reconciliation Framework: Time for Action, 2024-2029.

PURPOSE and KEY CONSIDERATIONS:
The co-sponsors and advisory committee are seeking the Board’s feedback on the attached Truth and Reconciliation Framework: Time for Action, 2024-2029.

Please consider the following when reviewing the draft document:

1. Expected revisions before a final draft is submitted for endorsement by governing bodies:
   - A revision to the title through a naming process
   - Messages from UM Leaders
   - Inclusion of additional Indigenous languages of Manitoba
   - References once confirmed

2. Questions to consider when reviewing the document:
   - Is the purpose of the framework clear?
   - Do the four themes and sub-themes provide us with the framework needed to move forward?
   - Is the overall tone of the framework strength-based and aspirational?
   - Are the next steps clearly outlined in the Framework?

EXECUTIVE SUMMARY and BACKGROUND:
The Office of the Vice-President (Indigenous) formed a team in fall 2022 following recommendations from UM’s Indigenous Senior Leadership Report. The goal of the team was to lead an engagement process to inform the development of a university-wide plan for Reconciliation.

The team organized three large-scale sessions in November 2022, bringing together a range of collaborators, including Elders, UM Indigenous students, senior leaders, faculty, staff and Indigenous community members. The sessions began with context and history of the Truth and Reconciliation Commission Calls to Action. Participants were then asked to share broad, university-wide goals, visions, ideas and needs to address the holistic experiences of Indigenous students, faculty and staff. Participants
were also encouraged to consider the intellectual, emotional, physical, and spiritual aspects of working and learning at the UM.

In December 2023, the Vice-President (Indigenous) assembled an advisory committee comprised of UM students, faculty and staff with the specific mandate of identifying guiding themes for inclusion in this framework which they did through initial context setting meetings and a series of workshops. The advisory committee provided feedback on the draft framework on two occasions (April and May, 2024).

The Framework sets out the:

- **Framework vision**: *Mino-bimaadiziwin* (the good life) and *Mino-ayawin* (being in good health)
- **Principles**: Five Rs to advancing Reconciliation
  - *Respect*
  - *Relevance*
  - *Reciprocity*
  - *Responsibility*
  - *Relationship*
- **Four overarching themes with sub-themes and initial actions**
  - Create a Sense of Belonging
  - Integrate Indigenous Ways of Knowing
  - Empower Learning
  - Indigenize Spaces, Places and Supports
- **Next steps**

The framework was shared with the President’s Executive Team and reviewed on May 15th. By the time the framework is presented to the Board on June 25th, the framework will have been presented to Senate Executive on June 7th and with Senate on June 19th.

**RESOURCE REQUIREMENTS and IMPLICATIONS:**

The framework will require UM’s academic and administrative units, and community members to come together and work towards supporting the overarching themes and sub-themes of the framework. This will result in further consultation and collaboration to develop an implementation plan and an on-going commitment to continue to engage with the community as we move forward.

**CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:**

The Truth and Reconciliation Framework: Time for Action, 2024-2029 is directly connected to the UM Strategic Plan, MomentUM through its commitment to Advancing Reconciliation for Transformative Change. Moreover, the Framework is structured in a way that is complementary to MomentUM in that it is a framework to reference and inspire academic and administrative units wherever they may be in their path towards developing their respective Reconciliation plans.

The strategic plan and the framework also share a common vision of *mino-bimaadiziwin* which translates to ‘the good life’ and concerns living a life embedded in reciprocal care and respect for others that is mentally, emotionally, physically and spiritually balanced.
RISKS and OPPORTUNITIES:

The University of Manitoba has an ongoing commitment to Reconciliation, and recognizing and taking action to address past and on-going harms. As the home to the National Centre for Truth and Reconciliation, UM carries an obligation to move Reconciliation forward. By supporting this framework and the subsequent implementation plan, the UM has an opportunity to be the national leader for advancing Reconciliation in higher education.

CONSULTATION:

The framework is currently in the engagement phase and is seeking input from internal and external collaborators to make it stronger and to ensure it resonates with the UM community as well as with our partners from Indigenous community and organizations. The development of the framework involved three large consultation sessions in November 2022, followed by several advisory committee workshops as well as their input on initial drafts (April and May 2024). The President’s Executive Team Reviewed the draft on May 15th, 2024 and, at the time of presentation to the Board on June 25th, the Framework will have been presented to Senate Executive on June 7th and with Senate on June 19th for their feedback.

An engagement plan is expected to include the following:
- Student engagement through student groups and student union executives
- A dedicated webpage can learn about the framework and ways to provide feedback
- A feedback form distributed to all faculty and staff
- Discussion with academic and administrative units
- Alumni
- External Indigenous partners
- Governing bodies
ROUTING TO THE BOARD OF GOVERNORS:

<table>
<thead>
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<th>Recommended</th>
<th>By</th>
<th>Title</th>
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<tr>
<td>☒</td>
<td>☒</td>
<td>Ms. Angie Bruce</td>
<td>Vice-President (Indigenous)</td>
<td>2024-05-30</td>
</tr>
<tr>
<td>☒</td>
<td>☒</td>
<td>Dr. Michael Benarroch</td>
<td>President</td>
<td>2024-06-05</td>
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SUBMISSION PREPARED BY: Máire McDermott, OVPI

ATTACHMENTS:

Appendix A: DRAFT Truth and Reconciliation Framework: Time for Action, 2024-2029
Truth and Reconciliation Framework
Time for Action

Draft: May 24, 2024

University of Manitoba
(Messages from Leaders to be added in final)

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Purpose

The University of Manitoba (UM) has an ongoing commitment to Reconciliation and recognizing and taking action to address past and ongoing harms. As the home to the National Centre for Truth and Reconciliation, UM carries an obligation to move Reconciliation forward. UM aspires to be the national leader for advancing Reconciliation and through that, supporting Indigenous self-determination.

To achieve such a goal, this university—and each of us—must be agents of change. We must all promote, support and work in good ways with the Indigenous community at UM and beyond.

Building on the decades of work led by Indigenous Elders, Knowledge Keepers, students, faculty, staff and community members, significant progress has been made in the past few years to address organizational and structural gaps and barriers at UM. While progress has been made, there is still much work to be done.

Using the *Indigenous Senior Leadership Report and Recommendations* and the *MOMENTUM: Leading Change Together 2024-2029* plan as guides, the *Truth and Reconciliation Framework* provides the high-level context to champion a university-wide Reconciliation Implementation Plan in 2025, which will drive UM’s commitment of advancing the Truth and Reconciliation Commission of Canada’s Calls to Action and integrating Indigenous ways of knowing into what we do.

Informed by community consultations, this framework serves as both a guiding document for ongoing commitment to working with Indigenous students, faculty and staff, and as a foundational guide for academic and administrative units to develop their own Reconciliation action plans.

We all have a role to play to move Reconciliation forward. Together, we will move from talking about Reconciliation to actioning Reconciliation, and creating systemic and structural changes to ensure Indigenous perspectives are valued and included.

For this framework, the Advisory Committee is informed by the Truth and Reconciliation Commission’s (TRC) description of Reconciliation:

Reconciliation seeks to establish and maintain a mutually respectful relationship between Indigenous and non-Indigenous peoples, which requires an awareness of the past, an acknowledgement of the harm that has been and continues to be inflicted, atonement and justice\(^1\) for the causes and action to change behaviour. It is a collective responsibility that requires the active participation of our entire community.

\(^1\) While the word “justice” does not appear in the TRC’s description of Reconciliation, the Advisory Committee felt strongly that that Reconciliation cannot occur without addressing justice.
What guides the framework

Territory Acknowledgement

The UM campuses are located on original lands of Anishinaabeg, Ininewak, Anisininewuk, Dakota Oyate and Dene, 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. The UM Territory Acknowledgement continues to evolve as we learn more and strive to do better.

UM recognizes that this acknowledgment only holds meaning when reflected in the actions taken to address the injustices and barriers that have disproportionately 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.

Framework Vision

The framework sets out the vision to promote mino-bimaadiziwin and mino-ayawin as integral values of the University of Manitoba.

Mino-bimaadiziwin is often translated simply as “the good life,” or “living well.” More deeply, this ethic concerns living a life embedded in reciprocal care and respect for others that is mentally, emotionally, physically and spiritually balanced. It involves izhichigewin, which means “taking action,” and gidakiiminaan, which means “understanding the web of relationships between all beings as well as with the land, and our own roles and responsibilities in these relationships.”

Mino-ayawin, or “being in good health,” is key to mino-bimaadiziwin, as being healthy in body and mind is essential for living a balanced life in good relationships with others and for oneself. Promoting these concepts as core values of our university, and embedding them in how we educate students, advance cutting-edge research and conduct business, means thinking about success in a comprehensive framework that supports the mental, emotional, physical and spiritual well-being of our university community members. It means recognizing that all things at our university are related – gidakiiminaan – and that the good life – mino-bimaadiziwin – is not possible without taking action – izhichigewin.

Framework Mission

Make UM an institution enriched by Indigenous knowledges and perspectives. We will be a university of choice for Indigenous Peoples where they can not only learn and work, but belong.

We must encourage, enable and build a culture at UM that that addresses the need for justice and action and that creates working and learning environments in which Indigenous students, faculty and staff are respected, valued and have a sense of belonging that allows them to thrive.
How we got here

“Education is the key to reconciliation. Education got us into this mess, and education will get us out of it.”
Senator Murray Sinclair

Understanding the Truth

Truth requires accepting that colonialism has been a reality in North America and is the foundation of many of the systems that guide our society, including UM’s structures. We must learn about and understand the truths that Indigenous Peoples have experienced, from residential schools to policies designed to erase their historical and contemporary diversity, cultures, knowledges, languages, rights and even existence.

Manitoba has the largest Indigenous population of all provinces in Canada, and Winnipeg has the largest urban Indigenous population of any city in Canada. Therefore, embedding truth and Reconciliation along with strong, respectful, reciprocal relationships in all we do at UM is critical in a province where our students – both Indigenous and non-Indigenous – will graduate where one in five coworkers, customers, clients, patients, supervisors and business owners is Indigenous.

Timeline of Truth and Reconciliation at UM

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1877</td>
<td>Endowment ($100,000) contributed by graduate Alexander Kennedy Isbister (Métis Lawyer) for the education of students of both sexes without distinction of race, creed or nationality</td>
</tr>
<tr>
<td>1879</td>
<td>First UM graduate Reginald William Gunn, Métis, earned a degree with honours in Natural Sciences</td>
</tr>
<tr>
<td>1970</td>
<td>IMESA (Indigenous Student Association) was founded</td>
</tr>
<tr>
<td>1972</td>
<td>First Pow Wow at UM</td>
</tr>
<tr>
<td>1973</td>
<td>First Indigenous course offered</td>
</tr>
<tr>
<td>1975</td>
<td>Department of Native Studies established</td>
</tr>
<tr>
<td></td>
<td>UMAP (UM Access Program) established for northern, Indigenous, and newcomer students</td>
</tr>
<tr>
<td>1978</td>
<td>J.A. Hildes Northern Medical Unit² serving northern First Nations and Nunavut established</td>
</tr>
<tr>
<td>1990</td>
<td>First Graduation Pow Wow</td>
</tr>
<tr>
<td>1996</td>
<td>The Aboriginal Student Centre opened in University Centre</td>
</tr>
</tbody>
</table>

² Now Ongomiizwin
<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>First Indigenous student recruitment officer hired</td>
</tr>
<tr>
<td></td>
<td>Indigenous Studies establishes MA degree program</td>
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<tr>
<td>2005</td>
<td>Centre for Aboriginal Health Education established for students in the five professional health degree programs</td>
</tr>
<tr>
<td></td>
<td>William Norrie Centre constructed using Indigenous design principles</td>
</tr>
<tr>
<td>2008</td>
<td>Migizii Agamik opens</td>
</tr>
<tr>
<td>2010</td>
<td>Indigenous Studies Doctoral Program established</td>
</tr>
<tr>
<td>2011</td>
<td>First Executive Lead for Indigenous Achievement</td>
</tr>
<tr>
<td>2015</td>
<td>Opening of the National Centre for Truth and Reconciliation at UM and release of the TRC’s final report and 94 Calls to Action</td>
</tr>
<tr>
<td></td>
<td>UM becomes signatory of the Manitoba Collaborative Indigenous Education Blueprint</td>
</tr>
<tr>
<td>2016</td>
<td>Indigenous Initiatives Fund launched</td>
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<tr>
<td></td>
<td>Indigenous Scholar Hire program launched</td>
</tr>
<tr>
<td>2017</td>
<td>First Vice-Provost (Indigenous Engagement)</td>
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<tr>
<td>2020</td>
<td>First Vice-President (Indigenous) and Office of the Vice-President (Indigenous) established</td>
</tr>
<tr>
<td>2021</td>
<td>Land blessing ceremony at site of future NCTR permanent building at UM</td>
</tr>
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</table>

Community engagement

The Office of the Vice-President (Indigenous) (OVPI) formed a team in fall 2022 following recommendations from UM’s Indigenous Senior Leadership Report. The goal of the team was to lead an engagement process to inform the development of a university-wide plan for Reconciliation.

The team organized three large-scale sessions, bringing together a range of collaborators, including Elders, UM Indigenous students, senior leaders, faculty, staff and Indigenous community members. They kicked off with talks about the Truth and Reconciliation Commission (TRC) Calls to Action. Participants were asked to share broad, university-wide goals, visions, ideas and needs to address the holistic experiences of Indigenous students, faculty and staff. Participants were also encouraged to consider the intellectual, emotional, physical, and spiritual aspects of working and learning at the UM.

Other recent university reports, many which responded to the Indigenous Senior Leadership recommendations, were also vital in shaping this process. The thoughts and suggestions from those reports were echoed by the participants in the community engagement sessions, contributing to the development of the Reconciliation plan. You can find the reports, which each held their own engagement sessions, on the OVPI's reporting page.
Reconciliation Advisory Committee

Equipped with valuable insights from the community engagement sessions, the Vice-President (Indigenous) assembled an advisory committee comprised of UM students, faculty and staff with the specific mandate of identifying guiding themes for inclusion in this framework. The advisory committee further refined ideas from those generated during the engagement sessions and identified overarching themes for the framework.

The committee’s work began with a meaningful Ceremony led by Knowledge Keeper Leslie Spillett. To start the work in a good way, each advisory committee member shared their personal connection to the work and emphasized its significance. Through emotional and powerful exchanges, a shared set of values emerged, providing guidance for the committee’s work ahead. At the start of each meeting, committee members were reminded of the shared values.

Our work is guided by Ceremony and Friendship and shared values that reflect:

- Reconciliation is about Relationships and Truth.
- That this is “Heart” work that requires Courage and Humility.
- That this work is Personal and built on mutual Trust and Respect.
- Indigenous Knowledge values of Common sense, Practicality and Reasoning (as articulated by the late Roger Roulette, Knowledge Keeper, Sandy Bay Ojibway First Nation).

Walking Together in Reconciliation

Reconciliation cannot be accomplished in isolation. It is part of system change built with Indigenous knowledge and the understanding that Indigenous Peoples do not need to reconcile with themselves. In the Honourable Jody Wilson-Raybould’s book, True Reconciliation, she writes about the definition of Reconciliation as how two people or a group of people have had a disagreement and now, they’re trying to make amends to get back to a proper relationship.

Wilson-Raybould believes there are three core practices of true Reconciliation: learn, understand and act. She says, “it’s the responsibility of everybody in their own spheres of influence to play the role that they can and to learn and understand. Then, based on that, act.”

What that truly means for UM and both its internal and external community is that we’re making space, learning from Indigenous Peoples, and changing how each of us holds Indigenous knowledges and Indigenous ways of knowing and being.

We—students, faculty and staff—each have a responsibility to move forward to enact the change we want to see. Reconciliation does not mean relying on the Indigenous community to do all the work. As partners, it means that non-Indigenous peoples must reconcile themselves to the fact that they must do the work if we are to break down the colonial systems that create barriers for Indigenous peoples. Through our collective efforts, UM can cultivate an environment of mutual respect and understanding, paving the way for meaningful Reconciliation. This is a process that requires continuous effort, open dialogue and a commitment to transformative change from all UM students, faculty, staff and leadership to address the injustices, prejudice, violence, systemic racism and discrimination that Indigenous peoples in this country continue to face.

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Where we want to be

Within our university community, each segment – whether a faculty, college, school or administrative unit – is on its own unique journey towards Reconciliation. Some may be in the initial stages of understanding and acknowledging truths, while others may have already developed action plans or be implementing specific initiatives.

Regardless of where you are in your journey, the intent of this framework is to support your work. It provides a common ground, guiding collective efforts to align with broader Reconciliation objectives and promote the vision of mino-bimaadiziwin and values such as Verna Kirkness and Ray Barnhardt’s (2001) and Jean Paul Restoule’s (2008) respect, relevance, reciprocity, responsibility and relationships.

Combined with MOMENTUM: Leading Change Together 2024-2029, academic and administrative units are encouraged to use this framework to align their objectives with these overarching Reconciliation themes:

- Create a Sense of Belonging: Recruitment and Retention
- Integrate Indigenous Ways of Knowing: Policies, practices, language and research
- Empower Learning: Curriculum, programs and cultural safety awareness
- Indigenizing spaces, places and supports

Examples of actions within this framework include incorporating Indigenous perspectives into curriculum, providing culturally appropriate training for non-Indigenous people, and developing Reconciliation action plans tailored to each academic or administrative unit’s unique context and needs.

UM’s Truth and Reconciliation Framework serves as a guide for academic and administrative units to contribute to Reconciliation efforts. By developing their own action plans aligned with this framework, academic and administrative units play a crucial role in promoting respect for Indigenous histories, traditions, languages and cultures within the university community. Their active participation and innovation are essential for the success of UM’s Reconciliation efforts.
Actions Underway

Based on the recommendations from the Indigenous Senior Leadership report, projects were created in six themed areas with leads representing all areas of UM to maximize senior leadership support. This approach has project team actions sharing the Reconciliation efforts. Each of the following projects have related deliverables and continuing commitments:

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<th>Project</th>
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<tr>
<td>1. Governance and Leadership</td>
<td>President and University Secretary</td>
</tr>
<tr>
<td>2. Indigenous Leadership and Community</td>
<td>VP (Indigenous)</td>
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<tr>
<td>3. Faculty Partners for Reconciliation</td>
<td>Provost &amp; VP (Academic)</td>
</tr>
<tr>
<td>4. Supportive Environment for Indigenous UM</td>
<td>VP (Admin)</td>
</tr>
<tr>
<td>5. Recognizing Indigenous Change-Makers</td>
<td>VP (External Relations)</td>
</tr>
<tr>
<td>6. Research that is Respectful of Indigenous People</td>
<td>VP (Research and International)</td>
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</tbody>
</table>

How we get there: Advancing Reconciliation

Principles

A Five Rs approach to Indigenizing UM’s systems and structures pays homage to Verna Kirkness and Ray Barnhardt’s (2001) and Jean Paul Restoule’s (2008) work in Indigenous education. The Five Rs approach recognizes the need for the principles of respect, relevance, reciprocity, responsibility and relationship to be applied to work with Indigenous communities and ways of knowing in change processes. To ensure that Indigenous ways of being are reflected across UM, each of the Rs—that learning be respectful of Indigenous peoples and ways of knowing, relevant to Indigenous students and communities, reciprocal, and responsible to Indigenous relationships and ethical approaches must be applied.

Reconciliation is a journey, not a destination. Transforming UM’s spaces, systems, and structures to better reflect Indigenous ways will require time, active engagement with Indigenous communities and collaboration to prepare UM graduates to be forward-thinking leaders. To put Reconciliation into action at UM, participants at the initial engagement sessions articulated dozens of innovative ideas, goals and visions captured by the following themes and actions:
Create a Sense of Belonging: Recruitment and retention

Attracting and retaining Indigenous students, faculty and support staff involves fostering an equitable, respectful and supportive environment that creates a sense of belonging. In the UM community engagement sessions, it was noted that Indigenous students, faculty and staff often encounter challenges that undermine their sense of belonging and support, rooted in systemic issues like insufficient resources for Indigenous students, underrepresentation of Indigenous staff and faculty, and a lack of culturally responsive policies.

Actively recruiting Indigenous students, faculty and staff is an intentional effort to invite them to share their unique perspectives, which will enrich our campuses with diverse experiences. Incorporating Indigenous knowledge and traditions enhances our understanding, challenges colonial structures and promotes more culturally informed and inclusive learning and working environments. However, recruitment is just the beginning; retention is crucial. Retention reflects our university’s ability to cultivate an environment where Indigenous students, faculty and staff feel valued, respected, supported and included.

Recruitment and retention efforts are part of a broader commitment to engage respectfully with Indigenous Peoples.

Sub-Themes:
In advancing Reconciliation, UM will acknowledge truths, learn from Indigenous knowledge, address systemic inequities and create a supportive environment where Indigenous students, faculty and staff feel a genuine sense of belonging through Indigenized:

- Student recruitment and retention practices
- Faculty recruitment and retention practices
- Support staff recruitment and retention practices

Initial actions:
- Improve our understanding of the demographic and geographic composition of Indigenous students, faculty and staff.
- Share more students, faculty and staff success stories.
- Continue to enhance communication and relationship-building with Indigenous education leaders.
- Create a repository to capture existing and future ideas to advance Reconciliation.
Integrate Indigenous Ways of Knowing: Policies, practices, language and research

Indigenous ways of knowing involves embracing the richness and diversity of Indigenous approaches to teaching and learning into UM’s systems and structures. Acknowledging the validity and variety of Indigenous ways of knowing effectively reshapes our learning and working environment and demands their integration into policies, practices, research, governance, support systems and decision-making processes. This will require rethinking university knowledge systems to remove barriers that prevent incorporating Indigenous knowledges.

Indigenous ways of knowing are also deeply intertwined with Indigenous languages, shaping the approach to education and understanding. Participants in the engagement sessions emphasized the importance of supporting Indigenous language revitalization through courses, teacher training and micro-credentials. Through language revitalization, UM can honour and preserve Indigenous knowledges while also fostering a more inclusive work and learning environment.

As well, Indigenous research methods challenge traditional western approaches by prioritizing community involvement, including Knowledge Keepers, Elders and youth. This framework advocates for integrating Indigenous perspectives into research methodologies, respecting community data ownership and sovereignty.

Sub-Themes:

In advancing Reconciliation, UM will communicate expectations to students, faculty and staff, build relationships with Indigenous communities and work with Indigenous communities to create opportunities for capacity-building, to support self-determination and to reflect Indigenous knowledges through:

- Culturally responsive policies and practices
- Language revitalization
- Anti-oppression knowledge, for non-Indigenous researchers, related to Indigenous histories

Initial actions:

- Safeguard opportunities for Indigenous students, faculty and staff through a university-wide policy and procedures on Indigenous identity.
- Develop, resource and implement a Respectful Rematriation and Repatriation Ceremony Policy and Wise Practices (Procedures).
- Consultation process to inform a process for evaluating the ethics of Indigenous Research projects involving Human Ethics (FG)
- Identify ways to support Indigenous language teaching and learning.
Empower Learning: Curriculum, programs and cultural safety awareness

**Gikendaasowin** is the term used by Anishinaabe peoples to encompass their knowledge and ways of understanding from their origins to their ways of life. This includes history, oral traditions, legal traditions, technological knowledge and science.

In educational settings, it involves integrating Indigenous content and ways of knowing into curricula and campus training programs. The Truth and Reconciliation Commission’s Calls to Action provide guidance, recommending the inclusion of topics such as the history of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous rights, Indigenous law and Indigenous-Crown relations.

As well, skills-based training in cultural safety, conflict resolution, human rights and anti-racism is highlighted in various calls to action, including 1, 16, 24, 28, 57, 62, and 65.

**Sub-Themes:**

In advancing Reconciliation, UM will empower students, faculty and staff to learn and understand Indigenous history and ways of knowing through:

- Enhancing curriculum with Indigenous knowledges
- Supporting culturally appropriate training for students, staff and faculty
- Ongoing anti-racism education, awareness and community-building

**Initial actions:**

- Initiate review of curriculum, programs, training and content for opportunities to integrate Indigenous knowledges.
- Explore approaches to resource initiatives.
**Indigenize spaces, places and supports**

“If decolonization is the removal or undoing of colonial elements, then Indigenization could be seen as the addition or redoing of Indigenous elements. Indigenization moves beyond tokenistic gestures of recognition or inclusion to meaningfully change practices and structures. Power, dominance and control are rebalanced and returned to Indigenous peoples, and Indigenous ways of knowing and doing are perceived, presented, and practiced as equal to western ways of knowing and doing.”

Mino-bimaadiziwin, the Anishinaabe concept of living well, is deeply influenced by the environments in which we exist, including where we learn, teach, work and conduct research. Transforming these spaces on our campus to include Indigenous ways of being is crucial for the well-being of Indigenous students, faculty and staff, nurturing their body, mind, heart and spirit.

Creating environments that facilitate inaadiziwin, or the realization of one’s highest potential as a balanced individual, is essential. This involves inspiring excellence and creativity within a harmonious relationship with all of creation. It encompasses both interior and exterior spaces that support learning, living and ceremony.

Key aspects include incorporating Indigenous art and cultural design, establishing safe spaces and fostering living environments that promote healthier work-life balances that benefits both Indigenous and non-Indigenous students, faculty and staff.

**Sub-Themes:**

In advancing Reconciliation, UM will be a leader in Indigenizing the campus through:

- Creating spaces and places for mino-bimaadiziwin
- Exploring culturally appropriate housing and support

**Initial actions:**

- Engage with Indigenous faculty, students, staff and Indigenous communities to listen and learn how to create Indigenous community spaces.
- Support the use of Indigenous languages or Indigenous Peoples/Leaders to name spaces.

---

Next steps

The completion of this framework marks the beginning of a forward-looking approach and renewed commitment to Reconciliation at UM. It aims to provide direction for UM's Reconciliation efforts, guiding future advancements, including the development of an implementation plan and progress evaluation.

The framework itself represents a significant milestone in our broader commitment to fostering a new relationship with UM's Indigenous community, as well as the broader Indigenous community. It builds upon past achievements while signaling renewed direction. This part of the journey will take time and great preparation to our systems to action change and commit to continuous improvement.

Over the coming months, we will focus on executing the initial actions outlined in the framework to establish a supportive foundation for our UM community.

While the initial actions progress, our next step will be to develop an implementation plan that focusses on converting this framework into actionable steps that align with the framework commitments. This will be led by discussions with UM’s internal and external community members, including Elders, Knowledge Keepers, students, faculty, staff and UM partners, who will play a crucial role. The implementation plan will identify and build on the ideas and actions generated as part of the initial engagement activities, ongoing initiatives, and current reports. Specific goals will be set and a timeline for achieving these goals will be developed. The implementation plan will deliver a comprehensive action plan informed by productive, collaborative and constructive feedback from engagement sessions.

Evaluation becomes central as we compare our actions with initial commitments. Evaluating our progress underscores our dedication to forging positive relationships with Indigenous Peoples and demonstrates our commitment to accountability and continuous improvement.

As we continue to advance Indigenous engagement, excellence and equity throughout all aspects of UM, the decades of preceding work by the many First Nation, Inuit and Métis individuals who have gotten us to this place in time are gratefully acknowledged.

Now is the time for our university and for each of us as individuals to deeply question our attitudes and beliefs when it comes to Reconciliation to ensure Indigenous perspectives are valued and included at UM. Reconciliation requires the work of all of us to create an equitable and safe space for all Indigenous Peoples at UM and in the community. It is time for action. Together, we can create momentum and we can lead change together.
Acknowledgements

Thank you to all the Elders, Knowledge Keepers, faculty, staff, students and community members who participated in consultations and provided feedback on the framework throughout its development. We look forward to future engagement as we move forward in a better way.

Thank you to the Reconciliation Advisory Committee, which reviewed the feedback from the community and provided thoughtful insight to structure the Truth and Reconciliation Framework that will collectively move us to action.

Reconciliation Advisory Committee Members

- **Leslie Spillett**  
  Knowledge Keeper

- **Angie Bruce**  
  Vice-President (Indigenous), Co-sponsor and chair of the committee

- **Jeff Leclerc**  
  University Secretary, Co-sponsor

- **Andrea Di Ubaldo**  
  Senior Communications Associate, Strategic Communications, External Relations

- **Annemieke Farenhorst**  
  Associate Vice-President, Office of the Vice-President (Research and International)

- **Chantal Daniels**  
  Ongomiizwin Education Director, Rady Faculty of Health Sciences

- **Christopher Yendt**  
  President, Graduate Students Association

- **Heather McRae**  
  Acting Executive Director, Indigenous Communications & Elev, OVPI

- **Jolene Head**  
  Associate Executive Director, National Centre for Truth and Reconciliation

- **Marcia Yoshida**  
  Student Appeals & Academic Gov. Officer (Office of the University Secretary)

- **Mario Lebar**  
  Chief Information Officer, Office of the Vice-President (Administration)

- **Michaela de Hoop (2024/25) and Ishkode Catcheway (2023/24)**  
  Indigenous Students’ Representative, University of Manitoba Students’ Union
Mimi Locher  
Dean, Faculty of Architecture

Tracey Peter  
Vice-Provost (Academic Affairs), Office of the Provost and Vice-President (Academic)

Advisory Committee Resource Person:

Maire McDermott  
Strategic Initiatives Project Manager, Office of the Vice-President (Indigenous)

Special thanks

Thank you to Nicki Ferland, Anny Chen, Mark O’Reilly (retired) and Cary Miller, PhD, who organized and facilitated community consultations to ensure we received feedback from across our community. Dr. Miller also made significant contributions to the writing of the framework. We are grateful for their time and genuine commitment to this work.
AGENDA ITEM:
Board and Committee Scorecards for 2023-2024

RECOMMENDATION:
THAT the Board receive the Board and Committee Scorecards for information.

PURPOSE and KEY CONSIDERATIONS:
As the Board year concludes, it provides an opportunity to reflect on what has been accomplished as a Board over the 2023-2024 year against the priorities the Board set last year. It is good governance to reflect on our accomplishments and identify those areas where continued focus is required. In the first full year of the committees operating under their new Terms of Reference, a scorecard serves as a valuable tool for promoting accountability, and continuous improvement within the university governance framework.

EXECUTIVE SUMMARY and BACKGROUND:
Building on the report from the Executive Committee that was presented to the Board in May, a series of scorecards have been developed for each committee, to report on progress in addressing their mandates and priorities. The reporting on the Board’s progress in addressing its priorities has been updated from the May meeting and is also included. These are shared for the Board’s information, and are being used by the Committee Chairs, the Board leadership, and the University Secretary in developing the Committee and Board workplans for 2024-2025.

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:
A commitment to accountability and continuous improvement in governance is consistent with the University’s values of curiosity and integrity, and our fundamental commitments to a sustainable future and fostering a vibrant community.

CONSULTATION:
The Committee Chairs, the Vice-President liaisons to the Board Committees and the University Secretary’s office team collaborated and consulted in developing these scorecards.
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>Jeff Leclerc</td>
<td>University Secretary</td>
<td>2024-06-14</td>
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Click or tap to enter a date.

SUBMISSION PREPARED BY: Jeff Leclerc, University Secretary

ATTACHMENTS:

Attachment A - 2023-2024 Board Priorities Update to June, 2024
Attachment B - Board Committee Scorecards
# 2023-2024 Board Priorities Update to June, 2024

<table>
<thead>
<tr>
<th>Priority</th>
<th>Actions taken</th>
</tr>
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<tbody>
<tr>
<td><strong>Board of Governors</strong></td>
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</tbody>
</table>
| 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  
✓ Brand story presentation at May 28, 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  
✓ Discussion of Draft Reconciliation Action Framework, June 25, 2025 |
| | |  
| Planned: | ✓ The Path Kitchen Table Discussion (during a session to be scheduled, fall 2024) |
| | |  
✓ Risk Register Update on March 19, 2024  
✓ Enterprise Risk Report on June 25, 2024 |
The following Evaluation Scorecard is designed to provide an assessment of the Executive Committee’s performance in fulfilling its responsibilities as outlined in its Terms of Reference and its Board-approved 2023-24 Priorities.

The Executive Committee plays an important role in overseeing various aspects of university governance, including facilitating Board and Committee engagement in strategic oversight, developing and monitoring Board priorities and annual work plan, and provide support to the President and Board Chair. This Committee also acts on behalf of the Board as required.

This scorecard aims to evaluate the completion status of each mandate within the Committee’s areas of responsibility using a color-coded system: green for completed items, yellow for partially completed or in progress items, and red for items that are not completed. Additionally, comments are provided to offer insights into the progress and challenges faced in fulfilling each mandate.

2023-24 was the first full year that the Board and its Committees functioned under a renewed committee structure and revised Terms of Reference (as approved by the Board of Governors on November 29, 2022). The Committee successfully executed on many of its responsibilities during the year, most notably:

- provided an important forum for developing Board and Committee annual priorities and monitoring progress,
- oversight of the first year of annual Board planning, including that of two strategic meetings of the Board, and
- served as a venue to hear and advise on emerging and sensitive issues.

Certain areas of the Committee’s mandate were not fully completed during the year – these items represent responsibilities related to monitoring the progress related to UM’s strategic plan, which was just recently approved, and oversight of an annual review of Committees, which is a new process under development. These responsibilities will be acted upon in 2024-25.

By tracking the Committee’s performance over time, this scorecard serves as a valuable tool for promoting transparency, accountability, and continuous improvement within the university governance framework. This scorecard should be used as a means for facilitating constructive dialogue, fostering collaboration, and driving positive change for the betterment of our University community.

Thank you to our Committee members and the University’s Senior Management Team and their staff for their dedication to the University and to the progress made during this past year.

Lynette Magnus
Chair, Executive Committee
## Executive Committee  
### 2023-24 Scorecard

**LEGEND:**

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<thead>
<tr>
<th></th>
<th>Completed</th>
<th>Partially Completed/In Progress</th>
<th>Not Completed</th>
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<tbody>
<tr>
<td></td>
<td>![Completed]</td>
<td>![Partially Completed/In Progress]</td>
<td>![Not Completed]</td>
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### (1) Committee Mandate per Terms of Reference

#### a) Act for the Board as required

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
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</thead>
<tbody>
<tr>
<td>i) Act on behalf of the Board, as required between regularly scheduled meetings of the Board, and report to the Board on outcomes.</td>
<td>![Completed]</td>
<td></td>
</tr>
<tr>
<td>ii) Review and approve time sensitive recommendations, appointments, and routine matters requiring decisions between Board meetings, and report to the Board on outcomes.</td>
<td>![Completed]</td>
<td></td>
</tr>
<tr>
<td>iii) Deal with matters delegated by the Board in the intervals between meetings of the Board</td>
<td>N/A</td>
<td>N/A in this reporting period</td>
</tr>
<tr>
<td>iv) Review and recommend to the Board nominations for the Distinguished Service Award.</td>
<td>![Completed]</td>
<td>Also reviewed revisions to the DSA Policy and Procedure and repealing of the DSA Bylaw.</td>
</tr>
</tbody>
</table>

#### b) Planning and Priorities

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Monitor and facilitate Board and Committee engagement in strategic planning and provide advice to the Board on how best to engage Board members and Committees in strategic planning.</td>
<td>![Partially Completed/In Progress]</td>
<td></td>
</tr>
<tr>
<td>ii) Oversee the Board's monitoring of the University's ongoing performance toward achieving strategic objectives and priorities.</td>
<td>![Partially Completed/In Progress]</td>
<td>UM Strategic Plan approved in February 2024. This will be a part of the Committees work in 2024-2025 and onward.</td>
</tr>
<tr>
<td>iii) Develop annual Board priorities and set an annual work plan.</td>
<td>![Completed]</td>
<td></td>
</tr>
</tbody>
</table>
## c) Board and Committee Collaboration

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Oversee Board committees in establishing periodic goals and support Committee progress toward meeting these goals.</td>
<td></td>
<td>In January 2024, the Committee received an update on progress on Board and Committee priorities, in addition to feedback from Committee Chairs in terms of what is going well and suggestions for continuous improvement. In April 2024, the Committee developed proposed priorities for 2024-2025.</td>
</tr>
<tr>
<td>ii) Work in collaboration with Committee Chairs to support the development of annual workplans for each Board Committee.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii) Facilitate collaboration between and among Board Committees, including the referral of matters to Board Committees, as appropriate.</td>
<td></td>
<td>Discussions of the Committee provided opportunity for collaboration and coordination amongst committee chairs. A session was also held with the Chair, Vice-Chairs, and Committee chairs at the beginning of the year to review roles and priorities.</td>
</tr>
<tr>
<td>iv) Review the results of the Annual Report of the Governance and Board Development Committee on Standing Committees' Self-Evaluation and recommend to the Board or Committees procedures to strengthen Committee work and collaboration.</td>
<td></td>
<td>The Standing Committee self-evaluation is a new process that is currently under development, with a (tentative) planned implementation for the fall of 2024. However, during 2023-24, the Board Chair and Vice-Chair collected feedback from each Committee Chair on Committee performance.</td>
</tr>
<tr>
<td>v) Monitor the need for Board advisory or ad hoc committees and advise the Board of such needs as they arise.</td>
<td>N/A</td>
<td>N/A in reporting period.</td>
</tr>
</tbody>
</table>
### d) Support for the President and Board Chair

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
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</thead>
<tbody>
<tr>
<td>i) Provide counsel and support to the President and Board Chair on issues that are complex and sensitive.</td>
<td>![Green Circle]</td>
<td></td>
</tr>
<tr>
<td>ii) Identify emerging issues that may impact the University's governance or ability to achieve its strategic priorities and discuss potential approaches to these issues with the President and/or Board Chair, reporting to the Board as appropriate.</td>
<td>![Green Circle]</td>
<td></td>
</tr>
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</table>

### e) Monitor Risks and Trends

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Monitor current and emerging risks related to strategic planning and achievement of strategic priorities, monitor actions to mitigate risks, and report any significant residual risks to the Board.</td>
<td>![Green Circle]</td>
<td>Discussions were held on emerging areas of risk, including changes to international study permits by the federal government.</td>
</tr>
</tbody>
</table>

### (2) Committee Priorities as approved by Board of Governors

#### 2023-24 Committee Priorities

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Develop Integrated Annual Board Work Plan</td>
<td>![Green Circle]</td>
<td></td>
</tr>
<tr>
<td>2. Monitor alignment with UM activity with strategic plan and provincial priorities.</td>
<td>![Yellow Circle]</td>
<td>MomentUM Plan approved in February 2024. This monitoring will be part of the committee’s work in 2024-2025 and going forward.</td>
</tr>
</tbody>
</table>
The following Evaluation Scorecard is designed to provide an assessment of the Advancement Committee's performance in fulfilling its responsibilities as outlined in its Terms of Reference and its Board-approved 2023-24 Priorities.

The Committee plays an important role in overseeing various aspects of university advancement, including philanthropy, alumni, government and community relations, and brand and reputation.

This scorecard aims to evaluate the completion status of each mandate within the Committee’s areas of responsibility using a color-coded system: green for completed, yellow for partially completed or in progress, and red for items that are not completed. Additionally, comments are provided to offer insights into the progress and challenges faced in fulfilling each mandate.

2023-24 was the first full year that the Board and its Committees functioned under a renewed committee structure and revised Terms of Reference (as approved by the Board of Governors on November 29, 2022) and the first year of the Advancement Committee.

By tracking the Committee's performance over time, this scorecard serves as a valuable tool for promoting transparency, accountability, and continuous improvement within the university governance framework. This scorecard should be used as a means for facilitating constructive dialogue, fostering collaboration, and driving positive change for the betterment of our University community.

Thank you to our Committee members and the University’s Senior Management Team and their staff for their dedication to the University and to the progress made during this past year.

Doug Finkbeiner
Chair, Advancement Committee
## Advancement Committee

### 2023-34 Scorecard

**LEGEND:**
- **Completed**
- **Partially Completed/In Progress**
- **Not Completed**

### (1) Committee Mandate per Terms of Reference

#### a) Philanthropy and alumni relations

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
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</thead>
<tbody>
<tr>
<td>i) Provide strategic oversight to the University’s philanthropic programs, provide advice to the President and Vice-President (External), and report on successes or concerns to the Board as appropriate</td>
<td><strong>Completed</strong></td>
<td>The Committee received regular reporting on fundraising goals and results and updates to the development of the Case for Support and provided feedback.</td>
</tr>
<tr>
<td>ii) Monitor progress of philanthropic goals, reporting to the Board on the impact of such programs.</td>
<td><strong>Completed</strong></td>
<td>The Committee received an update on the 2023/2024 and results were shared with the Board at its May 28, 2024 meeting.</td>
</tr>
<tr>
<td>iii) Review and recommend approval to the Board policies related to philanthropy.</td>
<td><strong>Partially Completed/In Progress</strong></td>
<td>The Committee received an overview of philanthropy related policies. Further review expected in Fall 2024.</td>
</tr>
<tr>
<td>iv) Review and recommend approval to the Board policies related to gift acceptance, including those recommended by Senate.</td>
<td><strong>Partially Completed/In Progress</strong></td>
<td>The Committee received an overview of gift acceptance related policies. Further review expected in Fall 2024.</td>
</tr>
<tr>
<td>v) Monitor alumni relations and provide oversight of plans to enhance alumni engagement and giving.</td>
<td><strong>Completed</strong></td>
<td>The Committee received a comprehensive presentation on alumni engagement and requested further engagement metrics and evaluations for future meetings.</td>
</tr>
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</table>

#### b) Reputation

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
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<tbody>
<tr>
<td>i) Monitor the health of the University brand and identity, including efforts to enhance the institutional reputation, image, and profile.</td>
<td><strong>Partially Completed/In Progress</strong></td>
<td>The Committee monitored the development of the university's brand story and will continue to do so in the upcoming year.</td>
</tr>
<tr>
<td>ii) Provide strategic oversight of the University’s external relations plan and monitor results.</td>
<td><strong>Completed</strong></td>
<td>The Committee received information on a number of external relations strategies and consultations, including the President’s Advisory Council.</td>
</tr>
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</table>
c) Stakeholder relations and community engagement

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<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
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</thead>
<tbody>
<tr>
<td>i) Provide strategic oversight of stakeholder and community relations.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ii) Monitor achievement of priorities and performance metrics on strategic relationships with stakeholders.</td>
<td></td>
<td>The committee will consider stakeholder perception data at upcoming meetings.</td>
</tr>
<tr>
<td>iii) Regularly review plans to engage with new communities and to reach new stakeholders.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>iv) Oversee the University’s government relations strategy and provide advice as requested by University staff or the Board.</td>
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</table>

d) Monitor trends and risk management

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<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
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</thead>
<tbody>
<tr>
<td>i) Monitor current and emerging risks related to advancement, including philanthropy, stakeholder and community engagement, and reputation management, actions to mitigate risks, and report any significant residual risks to the Board.</td>
<td></td>
<td>The Committee received a presentation regarding the Trust and Endowment Audit results. Further review and recommendations to the Board are expected in Fall, 2024.</td>
</tr>
<tr>
<td>ii) Monitor trends and best practices in Canadian university philanthropy, stakeholder and community engagement, and reputation management, and report to the Board on significant trends, potential improvements, or challenges.</td>
<td></td>
<td>The Committee heard from the VP External and Pete Lasher of GG&amp;A on the state of philanthropic campaigns in Canadian universities.</td>
</tr>
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</table>

(2) Committee Priorities as approved by Board of Governors

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
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</thead>
<tbody>
<tr>
<td>1. Understand the UM narrative; monitor advancement on how UM tells “its story”</td>
<td></td>
<td>The Committee received several presentations on the University's brand and narrative.</td>
</tr>
<tr>
<td>2. Review and provide strategic oversight on the government relations strategy (federal and provincial)</td>
<td></td>
<td>The Committee received regular reports from Government relations on federal and provincial engagement.</td>
</tr>
<tr>
<td>3. Support the UM's goals for philanthropic achievement.</td>
<td></td>
<td>The University’s philanthropic goals and achievements have been shared with the Committee, with some feedback.</td>
</tr>
<tr>
<td>4. Understand the UM’s relationship with the federal government.</td>
<td>![Green Check]</td>
<td>![Blank]</td>
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</table>
Audit and Risk Management Committee
2023-34 Scorecard

The following Evaluation Scorecard is designed to provide an assessment of the Audit and Risk Management Committee’s performance in fulfilling its responsibilities as outlined in its Terms of Reference and its Board-approved 2023-24 Priorities.

The Committee plays an important role in overseeing various aspects of university governance, including oversight of internal and external audit, enterprise risk management, and key enterprise risks.

This scorecard aims to evaluate the completion status of each mandate within the Committee’s areas of responsibility using a color-coded system: green for completed items, yellow for partially completed or in progress items, and red for items that are not completed. Additionally, comments are provided to offer insights into the progress and challenges faced in fulfilling each mandate.

2023-24 was the first full year that the Board and its Committees functioned under a renewed committee structure and revised Terms of Reference (as approved by the Board of Governors on November 29, 2022). The Committee successfully executed many key responsibilities during the year, notably:

- Monitoring and advising on the on-going development of the institution’s Enterprise Risk Management Program.
- Review of cybersecurity posture as a key risk.
- Monitoring the timely implementation of recommendations on Audit Services reports.

By tracking the Committee’s performance over time, this scorecard serves as a valuable tool for promoting transparency, accountability, and continuous improvement within the university governance framework. This scorecard should be used as a means for facilitating constructive dialogue, fostering collaboration, and driving positive change for the betterment of our University community.

Thank you to our Committee members and the University’s Senior Management Team and their staff for their dedication to the University and to the progress made during this past year.

Juanita DeSouza-Huletey
Chair, Audit and Risk Management Committee
### LEGEND:

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<th>Completed</th>
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</table>

### (1) Committee Mandate per Terms of Reference

#### a) General audit oversight

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<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Provide an avenue of communication for the external auditors, administration, and the internal audit function with the Board.</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>ii) Review with the University’s general counsel or outside level counsel legal matters that may have a material impact on the financial statements.</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>iii) Recommend to the Board the engagement of special audits or studies as the Committee deems necessary.</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>iv) Periodically meet with the internal auditor, external auditor, and administration in separate “in camera” sessions to discuss any matters that the Committee or these groups believe should be discussed privately with the Committee. It is understood that generally speaking, the internal auditor will be a part of the in camera session, unless the Committee decides otherwise.</td>
<td>✔️</td>
<td>In Camera sessions occur at each meeting of the Committee.</td>
</tr>
</tbody>
</table>

#### b) External audit oversight

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Review annually the terms of engagement for the external audit, including the external auditors’ independence, and approve on behalf of the Board the appointment and fees of the external auditors.</td>
<td>✔️</td>
<td>The external auditor for the University of Manitoba is the Office of the Auditor General, as outlined in The University of Manitoba Act.</td>
</tr>
<tr>
<td>ii) Monitor the independence of the external auditor including review of other services provided to the University by the external auditor.</td>
<td>✔️</td>
<td>The external auditor for the University of Manitoba is the Office of the Auditor General, as outlined in The University of Manitoba Act.</td>
</tr>
<tr>
<td>iii) Review the external auditor’s proposed audit plan, scope and approach and ensure no unjustified restrictions or limitations have been placed on such plan.</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>iv) Discuss the results of the annual audit under Canadian generally accepted auditing standards, recommendations made by the external auditors to the administration, and any other matters that may be</td>
<td>✔️</td>
<td>On track to be completed at the June, 2024 meeting of the Committee.</td>
</tr>
</tbody>
</table>
### Audit and Risk Management Committee

**2023-34 Scorecard**

**Communicated to the Committee by the external auditors.**

| v) Review the annual financial statements and related financial report and determine whether they are complete and consistent with the information known to Committee members and assess the reasonableness and appropriateness of presentation, accounting policies, management’s assumptions and estimates, and adequacy of disclosure. | On track to be completed at the June, 2024 meeting of the Committee. |
| vi) Recommend approval of the audited financial statements and related external auditor’s reports to the Board. | On track to be completed at the June, 2024 meeting of the Committee. |
| vii) Recommend approval of the Public Sector Compensation Disclosure Report and related external auditor’s report to the Board. | On track to be completed at the June, 2024 meeting of the Committee. |

### c) Internal audit oversight

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Review and recommend to the Board for approval the internal audit charter to ensure that it accurately reflects the scope and mandate of the internal audit function, with a full review at least every three years.</td>
<td>N/A</td>
<td>Full review completed in 2022-2023. Next review due in 2025-2026.</td>
</tr>
<tr>
<td>ii) Review and recommend to the Board for approval the scope and mandate of the internal audit function and the annual internal audit plan.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii) Review periodic reports received from the internal auditor, discuss recommendations set out in those reports, and ensure that administration responds to such recommendations in a timely manner.</td>
<td></td>
<td>Revisions to reporting on responses to recommendations have been made in 2023-2024.</td>
</tr>
<tr>
<td>iv) Approve the appointment and removal of the Director, Audit Services.</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>v) Provide input and annually review and approve the performance appraisal and compensation adjustments of the Director, Audit Services, after considering the recommendation of the administrative office to whom the Director reports administratively.</td>
<td>N/A</td>
<td></td>
</tr>
</tbody>
</table>
## d) Risk management oversight

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Review and monitor the adequacy of the University’s risk management framework, risk register, and identification and management of top risks.</td>
<td>✅</td>
<td>The Committee receives reports on the University’s ERM and risk register at each meeting.</td>
</tr>
<tr>
<td>ii) Review and recommend approval to the Board policies related to risk management.</td>
<td>N/A</td>
<td>No policies have come forward in 2023-2024.</td>
</tr>
<tr>
<td>iii) Discuss with administration, internal audit, and the external auditors the University’s major risk exposures (whether financial, operational, or otherwise), the adequacy and effectiveness of the accounting and financial system, and the steps administration has taken to monitor and control such exposure.</td>
<td>✅</td>
<td></td>
</tr>
<tr>
<td>iv) Receive regular reports from administration on areas of significant risk to the University, including but not limited to, legal claims, environmental issues, cybersecurity, health, safety, and other regulatory matters.</td>
<td>✅</td>
<td>The Committee receives reports on each of these matters at least annually.</td>
</tr>
<tr>
<td>v) Monitor the effectiveness of the University’s internal control system, including financial reporting and information security controls.</td>
<td>✅</td>
<td>Internal controls are reviewed in internal audit reports.</td>
</tr>
<tr>
<td>vi) Review the adequacy of the University’s processes and controls to prevent and detect fraud and financial irregularities, including, but not limited to, compliance with the University’s Safe Disclosure (Whistleblower) Policy and Safe Disclosure (Whistleblower) Procedure.</td>
<td>✅</td>
<td>The Committee regularly receives reporting on processes and controls. Policies not yet due for review.</td>
</tr>
<tr>
<td>vii) Review whether the University has adequate disaster recovery and business continuity plans and processes in place.</td>
<td>✅</td>
<td>Will be addressed in the 2024/2025 annual work plan.</td>
</tr>
<tr>
<td>viii) Review the adequacy of insurance coverages maintained by the University to ensure that the University is not exposed to an unacceptable level of risk and recommend any required changes to the Board.</td>
<td>✅</td>
<td></td>
</tr>
<tr>
<td>ix) Review compliance with legislative and regulatory requirements.</td>
<td>✅</td>
<td>Committee receives reports as required by legislation and regulatory bodies. Further reporting to come in 2024/2025</td>
</tr>
<tr>
<td>x) Periodically review issues relating to Board members’ personal liability.</td>
<td>✅</td>
<td>Completed as part of the Insurance Report.</td>
</tr>
<tr>
<td>xi) Keep the Board apprised of emerging risks and significant changes in risk management.</td>
<td>✅</td>
<td>This occurs through the risk reporting of the committee, including Enterprise Risk Management, Litigation, and HR Litigation reports.</td>
</tr>
</tbody>
</table>
## (2) Committee Priorities as approved by Board of Governors

<table>
<thead>
<tr>
<th>2023-24 Committee Priorities</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Monitor implementation of Enterprise Risk Management program and risk register.</strong></td>
<td>![Green Circle]</td>
<td>The Committee has received regular reports on the implementation and refinement of the ERM program and risk register.</td>
</tr>
<tr>
<td><strong>2. Consider how key risks are monitored either by ARMC or other appropriate Board committees.</strong></td>
<td>![Yellow Circle]</td>
<td>Risks assigned to other committees have not been monitored to date. Internal audit reporting has been revised to include risk mitigation and implementation recommendation follow-ups.</td>
</tr>
<tr>
<td><strong>3. Understand and assess the Cyber Security Risk to the University.</strong></td>
<td>![Green Circle]</td>
<td>Regular, in-depth reporting happens at the committee level, and an additional special report was made to the Board in the reporting period.</td>
</tr>
</tbody>
</table>
The following Evaluation Scorecard is designed to provide an assessment of the Finance and Infrastructure Committee's performance in fulfilling its responsibilities as outlined in its **Terms of Reference** and its **Board-approved 2023-24 Priorities**.

The Committee plays an important role in overseeing various aspects of foresight, oversight, and insight on matters related to finances, investments, property, and infrastructure.

This scorecard aims to evaluate the completion status of each mandate within the Committee’s areas of responsibility using a color-coded system: green for completed items, yellow for partially completed or in progress items, and red for items that are not completed. Additionally, comments are provided to offer insights into the progress and challenges faced in fulfilling each mandate.

2023-24 was the first full year that the Board and its Committees functioned under a renewed committee structure and revised Terms of Reference (as approved by the Board of Governors on May 30, 2023).

By tracking the Committee's performance over time, this scorecard serves as a valuable tool for promoting **transparency, accountability, and continuous improvement** within the university governance framework. This scorecard should be used as a means for facilitating constructive dialogue, fostering collaboration, and driving positive change for the betterment of our University community.

Thank you to our Committee members and the University’s Senior Management Team and their staff for their dedication to the University and to the progress made during this past year.

Brenna Shearer  
Chair, Finance and Infrastructure Committee
### Finance and Infrastructure Committee 2023-34 Scorecard

**LEGEND:**

<table>
<thead>
<tr>
<th></th>
<th>Completed</th>
<th>Partially Completed/In Progress</th>
<th>Not Completed</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

#### (1) Committee Mandate per Terms of Reference

**a) Financial operating and capital planning**

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Review annual operating and capital estimates submissions and recommend approval to the Board.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ii) Review the annual operating and capital budgets and recommend approval to the Board.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii) Review quarterly financial reports.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>iv) Review the University’s multi-year and long-term financial plans and forecasts, including both operating and capital, and report to the Board as needed.</td>
<td></td>
<td>Multi-year projections included in consolidated budget.</td>
</tr>
<tr>
<td>v) Review requests to the Board for special financial support and recommend any required actions.</td>
<td></td>
<td>Requests are reviewed and recommended as they arise.</td>
</tr>
<tr>
<td>vi) In accordance with the University of Manitoba Policy on Signing of Agreements, review and recommend approval to the Board for renting, hiring, or purchasing goods and services, where the total value including amendments exceeds $1 million except for utilities, insurance, or goods purchased through a competitive procurement process for less than $5 million.</td>
<td></td>
<td>Reviewed and recommended for approval as required.</td>
</tr>
<tr>
<td>vii) Monitor current and emerging risks related to financial sustainability; monitor actions to mitigate risks and report any significant residual risks to the Board.</td>
<td></td>
<td>Occurs during review of quarterly financial reports and consolidated budget and five-year budget plan. Will also be reported in relation to the Enterprise Risk Management Program.</td>
</tr>
<tr>
<td>viii) Monitor performance measures and trends that affect the long-term financial health and sustainability of the University and report to the Board on significant trends, potential improvements, and challenges.</td>
<td></td>
<td>Monitored as part of the Annual Financial Report. Financial indicator reporting in development.</td>
</tr>
</tbody>
</table>
### b) Infrastructure planning

<table>
<thead>
<tr>
<th>Mandate</th>
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<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Review short-and long-term infrastructure requirements and report to the Board as required.</td>
<td></td>
<td>Engaged in consultation with Management on long-term capital planning process review.</td>
</tr>
<tr>
<td>ii) Monitor deferred maintenance and sustainability requirements and plans developed to meet these needs, and recommend action to the Board to ensure sustainability.</td>
<td></td>
<td>Quarterly, semi-annual, and annual capital reporting. 2024-2025 will include increased reporting on deferred maintenance.</td>
</tr>
<tr>
<td>iii) Review capital project progress reports.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| iv) In accordance with the University of Manitoba Policy on Signing of Agreements:  
1) Review and recommend approval to the Board of documents relating to the purchase, sale, mortgaging, or re-zoning of land.  
2) Review and recommend approval to the Board of licences to use, leases and commitments of real property or facilities owned by the University for a term exceeding 20 years, other than easements or mineral rights.  
3) Review and recommend approval to the Board of agreements for the construction or renovation of a building; design of a building; or retention of a project manager for a building project if the total project price exceeds $5 million, except in cases where the overall budget and project plan has been previously approved by the Board, is in accordance with the approved budget, and for which the agreement has been tendered in accordance with the project plan. | | |
| v) Monitor current and emerging risks related to University infrastructure; monitor actions to mitigate risks and report any significant residual risks to the Board. | | Occurs during review of quarterly financial reports and consolidated budget. |
| vi) Monitor trends related to infrastructure in Canadian higher education and report to the Board on significant trends, potential improvements, and challenges. | | This will be implanted in 2024-2025. Format of information and reporting to be determined. |

### c) Fees and finance policies

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Review and recommend approval to the Board of all fees paid to the University that require Board approval.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### ii) Review and recommend approval to the Board the General Investment Policy and management of University investments.

<table>
<thead>
<tr>
<th>Completion Status</th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No new or revised policies came forward in 2023-2024.</td>
</tr>
</tbody>
</table>

### iii) Review regular reports from the Trust Investment Committee on its oversight of investments in the University Investment Trust.

<table>
<thead>
<tr>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No new or revised policies came forward in 2023-2024.</td>
</tr>
</tbody>
</table>

### iv) Review and recommend approval to the Board finance, capital planning, and asset policies.

<table>
<thead>
<tr>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>No new or revised policies came forward in 2023-2024.</td>
</tr>
</tbody>
</table>

### v) Review and recommend approval to the Board stewardship of resources policies.

<table>
<thead>
<tr>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>No new or revised policies came forward in 2023-2024.</td>
</tr>
</tbody>
</table>

### vi) Review and recommend approval to the Board amendments to resolutions on signing and banking.

<table>
<thead>
<tr>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>No resolutions came forward in 2023-2024</td>
</tr>
</tbody>
</table>

### (2) Committee Priorities as approved by Board of Governors

<table>
<thead>
<tr>
<th>2023-24 Committee Priorities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mandate</strong></td>
</tr>
<tr>
<td>1. Review and assess five-year financial sustainability plans.</td>
</tr>
<tr>
<td>2. Review and assess five-year major capital plans, including long-term (i.e. life of the asset) capital plan</td>
</tr>
</tbody>
</table>
The following Evaluation Scorecard is designed to provide an assessment of the Governance and Board Development Committee’s performance in fulfilling its responsibilities as outlined in its Terms of Reference and its Board-approved 2023-24 Priorities.

The Committee plays an important role in overseeing various aspects of university governance and board development.

This scorecard aims to evaluate the completion status of each mandate within the Committee’s areas of responsibility using a color-coded system: green for completed items, yellow for partially completed or in progress items, and red for items that are not completed. Additionally, comments are provided to offer insights into the progress and challenges faced in fulfilling each mandate.

2023-24 was the first full year that the Board and its Committees functioned under a renewed committee structure and revised Terms of Reference (as approved by the Board of Governors on November 29, 2022).

By tracking the Committee’s performance over time, this scorecard serves as a valuable tool for promoting transparency, accountability, and continuous improvement within the university governance framework. This scorecard should be used as a means for facilitating constructive dialogue, fostering collaboration, and driving positive change for the betterment of our University community.

Thank you to our Committee members and the University’s Senior Management Team and their staff for their dedication to the University and to the progress made during this past year.

Kimber Osiowy
Chair, Governance and Board Development Committee
(1) Committee Mandate per Terms of Reference

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Review Board and Committee structures, processes, roles, responsibilities, and procedures on an ongoing basis to ensure these meet the governance needs of the Board, recommending any required changes to the Board for approval.</td>
<td>Completed</td>
<td>Reviewed and reported a framework to the Board on the openness of Board agendas and transparency.</td>
</tr>
<tr>
<td>ii) Review Board meeting effectiveness and efficiency, including meeting materials and communications to Board members, reporting to the Board as required and recommending improvements</td>
<td>Partially Completed/In Progress</td>
<td>A number of revisions have been made in 2023-2024, including the reports of Committees to the Board and the Board submission process.</td>
</tr>
<tr>
<td>iii) Monitor the Board's performance to ensure that its governance is transparent, inclusive, and equitable. Report regularly to the Board on concerns and recommend enhancements and/or changes as required.</td>
<td>Completed</td>
<td>The Committee oversaw and reviewed the Board assessment survey process. The committee also reviewed and confirmed a clear approach on doing as much board business in open session as possible.</td>
</tr>
<tr>
<td>iv) Monitor current and emerging risks related to governance and Board development; monitor actions to mitigate risks and report any significant residual risks to the Board</td>
<td>Not Completed</td>
<td></td>
</tr>
<tr>
<td>v) Monitor trends in Canadian higher education governance best practices and report to the Board on significant trends, potential improvements, or challenges.</td>
<td>Not Completed</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mandate</th>
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<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Develop and regularly review the Code of Conduct for members of the Board of Governors and monitor compliance with the Code. Identify any ethical business and/or good governance practice compliance concerns. Report to the Board on any compliance issues identified.</td>
<td>Completed</td>
<td>Code of Conduct reviewed and revised in 2023-2024 for approval by the Board. Conflicts of interest self-identified by members and resolved on as needed basis.</td>
</tr>
<tr>
<td>ii) Develop and regularly review a Code of Conduct for Committee members who are not members of the</td>
<td>N/A</td>
<td>Committee members who are not members of the Board currently</td>
</tr>
</tbody>
</table>
### c) Board and committee membership and succession planning

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Act as the Nominating Committee of the Board for the purpose of making recommendations to the Board and other appointing bodies for the appointment of Board and Board Committee members.</td>
<td>✅</td>
<td>Competencies are self-assessed by Board members each Fall and are used in making committee recommendations.</td>
</tr>
<tr>
<td>ii) Identify competencies and attributes required on the Board and its committees, keeping in mind the University’s commitment to equity, diversity, inclusion, and Indigenous engagement.</td>
<td>✅</td>
<td></td>
</tr>
<tr>
<td>iii) Annually consult with the Board Chair, Vice-Chair, and Committee Chairs on the skills, competencies, and attributes required to fulfill their mandates and ensure good governance.</td>
<td>✅</td>
<td></td>
</tr>
<tr>
<td>iv) Considering the University’s requirements and priorities, develop a succession plan for Board and Committee positions to ensure effective succession and Board leadership.</td>
<td>✅</td>
<td>This was conducted as part of the leadership and committee appointments, and will need to be expanded upon given the number of changes in board membership to come in the coming months.</td>
</tr>
<tr>
<td>v) Working with the Board Chair, Vice-Chair, and Board members, identify potential candidates for Board and/or Committee membership.</td>
<td>✅</td>
<td>This process has improved but needs to be formally documented and continuously improved.</td>
</tr>
</tbody>
</table>

### d) Board Education and development

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Identify and provide tools to meet the education and development needs of new members, including orientation and mentoring, to ensure new Board members fully understand the University’s priorities and good governance practices.</td>
<td>✅</td>
<td>Some aspects completed well. Broader education needs greater input from Committee.</td>
</tr>
</tbody>
</table>
ii) Develop an annual Board education and development plan that considers continuing education needs of all Board and Committee members and incorporates an understanding of Canadian higher education governance trends and best practices and reporting thereon to the Board.

Not addressed by Committee in 2023-2024, as Board leadership and Executive Committee has taken the lead on this recently.

iii) Working with the Board Chair, President, and University secretary, advise on plans for the annual Board retreat.

Replaced in 2023-2024 by Strategic Discussions

d) Board self-assessment and evaluation

<table>
<thead>
<tr>
<th>Mandate</th>
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<th>Comments</th>
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</thead>
<tbody>
<tr>
<td>i) Oversee the Board’s self-evaluation processes and report to the Board on findings and outcomes, recommending improvements for the Board’s consideration.</td>
<td>☣️</td>
<td>Several revisions to the Annual Board Self-Evaluation (spring survey) made in 2023-2024</td>
</tr>
<tr>
<td>ii) Oversee the Board Committee’s annual self-evaluation process and report to each Committee and the Board on findings and outcomes, recommending improvements for consideration</td>
<td>☢️</td>
<td>Inaugural committee self-evaluation developed in 2023-2024 and distributed to committee members.</td>
</tr>
<tr>
<td>iii) Review Board committee structures and mandates at least every three years to ensure committees remain relevant and effective and recommend changes to the Board.</td>
<td>N/A</td>
<td>Not required until 2025-2026.</td>
</tr>
<tr>
<td>iv) Conduct a comprehensive review of all Committee Terms of Reference every three years with input from the Chairs of each Committee. Recommend any necessary changes in Committee Terms of Reference or Committee structures or foci to the Board for its approval</td>
<td>N/A</td>
<td>Not required until 2025-2026.</td>
</tr>
</tbody>
</table>

(2) Committee Priorities as approved by Board of Governors

<table>
<thead>
<tr>
<th>2023-24 Committee Priorities</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Implement annual Board education and development plan.</td>
<td>☢️</td>
<td>Educational and development opportunities have been identified; however, a formalized plan needs to be developed going forward.</td>
</tr>
</tbody>
</table>
The following Evaluation Scorecard is designed to provide an assessment of the Human Resources and Compensation Committee's performance in fulfilling its responsibilities as outlined in its Terms of Reference and its Board-approved 2023-24 Priorities.

The Committee plays an important role in overseeing various aspects of university governance, including presidential appointment, human resources policies, leadership compensation, succession planning, and collective bargaining.

This scorecard aims to evaluate the completion status of each mandate within the Committee's areas of responsibility using a color-coded system: green for completed items, yellow for partially completed or in progress items, and red for items that are not completed. Additionally, comments are provided to offer insights into the progress and challenges faced in fulfilling each mandate.

2023-24 was the first full year that the Board and its Committees functioned under a renewed committee structure and revised Terms of Reference (as approved by the Board of Governors on November 29, 2022). The Committee successfully executed many key responsibilities during the year, notably:

• oversight of the Presidential Reappointment Review,
• monitoring collective bargaining strategies,
• approving UMFA and UNIFOR bargaining mandates, and
• review of staff benefits enhancements.

Certain areas of the Committee’s mandate were not fully completed during the year – these items generally represent responsibilities introduced with the new Terms of Reference. While discussions between the Committee and management have begun, further time and effort are needed for thorough assessment and implementation.

By tracking the Committee's performance over time, this scorecard serves as a valuable tool for promoting transparency, accountability, and continuous improvement within the university governance framework. This scorecard should be used as a means for facilitating constructive dialogue, fostering collaboration, and driving positive change for the betterment of our University community.

Thank you to our Committee members and the University’s Senior Management Team and their staff for their dedication to the University and to the progress made during this past year.

Lynette Magnus
Chair, Human Resources and Compensation Committee
### Human Resources and Compensation Committee
#### 2023-24 Scorecard

**LEGEND:**

<table>
<thead>
<tr>
<th></th>
<th>Completed</th>
<th>Partially Completed/In Progress</th>
<th>Not Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presidential Appointment, Reappointment, and Performance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a) Presidential Appointment, Reappointment, and Performance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GreeMandate</td>
<td>Completion Status</td>
<td>Comments</td>
<td></td>
</tr>
<tr>
<td>i) Monitor, evaluate, and recommend processes for the selection, appointment, reappointment, or dismissal of the President.</td>
<td>![Green]</td>
<td>Presidential Reappointment Review completed in 2023-24 by Board-approved Committee</td>
<td></td>
</tr>
<tr>
<td>ii) Negotiate and approve all terms and conditions of the contract with the President in alignment with the Senior Salaries Administration Policy and related documents.</td>
<td>![Green]</td>
<td>President employment contract to be renewed for 2025 to 2030. On track to be completed by Board Chair.</td>
<td></td>
</tr>
<tr>
<td>iii) Review, approve, and report annual performance review of the President conducted by the Board Chair in alignment with the Procedure for the Annual Evaluation of the President.</td>
<td>![Green]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>iv) Approve the President's total compensation on behalf of the Board.</td>
<td>![Green]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>v) Review the President's annual report and proposed priorities and recommend approval to the Board.</td>
<td>![Green]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>vi) Review the President's position description and recommend approval of any changes to the Board.</td>
<td>N/A</td>
<td>No changes to position description required in 2023-24</td>
<td></td>
</tr>
</tbody>
</table>

### Human Resources Policies and Philosophy

#### Mandate

<table>
<thead>
<tr>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Review and recommend to the Board human resources policies requiring Board approval.</td>
<td>![Green]</td>
</tr>
<tr>
<td>ii) Monitor, evaluate, and recommend the University’s compensation philosophy.</td>
<td>![Yellow]</td>
</tr>
</tbody>
</table>
### Human Resources and Compensation Committee 2023-24 Scorecard

<table>
<thead>
<tr>
<th>iii) Monitor staff benefits issues and recommend any changes to the Board.</th>
<th>Reviewed and recommended approval of enhancements to the Staff Benefits Plan.</th>
</tr>
</thead>
<tbody>
<tr>
<td>iv) Review and recommend to the Board matters related to the University pension plans, including changes the plan texts, governance documents, and appointments of members to the pension committees.</td>
<td></td>
</tr>
<tr>
<td>v) Monitor the annual reports of the pension plans, actuarial valuations, and financial health of the plans.</td>
<td></td>
</tr>
<tr>
<td>vi) Approve hiring of external compensation consultants as required.</td>
<td>N/A</td>
</tr>
<tr>
<td>vii) Monitor current and emerging risks related to human resources and compensation.</td>
<td>Discussed collective bargaining strategy and approved bargaining mandates.</td>
</tr>
<tr>
<td>ix) Monitor trends in Canadian higher education HR policies and approaches, policies with respect to university senior leaders, and global trends.</td>
<td>New to Terms of Reference in 2023-24. Will address in 2024-25.</td>
</tr>
</tbody>
</table>

### c) University Leadership Compensation and Succession Planning

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Review, approve, and report compensation increases for executive group, senior academic administrative staff, and other non-unionized groups.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ii) Provide oversight and ensure completion of annual performance reviews of senior University administrators.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii) Annually review succession planning for senior administration.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**d) Collective Bargaining**

<table>
<thead>
<tr>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Review and approve Collective Bargaining mandates on behalf of the Board.</td>
<td></td>
<td>Approved required bargaining mandates.</td>
</tr>
<tr>
<td>ii) Monitor the progress of collective bargaining processes.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii) Provide periodic updates to the Board on collective bargaining.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**(2) Committee Priorities as approved by Board of Governors**

<table>
<thead>
<tr>
<th>2023-24 Committee Priorities</th>
<th>Mandate</th>
<th>Completion Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1. Implement updated <em>Process for the Annual Performance Evaluation of the President</em></td>
<td></td>
<td>Due to Pres Reappointment Review, 360 evaluation process for President will be developed in fall 2024.</td>
</tr>
<tr>
<td></td>
<td>2. Monitor trust Initiatives/understand next steps</td>
<td></td>
<td>This priority was delayed during the year due to arrangements with TrustLab. During the year, the President reported on positive steps taken by the senior administration team to support a culture of trust. This priority will continue to be monitored at the Board level in 2024-25.</td>
</tr>
<tr>
<td></td>
<td>3. Monitor labour relations risks and strategy</td>
<td></td>
<td>Discussion of risk related to labour relations occurred during year. Further presentation from management in 2024-25 to facilitate Committee in monitoring overall labour relations risk and strategy.</td>
</tr>
</tbody>
</table>
The Audit and Risk Management Committee met June 18, 2024. The Committee reviewed and discussed in detail the Annual Financial Report, the Audit Results, and the Public Sector Compensation Disclosure Report.

2023-2024 Annual Financial Report (see Agenda Item 4.1.(a))

The Committee reviewed the Financial Statements of the University of Manitoba for the year ended March 31, 2024. The Advanced Education Administration Act requires that the Board of Governors provide the Minister of Advanced Education and Training with an annual report of the operations of the University, including the audited financial statements within six months of each fiscal year end. As part of its due diligence, the Committee reviewed in depth the financial statements of the University with staff from Financial Services.

As part of its review of the financial statements the Committee received a presentation and a detailed report from the Office of the Auditor General on the results of the audit of the financial statements for the year ended March 31, 2024. The Committee was advised that subject to the approval by the Board of the financial statements, the Office of the Auditor General is prepared to issue an unmodified audit opinion. The draft of that audit opinion is included within the Annual Financial Report.

The Committee recommends THAT the Board of Governors approves the Financial Statements and Annual Financial Report for The University of Manitoba for the year ended March 31, 2024.

Public Sector Compensation Disclosure Report 2023 (see Consent Agenda Item 5.3.1.)

The Committee reviewed the annual Public Sector Compensation Disclosure Report. The Public Sector Compensation Disclosure Act requires that the University discloses to the public, within six months of the end of the fiscal year, the amount paid to each of its officers and employees whose compensation is more than $85,000, annually. The Report has also been audited by the Office of the Auditor General who is prepared to issue an unmodified audit opinion on the Report and will be posted publicly on the University’s website for the purposes of transparency and accountability.

The Committee recommends THAT the Board of Governors approve the Public Sector Compensation Disclosure Report of the University of Manitoba for the year ended December 31, 2023.

Change in External Audit provider for 2024-2025

The Office of the Auditor General (OAG) advised the Committee and Management at the meeting that as of next year, the OAG will be contracting out the audit work for the University of Manitoba. Under our legislation, the OAG is the auditor for the university, so it will still be the auditor of record and sign the audit opinion, but the work will be conducted by an agent auditing firm engaged by the OAG. The Committee and Management had questions about the role that UM will have in selecting the audit agent and the costs related thereto. Management and the Committee will continue to monitor this emerging matter.
AGENDA ITEM:

2023-2024 Annual Financial Report

RECOMMENDATION:

THAT the Board of Governors approve the Financial Statements and Annual Financial Report for the University of Manitoba for the year ended March 31, 2024.

PURPOSE and KEY CONSIDERATIONS:

The Advanced Education Administration Act requires that the Board of Governors provide the Minister of Advanced Education and Training with an annual report of the operations of the University, including the audited financial statements within six months of each fiscal year end. The University of Manitoba Act stipulates that the Office of the Auditor General (OAG) shall audit the accounts of the University.

The OAG will be presenting to the Audit and Risk Management Committee (ARMC) an Audit Results Memo including draft auditors’ reports for the Financial Statements and Public Sector Compensation Disclosure report, draft transmittal letter, draft management letters and draft management representation letters.

The OAG has indicated that it is prepared to issue an unmodified opinion on the Financial Statements.

EXECUTIVE SUMMARY and BACKGROUND:

Changes to Accounting Standards

As discussed at the March 2024 meeting of the Audit and Risk Management Committee, the 2023-24 financial statements reflect the following changes from prior years:

The University adopted a new accounting standard titled PS 3400 (Revenue) in 2023-24 using the retroactive method. The University follows PS 3410 (Government Transfers) and PS 3100 (Restricted Assets and Revenues) to account for Provincial and Federal revenues and donations and related investment income. These categories account for just over 60% of total revenues. Tuition, Sales of Goods and Services and Ancillary Income account for 30% and fall within PS3400. The new accounting standard requires the University to defer revenue until goods have been provided or services have been performed. As winter term classes and exams extend beyond March 31 this resulted in a significant deferral of tuition revenue.
The impact of this new standard was a restatement of prior years (2022-23) to:
- increase in deferred revenue of $25.6M
- decrease in opening surplus of $32.2M
- increase in tuition revenue of $6.6M

The current year impact was:
- a reduction in tuition revenue of $2M
- increase in deferred revenue of $2M

In addition to the adoption of PS3400, 2023-24 was the second year of recording an Asset Retirement Obligation. Due to rising interest rates, the discount rate used to value the liability increased from 4.65% in 2022-23 to 5.21% in 2023-24. This resulted in a decline of the liability by $15M, which was offset by a reduction to tangible capital assets which can be seen in Note 15 and Note 16.

Financial Results

Overall, the University ended the year with a $79.4M surplus before endowed donations broken down as follows:

<table>
<thead>
<tr>
<th>Budget</th>
<th>Actual</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating</td>
<td>0</td>
<td>58,593</td>
</tr>
<tr>
<td>Non Operating</td>
<td>52,851</td>
<td>50,159</td>
</tr>
<tr>
<td>Multi Year Projects/Capital</td>
<td>(70,079)</td>
<td>(31,720)</td>
</tr>
<tr>
<td>Endowment</td>
<td>924</td>
<td>2,380</td>
</tr>
<tr>
<td>Total</td>
<td>(16,304)</td>
<td>79,412</td>
</tr>
</tbody>
</table>

To summarize, the source of the $79.4M year end surplus was as follows:

The operating surplus for the year of $58.6M mainly resulted from tuition and investment income exceeding budget and underspending of faculty/unit budgets along with budgeted reserves. The year end surplus was transferred into reserves as follows:

- Increase in faculty/unit carryover: $18.0M
- Faculty/unit projects: $18.8M
- 2024/25 Budget Contingency: $7.0M
- Capital Projects funding: $5.0M
Funding of Banner Student Upgrades  $  2.5M
Fiscal Stabilization              $  1.6M
Various other allocations        $  5.6M

Non Operating activities includes Research, Capital, Trust and other activities which ended the year slightly below budget.

Multi year projects and capital funding were $38.3M below budget as larger projects such as Machray Hall redevelopment, Bannatyne daycare and ICIP-funded boiler replacement projects were delayed and as a result there was less spending.

A thorough discussion of the financial results is included in the Management Discussion and Analysis report which forms part of the Annual Financial Report.

RESOURCE REQUIREMENTS and IMPLICATIONS:

Approval of the Financial Statements does not impact resource requirements.

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:

Issuing audited Financial Statements, including appropriate notes, enhances transparency and supports the University’s core value of Integrity. Reporting of financial results and the inclusion of the Management Discussion and Analysis demonstrates the University as good stewards of public money and promotes the case for continued government support for post-secondary education.

RISKS and OPPORTUNITIES:

If we do not issue a report to the Province by September as specified under The Advanced Education Administration Act, we will not be compliant which can lead to significant risks, including legal penalties. Additionally, there may be professional consequences, such as damage to UM’s reputation and credibility. It is crucial to understand and adhere to these reporting obligations to avoid such risks.

CONSULTATION:

The Financial Statements have been reviewed by the Chief Financial Officer and Comptroller and have been audited by the Office of the Auditor General of Manitoba.
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>Mike Emslie</td>
<td>CFO and Comptroller</td>
<td>2024-05-23</td>
</tr>
<tr>
<td>✔️</td>
<td>✔️</td>
<td>Naomi Andrew</td>
<td>Vice-President (Administration)</td>
<td>2024-05-31</td>
</tr>
<tr>
<td>✔️</td>
<td>✔️</td>
<td>Michael Benarroch</td>
<td>President and Vice Chancellor</td>
<td>2024-06-06</td>
</tr>
<tr>
<td>✔️</td>
<td>✔️</td>
<td>Audit and Risk Management Committee</td>
<td></td>
<td>2024-06-18</td>
</tr>
</tbody>
</table>

SUBMISSION PREPARED BY: Gord Pasieka, Associate Comptroller

ATTACHMENTS:
Attachment A - 2023-24 Annual Financial Report
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>MISSION, VISION and VALUES</td>
<td>x</td>
</tr>
<tr>
<td>REPORT OF THE BOARD OF GOVERNORS</td>
<td>x</td>
</tr>
<tr>
<td>MANAGEMENT DISCUSSION AND ANALYSIS</td>
<td>x</td>
</tr>
<tr>
<td>DISCLOSURES MADE UNDER THE PUBLIC INTEREST DISCLOSURE (WHISTLEBLOWER PROTECTION) ACT</td>
<td>xx</td>
</tr>
<tr>
<td>STATEMENT OF MANAGEMENT RESPONSIBILITY FOR FINANCIAL REPORTING</td>
<td>xx</td>
</tr>
<tr>
<td>INDEPENDENT AUDITOR'S REPORT</td>
<td>xx</td>
</tr>
<tr>
<td>FINANCIAL STATEMENTS</td>
<td>xx</td>
</tr>
<tr>
<td>Statement of Financial Position</td>
<td>xx</td>
</tr>
<tr>
<td>Statement of Operations</td>
<td>xx</td>
</tr>
<tr>
<td>Statement of Remeasurement Gains and Losses</td>
<td>xx</td>
</tr>
<tr>
<td>Statement of Change in Net Financial Assets</td>
<td>xx</td>
</tr>
<tr>
<td>Statement of Cash Flows</td>
<td>xx</td>
</tr>
<tr>
<td>Notes to the Financial Statements</td>
<td>xx</td>
</tr>
</tbody>
</table>
ACKNOWLEDGMENT

TRADITIONAL TERRITORIES ACKNOWLEDGMENT

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.

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.

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.
CORE VALUES

BELONGING
We foster trust, acceptance, and mutual respect, rooted in human rights and dignity of all. We strive to create the conditions for all to be their authentic selves. We change systems and structures that exclude. We empower success through our dedication to decolonization and Reconciliation, and to a university community that centers equity, accessibility, diversity, and inclusion.

CURIOSITY
We value the pursuit of knowledge and uphold academic freedom. We celebrate curiosity and its essential role in learning, research, scholarly work, and creative activity. We empower the creation and sharing of knowledge in all its forms, including Indigenous knowledges and ways of knowing, to foster deeper understanding, create new connections, and address society's most pressing issues.

IMPACT
We partner to find solutions to societal, cultural, economic, health, and environmental issues. Through collaboration, inclusivity, empathy, and valuing diverse ways of knowing, we create global citizens. We centre community as we participate in the process of Reconciliation, and contribute to positive and meaningful change in Manitoba, Canada, and the world.

INTEGRITY
We maintain high ethical standards and ensure ethical stewardship. We share a commitment to human dignity, open dialogue, transparency, professionalism, accountability, and collegial governance.

WELL-BEING
We advance the personal and professional growth and academic success of our community members. Grounded in respect and compassion for each other and our community, we cultivate a supportive environment that embraces the values of mino-pimatisiwin (good life) and mino-ayawin (good health).
To the Minister of Advanced Education and Training, Manitoba

In compliance with Section 9.4(1) of The Advanced Education Administration Act, the Annual Report on the financial affairs of the University of Manitoba for the year ended March 31, 2024 is herewith submitted to the Minister of Advanced Education and Training.

The following are included with this Report:

- Management Discussion and Analysis
- Disclosures Made Under The Public Interest Disclosure (Whistleblower Protection) Act
- Statement of Management Responsibility for Financial Reporting
- Independent Auditor's Report
- Financial Statements
MEMBERS OF THE BOARD OF GOVERNORS:

At March 31, 2024 the members of the Board of Governors were as follows:

Chair
Lynette Magnus, B. Comm. (Hons.), CPA, CA

Vice-Chair
Kimber Osiowy, B.Sc. (C.E.), M.Sc.

Chancellor
Anne Mahon, B.H. Ecol.

President and Vice-Chancellor
Michael Benarroch, B.A. (Hons.), M.A., Ph.D.

Appointed by the Lieutenant-Governor-in-Council:
Alexandra Bell
Juanita DeSouza-Huletsey, B.A. (Hons.), M.A., PMP, ALEP
Doug Finkbeiner, B.A., LL.B.
Laurel Hyde, B.S.A.
Kathryn Lee, B. Comm. (Hons.), CPA
Shane Li, B. Comm. (Hons.), MBA, M.Sc., CBV, CSCP, CPIM
Lynette Magnus, B. Comm. (Hons.), CPA, CA
Kimber Osiowy, B.Sc. (C.E.), M.Sc.
Ashley Puchniak
Steven Puznak
Diane Roussin, M.S.M., B.A., B.S.W.

Elected by Senate
John Anderson, B.Sc., M.Sc., Ph.D.
Susan Prentice, B.A., M.E.S., Ph.D.
Douglas Brown, B.A., B.P.H.E., M.P.E., Ph.D.

Elected by Graduates
Duane Brothers, B.A., B.Ed., Ph.D.
Irene Fakankun, B.Sc., M.Res., Ph.D.
Brenna Shearer, B.M.R.(OT), M.Sc., Ph.D.

Appointed by the University of Manitoba Students Union
Tracy Karuhogo
Liam Pittman

University Secretary

Respectfully submitted,
The Board of Governors,
The University of Manitoba.

Lynette Magnus, Chair.
THE UNIVERSITY OF MANITOBA: MOMENTUM

The University of Manitoba (University) is western Canada’s first university, established in 1877, and is located on original lands of Anishinaabeg, Ininiwak, Anisininewuk, Dakota Oyate and Denesuline, and the National Homeland of the Red River Métis. The University is Manitoba’s only research-intensive university, and one of the country’s top research institutions. Since opening its doors 147 years ago, the University of Manitoba has thrived as a place where students come to learn and be inspired. The University continues to attract people from around the world who share its ideals and vision for positive change. The University believes in embracing challenges and taking action. Its students, faculty, researchers, and alumni bring their unique voices to learning and discovery, shape new ways of doing things and contribute to important conversations on topics that matter most, from human rights to global health to climate change. The University of Manitoba is where imagination and action collide.

The fall term saw the enrolment of 30,783 students from over 100 countries. International student enrolment increased as a proportion of the total student population, and represented 22.7% of all students enrolled in 2023-24. Indigenous1 students continued to be a strong component of the student population in the fall term and represented 8.9% of all students.

The University is pleased to have retained its status as one of Manitoba’s Top 25 Employers for 2024. People drive the success of the University of Manitoba, as faculty and staff are dedicated to providing students with the exceptional education that they expect and deserve.

Thanks to generous benefactors, in 2023-24 the market value of the University’s endowment, the University Investment Trust, surpassed $1.0 billion for the first time in its history. The University is thankful for our benefactors who have helped to accomplish this milestone.

The 2023-24 fiscal year saw an increase in student enrolment, and an unanticipated increase in operating funding from the Province of Manitoba. This funding helped to ease the impact of the recent high-inflationary environment and to fund general salary increases governed by collective bargaining agreements. It will further help shape the future of the University and Manitoba as we expand student programming to meet the needs of the post-pandemic labor market.

In addition to the numerous services and supports offered to students, in 2023-24 the University provided financial support of $85.1 million directly to students in the form of student assistance through scholarships, bursaries, awards and fellowships. A further $18.7 million was paid as wages to students who worked on campus. The University is proud to support the success of our students by contributing resources – both financial and non-financial – toward achieving an exceptional student experience.

After years of broad consultation and perseverance, the University adopted a new strategic plan in February 2024: MomentUM: Leading Change Together. Over the next five years, the new strategic plan will guide how the University moves forward together with a fundamental commitment to fostering a vibrant community, advancing Reconciliation for transformative change, and building a sustainable future.

Despite these accomplishments, fiscal 2023-24 was not without challenges: continued global supply chain issues and contractor backlogs delayed a number of the University’s capital projects, the late announcement of increased operating funding from the Province of Manitoba did not afford the University adequate time to deploy it for full use in the 2023-24 fiscal year, and the impacts of a federally imposed international student study permit cap on future student enrolment at the University are not yet known.

The University’s Annual Surplus before endowed donations in 2023-24 was $79.4 million, which included funding earmarked for future capital projects and research endeavors, and funding that has been set aside to support ongoing operations and future initiatives. When including contributions made by benefactors to the endowment, the annual surplus totaled $93.2 million. The University also recorded net remeasurement gains of $56.6 million, which represented an increase in the valuation of certain University investments held at March 31, 2024. The net financial impact of the Annual Surplus and Net Remeasurement Gains resulted in a Net Increase to Accumulated Surplus of $149.9 million.

The following table summarizes the source of the annual surplus of the University for the year ended March 31, 2024.

---

1 Indigenous identity is a voluntary self-declaration made on admission forms.
ANNUAL SURPLUS (LOSS) BY ACTIVITY

<table>
<thead>
<tr>
<th>Activity</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Activities</td>
<td>$58,593</td>
<td>$35,835</td>
</tr>
<tr>
<td>Non-Operating Activities</td>
<td>50,159</td>
<td>42,190</td>
</tr>
<tr>
<td>Multi-Year Initiatives and Capital Projects</td>
<td>(31,720)</td>
<td>(34,980)</td>
</tr>
<tr>
<td>Annual Surplus from Operating and Non-Operating Activities</td>
<td>77,032</td>
<td>43,045</td>
</tr>
<tr>
<td>Endowment Activities</td>
<td>16,192</td>
<td>27,042</td>
</tr>
<tr>
<td>Annual Surplus</td>
<td>93,224</td>
<td>70,087</td>
</tr>
<tr>
<td>Net Remeasurement Gains (Losses) for the Year</td>
<td>56,626</td>
<td>(11,025)</td>
</tr>
<tr>
<td>Net Increase to Accumulated Surplus</td>
<td>$149,850</td>
<td>$59,062</td>
</tr>
</tbody>
</table>

Further details on the above can be found on page 15.

On April 1, 2023, the University was required to adopt Canadian Public Sector Accounting Standard (PS) 3400 Revenue. Adjustments required to adopt PS 3400 resulted in a restatement of prior year accumulated surplus balances and certain comparative information in the financial statements and related notes. This accounting standard required the University to recognize a liability for unrestricted revenue with an associated performance obligation that had not been satisfied at March 31. In turn, this impacted the amount of tuition and related fee revenue, ancillary revenue, and other income that was recognized in the Statement of Operations, as well as other areas of the University's financial statements. Further details on the impact of the adoption to the University's financial statements are found later in this report and in Note 3.

OUR SHARED FUTURE

In spring 2020, the University presented its final report on Taking Our Place: University of Manitoba Strategic Plan 2015-2020. Since that time, the University has continued to achieve meaningful results across all five priorities described in that plan:

- **Inspiring Minds** through innovative and quality teaching
- **Driving Discovery and Insight** through excellence in research, scholarly work, and other creative activities
- **Creating Pathways to Indigenous Achievement**
- **Building Community** that creates an outstanding learning and working environment
- **Forging Connections** to foster high-impact community engagement

The world changed significantly since the launch of Taking Our Place, as we have experienced a global pandemic, felt the increasing impacts of climate change, witnessed a rise in public disinformation and incivility, and felt the pressure of rising costs. These have created and exacerbated global tensions and conflicts that impact close to home as our worlds become more interconnected. As the world changed, so did the needs of students and the University community as a whole. In June 2021, every member of the University was invited to participate in an online questionnaire that built on the many discussions held across the University, with the goal of creating a new strategic plan to align with the new world we live in. Based on the rich feedback received from these discussions, and from close to 2,000 respondents (primarily faculty, staff and students), five priorities were confirmed that drove efforts over the past few years while the University undertook a comprehensive strategic planning exercise to inform the new strategic plan. Under Our Shared Future: Building on our Strategic Plan, the University strived to:

- Support and sustain a post-COVID teaching, learning, research and work environment. This included a commitment, as one of Canada’s top 15 research universities, to remain a leader in research excellence.
- Develop and publicize a University-wide anti-racism strategy.
- Enhance and expand opportunities for learning, including research opportunities for students.
- Deliver on commitments to Indigenous achievement and engagement.
- Create a more accessible, equitable, diverse, and inclusive University.
The 2023-24 budget was developed with these priorities in mind. The University proudly adopted a new strategic plan, *MomentUM: Leading Change Together*, in February 2024. It will drive the University’s efforts and inform the University’s budget for fiscal 2024-25 and beyond.

Consistent with past practice, the University's 2023-24 operating budget included the allocation of funding to support and advance strategic goals. Strategic allocations made in the 2023-24 operating budget totaled $22.3 million. This included support to strengthen the University's commitment to students by allocating $3.0 million to student assistance targeted to areas of the highest need, including both undergraduate and graduate students.

The budget also included several other strategic allocations aligned with the five priorities described above, including: $7.7 million for various projects to enhance student success, building an outstanding workplace and contribution to our academic mission and key strategic priorities; $3.0 million to support accessibility upgrades and to help advance the University’s equity, diversity and inclusion strategic priority; $1.7 million for a pilot program to support comprehensive inter-disciplinary team research grants to enhance research competitiveness; $1.5 million for HVAC upgrades in support of student safety; $1.2 million to finalize the development of the Climate Action Plan and to provide seed money for actions taken; $1.2 million to support the operating costs of the John Buhler Research Centre; $1.2 million to support space efficiencies and streamline facilities; $0.8 million to support research-related capital equipment purchases; $0.5 million to enhance common spaces, amenities and services to better meet the needs of students; and $0.5 million to support the expansion of Open Educational Resources use.


**FINANCIAL OVERVIEW**

A university is a complex organization that undertakes several activities in support of its mission and strategic objectives. In the attempt to fulfill its mission, vision and values, these activities include teaching, conducting research, community service, and providing ancillary services such as student residences, parking services and bookstore operations. In addition, a university maintains its own infrastructure including buildings, IT infrastructure, research equipment, office furnishings, roadways, and parking lots.

The financial statements of the University are prepared using Public Sector Accounting Standards (PSAS) and as a result, financial resources and impacts associated with all activities are combined together for reporting purposes. However, for the purpose of financial transparency, this report provides commentary on each type of activity. These activities have been categorized as follows:

**Operating Activities**

Operating activities include but are not exclusive to: the instruction and ongoing support of students; the operation and maintenance of facilities; the support of academic and research endeavors; the operation of libraries; the operation of bookstores, student residences, parking facilities and dining services; and the activities that support the relationship between the University and the community. These activities are supported by funding sources such as tuition fees, the operating grant from the Province of Manitoba, and revenue generated from ancillary services (e.g. student residences, parking services and bookstore operations). Costs associated with the University's operating activities include the salaries and benefits of faculty and staff, materials and supplies, utilities, plant maintenance, libraries, student services and other support services. Financial prudence and careful monitoring and management of operating finances to ensure that deficits aren’t incurred is a crucial objective of the University.

**Research Activities**

Research activities include research projects undertaken by the University in order to produce specific research outcomes. Funding received in support of research activities is restricted for this purpose by external sponsors of research, and must be used in accordance with the associated contracts and agreements between the University and these sponsors. This funding cannot be used to support operating activities.
Capital Activities

Capital activities include but are not exclusive to: the purchase or building of new facilities or infrastructure; the renovation or replacement of existing facilities and infrastructure; the purchase of major equipment, including scientific equipment, vehicles and information technology infrastructure; and those associated with required asset retirement obligations. These items are acquired or built with the expectation that they will be used for a number of years to help deliver the University's mandate. These activities are funded by sources such as grants from the Province of Manitoba and the Government of Canada, and donations from benefactors. Funding received for capital activities is restricted for this purpose by external funders. At times, the University may also borrow funds to finance large capital projects, and is also required to meet legal obligations associated with the retirement of certain assets. As such, costs associated with capital activities include debt repayment and interest costs associated with holding debt, amortization costs, and accretion of future asset retirement cost estimates.

Special Purpose and Trust Activities

Special purpose and trust activities include but are not exclusive to: the undertaking of externally-assigned mandates, such as the provision of health care services in northern communities; the administration of employee staff benefit plans; and the administration of trust activities, which include the support of faculties and schools, students, professorships, chairs, research, libraries and athletic programs, to name a few. Funding for these activities comes from a variety of sources, including grants from the Province of Manitoba, Government of Canada, and other Canadian provinces; foreign governments; employee contributions to benefit plans; and donations from benefactors and investment income earned on those donations. Funding received for these activities is restricted by collective bargaining agreements, external funders and donors.

Endowment Activities

Endowment activities involve the receipt of resources that have been gifted or bequeathed to the University under the condition that they be held in perpetuity to support the future of the University. However, the income earned from investing these gifts and the spending of such is considered to be a trust activity, as it can be used only for specific purposes as previously outlined.

Financial Health

As a charitable not-for-profit organization, the University's financial goal is not to maximize profit. Rather, the University's finances are managed to maximize its ability to deliver on its teaching, research, and service mission while ensuring adequate reserves are in place for long-term financial sustainability.

Tracking the financial performance and measuring the financial health of the University as a whole can be a challenge, particularly when each facet of its diverse operations has its own unique characteristics and key indicators of whether it is meeting its financial or operational objectives.

The University's financial statements can be difficult to interpret due to the myriad of activities the University undertakes, the multiple funding sources, the externally imposed restrictions placed on some of that funding, and the complex accounting standards that must be followed. Further complicating matters is the requirement under PSAS to report the financial resources and impacts of all activities combined together, limiting insight into whether or not financial or operational objectives were achieved.

Several financial ratios were developed by Ron Salluzzo, et, All and published in Strategic Financial Analysis for Higher Education in 2010. These ratios provide insight into the degree to which a university's financial position allows it to weather unexpected financial challenges, settle its debt, and generate a positive cash flow. The University has chosen to present these ratios for the benefit of stakeholders, and they are to be considered in conjunction with the other data presented in this Annual Financial Report.

Primary Reserve Ratio

Does the University have sufficient financial flexibility?

The Primary Reserve Ratio measures whether a university has sufficient resources to continue operations in the event of a financial downturn or crisis.
The University relies heavily on provincial operating grants (46.1% of 2023-24 operating revenue) and tuition (30.0% of 2023-24 operating revenue) to fund its operating activities. Further, the majority of the University's expenses are salaries and benefits (74.3% of 2023-24 operating expenses). Because of its reliance on certain funding sources and its obligations to its employees, monitoring the University's ability to manage a financial crisis is an important aspect of sound financial stewardship.

A target score of 140 days is considered to be a threshold indicative of reasonable financial reserves.

**Viability Ratio**

*Can the University settle its debt?*

The Viability Ratio measures the availability of resources (unrestricted net assets) to cover a university's debt load should it need to do so, and whether its debt is being managed strategically to advance a university's mission.

A target score of 1.25 or better is considered to be indicative that a university has a reasonable level of resources available to settle its outstanding debt should it be required to do so.

**Net Operating Revenue Ratio**

*Did the University generate a positive or negative cash flow?*

The Net Operating Revenue Ratio indicates whether a university is living within its available resources, and if its aggregated activities resulted in a surplus or a deficit.

A positive score indicates that a university has generated a surplus, and a negative score indicates that a university has generated a deficit. A threshold demonstrating reasonable financial health for this ratio is 2.0%.

**Return on Net Assets Ratio**

*Has the University's net assets increased or decreased?*

The Return on Net Assets Ratio measures if a university is better off at the end of a fiscal period than at the beginning of a fiscal period. The threshold for reasonable financial health is 6.0%.

**Composite Financial Index**

*How is the University's financial health?*

Using Salluzzo’s methodology, the scores of the above four ratios, applying weighting factors, can be combined into a single ratio called the Composite Financial Index (CFI). The CFI is intended to be used as a single measure of a university’s financial health at a single point in time.

The strength factors and CFI score fall along a scale of -4 to +10. A CFI score of +3 is the threshold level showing reasonable financial health at a university. A score of less than +3 indicates a need for additional attention to a university's financial condition. A score of greater than +3 indicates an opportunity for the strategic use of unrestricted resources to achieve a university's objective. A score of +1 indicates little financial health, while a score of +10 is the high benchmark. A score of +3 or above is preferred.

The following are the University's financial ratio scores for the past two fiscal years.

<table>
<thead>
<tr>
<th>Ratio</th>
<th>Minimum Threshold</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary Reserve Ratio</td>
<td>140 days</td>
<td>185 days</td>
<td>187 days</td>
</tr>
<tr>
<td>Viability Ratio</td>
<td>1.25</td>
<td>1.69</td>
<td>1.61</td>
</tr>
<tr>
<td>Net Operating Revenue Ratio</td>
<td>2.0%</td>
<td>11.9%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Return on Net Assets Ratio</td>
<td>6.0%</td>
<td>6.8%</td>
<td>1.4%</td>
</tr>
<tr>
<td>Composite Financial Index</td>
<td>3.0</td>
<td>5.1</td>
<td>3.4</td>
</tr>
</tbody>
</table>
Financial Resources

Net Financial Assets

Net financial assets are comprised of the University’s financial assets, liabilities and endowments. The University’s net financial assets at March 31, 2024 were $939.1 million, composed of financial assets of $1.3 billion and endowments of $676.0 million, offset by $1.1 billion of liabilities. Of the $1.1 billion of liabilities, the largest components were revenues deferred for recognition in future years ($509.7 million) and debt ($316.9 million). The University’s financial assets and liabilities are detailed below.

Financial Assets

Details of the University’s financial assets, including endowed donations, are depicted below.

<table>
<thead>
<tr>
<th>Financial Assets</th>
<th>March 31, 2024 (in thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Receivable and Other</td>
<td>$126,295</td>
</tr>
<tr>
<td>Portfolio Investments – Endowed</td>
<td>$675,969</td>
</tr>
<tr>
<td>Portfolio Investments – Non-Endowed</td>
<td>$1,081,158</td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$100,128</td>
</tr>
<tr>
<td>Accounts Receivable and Other</td>
<td>$126,295</td>
</tr>
<tr>
<td>Loan Receivable</td>
<td>$38,110</td>
</tr>
</tbody>
</table>

The majority of investments held were related to resources entrusted to the University by donors for specific activities and initiatives. Non-endowed portfolio investments ($1.1 billion) consisted of resources that were designated or held specifically for certain activities, whether by management decision or because it was required by external funders or donors. Endowed portfolio investments ($676.0 million) consisted of donations that had been directed by benefactors to be held in perpetuity for the benefit of future generations, and as such cannot be used to support operating activities. Portfolio investments, both endowed and non-endowed, are discussed later and further detailed in Note 7.

Cash and Cash Equivalents held by the University at any time are a result of timing differences between when revenue is received and expenditures are incurred. This is particularly true of research and capital activities, where often revenue is received in one year and the corresponding expenses are incurred as research or capital activities continue over multiple fiscal years. As the University constantly has multiple initiatives underway, it must manage its working capital appropriately to ensure that resources are available when they are needed. To enhance operational efficiency and reduce costs, cash is managed on a pooled basis, and depending on cash flow requirements may at times be invested in order to earn income. At March 31, 2024, the University had a Cash and Cash Equivalents balance of $100.1 million, comprised solely of cash in bank.

Of the total combined balance of cash and investments of $1.9 billion, $1.1 billion or 59.8% was related to endowed and non-endowed donations and the investment income earned from them. A further $279.2 million or 15.0% was related to multi-year research projects, as well as staff benefit programs and other special purpose activities. The remaining balance of cash and investments held were designated for multi-year initiatives and capital projects, to support future operations, and to support future projects and other specific requirements. Maintaining liquid assets ensures that the faculties and unit have ready access to the resources they need to fund their operations, initiatives and projects within the next fiscal year.
Liabilities

The University's total liabilities at March 31, 2024 were $1.1 billion. Details of the University's liabilities at March 31, 2024 are depicted below.

As previously mentioned, on April 1, 2023 the University was required to adopt Canadian Public Sector Accounting Standard (PS) 3400 Revenue. Adjustments required to adopt PS 3400 resulted in a restatement of prior year accumulated surplus balances and certain comparative information in the financial statements and related notes. This accounting standard required the University to recognize a liability for unrestricted revenue with an associated performance obligation that had not been satisfied at March 31. Further details on the impact of the adoption of this accounting standard to the University's financial statements are found later in this report and in Notes 2, 3 and 11. At March 31, 2024, this deferred revenue included tuition and related fee revenue, ancillary revenue and other income received through operating activities where the performance obligation associated with the revenue had not yet been met ($55.9 million). It also consisted of funding received and entrusted to the University specifically for research, capital, special purpose and trust activities ($453.8 million) that had not been spent as at March 31, 2024, most of which was from non-government sources. Often projects and initiatives span multiple fiscal years, which results in the receipt of funding that cannot be recognized as revenue until it has been spent. Unspent donations and related investment income represented $304.0 million, a deferred capital-related federal grant represented $59.3 million, $61.2 million was deferred research revenue from non-government sources, and $29.3 million represented deferred lease revenue. Unspent government grants and other sources of revenue are not deferred and are reflected in the accumulated surplus.

Debt included loans made to the University for such initiatives as the construction of the Active Living Centre, student residences and other buildings, and to fund infrastructure and deferred maintenance projects. Of the $316.9 million of debt outstanding, $175.9 million consisted of funding received from the Province of Manitoba for the construction and acquisition of tangible capital assets, for which the monthly principal and interest repayments of this debt are funded by grants provided by the Province of Manitoba.

Asset retirement obligations represent the University's best estimate of the present value of future costs of legal obligations associated with the retirement of certain assets that resulted from their acquisition or construction. At March 31, 2024, these costs were estimated to be $73.4 million. Further details can be found in Note 15.

Further details on the University's liabilities at March 31, 2024 are found in Notes 9, 10, 11, 12, 13, 14 and 15.

Non-Financial Assets

Non-financial assets were comprised of assets that are not readily convertible to cash to meet the University's obligations. The University's non-financial assets at March 31, 2024 were $1.3 billion and consisted primarily of tangible capital assets. Tangible capital assets are acquired or built with the expectation that they will be used for several years to help deliver
the University’s mandate. The University’s buildings, which number over one hundred and cover more than six million square feet, comprise the majority of its tangible capital assets and provide space for teaching, learning, administration and recreational activities.

Tangible capital assets are discussed later in this report and are further detailed in Note 16.

**Accumulated Surplus**

Accumulated surplus is composed of net financial assets and non-financial assets. It does not necessarily represent expendable resources as a large part of the balance is comprised of tangible capital assets and endowed donations that cannot be readily converted to cash. The University’s accumulated surplus at March 31, 2024, including accumulated remeasurement gains, was $2.2 billion. The composition of the accumulated surplus balance by type of activity at March 31, 2024 is depicted below.

**ACCUMULATED SURPLUS (INCLUDING REMEASUREMENT GAINS)**

<table>
<thead>
<tr>
<th>March 31, 2024</th>
<th>(in thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multi-Year Initiatives and Capital Projects</td>
<td>$410,301</td>
</tr>
<tr>
<td>Operating Activities</td>
<td>$9,467</td>
</tr>
<tr>
<td>Endowments</td>
<td>$675,969</td>
</tr>
<tr>
<td>Non-Operating Activities</td>
<td>$1,101,374</td>
</tr>
</tbody>
</table>

The most significant portion of the accumulated surplus including remeasurement gains at March 31, 2024 pertained to non-operating activities such as capital, research, trust, and other certain activities. Among other things, it was comprised of tangible capital assets, debt, and funding entrusted to the University for specific purposes that was received, but had not been spent, as at March 31, 2024. The composition of the accumulated surplus from Non-Operating Activities is depicted below.

**ACCUMULATED SURPLUS (INCLUDING REMEASUREMENT GAINS)**

<table>
<thead>
<tr>
<th>March 31, 2024</th>
<th>(in thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital Assets</td>
<td>$880,110</td>
</tr>
<tr>
<td>Special Purpose &amp; Trust</td>
<td>$141,289</td>
</tr>
<tr>
<td>Research</td>
<td>$126,815</td>
</tr>
<tr>
<td>Future Revenues</td>
<td>$(46,840)</td>
</tr>
</tbody>
</table>
Accumulated surplus including remeasurement gains was further composed of endowments of $676.0 million at March 31, 2024. As the endowed resources consisted of donations that have been directed by benefactors to be held in perpetuity for the benefit of future generations, this surplus cannot be used to support general operations.

The portion of the accumulated surplus at March 31, 2024 pertaining to funding designated for multi-year initiatives and capital projects was $410.3 million. As discussed previously, this is composed of funding that has been set aside to support multi-year initiatives, future capital projects and operations, and other specific requirements, and is summarized below.

**ACCUMULATED SURPLUS**

<table>
<thead>
<tr>
<th>MULTI-YEAR INITIATIVES &amp; CAPITAL PROJECTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 31, 2024 (in thousands)</td>
</tr>
<tr>
<td>Faculty &amp; Unit Operating Initiatives</td>
</tr>
<tr>
<td>$44,032</td>
</tr>
<tr>
<td>Faculty &amp; Unit Capital Projects</td>
</tr>
<tr>
<td>$37,613</td>
</tr>
<tr>
<td>Ancillary Projects</td>
</tr>
<tr>
<td>$15,489</td>
</tr>
<tr>
<td>Information Systems</td>
</tr>
<tr>
<td>$8,648</td>
</tr>
<tr>
<td>University-Wide Priorities</td>
</tr>
<tr>
<td>$166,161</td>
</tr>
<tr>
<td>Faculty &amp; Unit Carryover</td>
</tr>
<tr>
<td>$138,357</td>
</tr>
</tbody>
</table>

Accumulated surplus designated for university-wide priorities of $166.2 million consisted of funding for various ongoing and future initiatives and projects, including for fiscal stabilization ($30.0 million), the Fort Garry District Energy Upgrade and power re-servicing projects ($26.7 million), Machray Hall redevelopment ($20.2 million), infrastructure renewal ($16.5 million), Churchill Marine Observatory completion ($8.3 million), learning space renewal ($6.7 million), future indirect costs of research ($6.4 million), and various other operating initiatives and capital projects.

Accumulated surplus relating to faculty and unit carryover and operating initiatives totaled $182.4 million. This balance consisted of funding to support fiscal 2024-25 faculty operating budgets and various future or ongoing operating initiatives within the faculties ($124.5 million), research support ($14.6 million), student support ($8.6 million), operating support for the National Centre for Truth and Reconciliation and other Indigenous initiatives ($8.3 million), funding for equipment replacements within the Faculty of Kinesiology and Recreation Management ($4.9 million), and various other ongoing operating initiatives and projects.

Accumulated surplus has also been designated by the faculties and units for various ongoing and capital projects ($37.6 million). These projects include the expansion of the Bannatyne campus to accommodate various medical program expansions, dental clinic upgrades, and the addition of a daycare ($14.4 million), facility and lab upgrades within the Faculty of Science ($7.3 million), recreational facility and other renovations within the Faculty of Kinesiology and Recreation Management ($3.6 million), lab and classroom upgrades in the Asper School of Business ($3.4 million), support for the construction of a permanent building to house the National Centre for Truth and Reconciliation ($1.0 million), and support for various other faculty-related capital projects.
Further included within the multi-year initiatives and capital projects accumulated surplus balance is funding in support ancillary-related capital projects, including the construction of a new student residence and parking lot repairs ($15.5 million); and support for ongoing information system renewal ($8.6 million).

The remaining balance of accumulated surplus was associated with operating activities. As a not-for-profit organization, the University's accumulated surplus/deficit associated with its operating activities is monitored closely and controlled to prevent overspending.

The University's accumulated surplus including accumulated remeasurement gains described above is categorized below in accordance with the restrictions placed on the balances.

**SUMMARY OF ACCUMULATED SURPLUS RESTRICTIONS (INCLUDING REMEASUREMENT GAINS)**

<table>
<thead>
<tr>
<th>(in thousands)</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>$(41,751)</td>
<td>$(47,848)</td>
</tr>
<tr>
<td>Internally Restricted</td>
<td>520,088</td>
<td>484,587</td>
</tr>
<tr>
<td>Externally Restricted</td>
<td>178,573</td>
<td>174,168</td>
</tr>
<tr>
<td>Invested in Capital Assets</td>
<td>864,232</td>
<td>816,371</td>
</tr>
<tr>
<td>Endowed</td>
<td>675,969</td>
<td>619,983</td>
</tr>
<tr>
<td><strong>Accumulated Surplus Including Remeasurement Gains</strong></td>
<td><strong>$ 2,197,111</strong></td>
<td><strong>$ 2,047,261</strong></td>
</tr>
</tbody>
</table>

At March 31, 2024, the unrestricted surplus balance of ($41.8 million) was comprised of a balance of $9.5 million of unrestricted operating surplus, offset by a deficit associated with the University's investment in UM Properties of $4.4 million and a deficit associated with future revenues and expenses of $46.8 million. The deficit associated with future revenues and expenses represents revenue that the University will recognize in the future, and vacation pay liability and employee future benefits liability which are not expected to be settled from operations in the near future.

Internally restricted surplus of $520.1 million was composed of funding set aside for multi-year initiatives and capital projects ($410.3 million), funding that has been designated to support research, capital, trust, special and employee staff benefits-related activities, and funding that was set aside to meet certain contractual obligations ($109.8 million).

Externally restricted surplus of $178.6 million represented funding that was provided to the University for a specific purpose. It included restricted funding received to conduct research or for special projects, as well as unrealized investment income on endowed and non-endowed investments. Externally restricted surplus held must be used in accordance with the requirements of external funders, and for the specific purpose that was intended. As such, this surplus balance cannot be used to support general operations.

Invested in capital assets accumulated surplus of $864.2 million represented funding that has been invested in capital assets, and cannot be easily liquidated to support operating activities.

Endowed accumulated surplus of $676.0 million consisted of donations that have been directed by benefactors to be held in perpetuity for the benefit of future generations. This surplus balance also cannot be used to support general operations.
The following table is a summary of the changes to the University’s accumulated surplus that occurred in 2023-24.

### SUMMARY OF CHANGES TO ACCUMULATED SURPLUS
#### 2023-24
(in thousands)

<table>
<thead>
<tr>
<th></th>
<th>Operating Activities</th>
<th>Non-Operating Activities</th>
<th>Multi-Year Initiatives and Capital Projects</th>
<th>Endowment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td>$805,149</td>
<td>$320,495</td>
<td>$</td>
<td>$</td>
<td>$1,125,644</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td>(713,994)</td>
<td>(332,238)</td>
<td>$</td>
<td></td>
<td>(1,046,232)</td>
</tr>
<tr>
<td><strong>Net Revenue</strong></td>
<td>91,155</td>
<td>(11,743)</td>
<td>$</td>
<td></td>
<td>79,412</td>
</tr>
<tr>
<td><strong>Net Allocations:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debt Repayment</td>
<td>(20,764)</td>
<td>20,764</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student Assistance</td>
<td>(14,932)</td>
<td>16,070</td>
<td>(1,217)</td>
<td>79</td>
<td></td>
</tr>
<tr>
<td>Capital Asset Acquisitions</td>
<td>(17,431)</td>
<td>47,575</td>
<td>(30,144)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research</td>
<td>(10,341)</td>
<td>10,341</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Budgeted Strategic Initiatives</td>
<td>(11,800)</td>
<td></td>
<td>11,800</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pension and Employee Future Benefits</td>
<td>(5,680)</td>
<td>5,680</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Future Indirect Costs of Research</td>
<td>(5,672)</td>
<td>5,672</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff Benefits</td>
<td>(4,498)</td>
<td>4,498</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student Contributions to Endowments</td>
<td>(2,017)</td>
<td>1,182</td>
<td>835</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>1,097</td>
<td>(2,736)</td>
<td>173</td>
<td>1,466</td>
<td></td>
</tr>
<tr>
<td>Indirect Costs of Research</td>
<td>9,299</td>
<td>(9,299)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Multi-year Initiatives and Operating Projects</td>
<td>18,004</td>
<td>(18,004)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Operating Support</td>
<td>32,173</td>
<td>(32,173)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(32,562)</td>
<td>61,902</td>
<td>(31,720)</td>
<td>2,380</td>
<td></td>
</tr>
<tr>
<td><strong>Annual Surplus from Operating and Non-operating Activities</strong></td>
<td>$58,593</td>
<td>$50,159</td>
<td>$(31,720)</td>
<td>$2,380</td>
<td>$79,412</td>
</tr>
<tr>
<td><strong>Transfer of Operating Surplus:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty and Unit Carryover</td>
<td>18,017</td>
<td>18,017</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty and Unit Transfers</td>
<td>18,781</td>
<td>18,781</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Central Transfers</td>
<td>21,717</td>
<td>21,717</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(58,515)</td>
<td>58,515</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Endowed Donations</strong></td>
<td></td>
<td></td>
<td></td>
<td>13,812</td>
<td>13,812</td>
</tr>
<tr>
<td><strong>Annual Surplus</strong></td>
<td>78</td>
<td>50,159</td>
<td>26,795</td>
<td>16,192</td>
<td>93,224</td>
</tr>
<tr>
<td><strong>Restated Accumulated Surplus Beginning of Year</strong></td>
<td>9,637</td>
<td>969,857</td>
<td>383,506</td>
<td>442,496</td>
<td>1,805,496</td>
</tr>
<tr>
<td><strong>Accumulated Surplus End of Year</strong></td>
<td>9,715</td>
<td>1,020,016</td>
<td>410,301</td>
<td>458,688</td>
<td>1,898,720</td>
</tr>
<tr>
<td><strong>Accumulated Remeasurement Gains (Losses)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>End of Year</td>
<td>(248)</td>
<td>81,358</td>
<td>217,281</td>
<td>298,391</td>
<td></td>
</tr>
<tr>
<td><strong>Accumulated Surplus Including Remeasurement Gains (Losses) End of Year</strong></td>
<td>$9,467</td>
<td>$1,101,374</td>
<td>$410,301</td>
<td>$675,969</td>
<td>$2,197,111</td>
</tr>
</tbody>
</table>

1 See Note 5 for further details.
The change to accumulated surplus from operating and non-operating activities is the result of revenue less expenses, net of allocations to support other University activities. Details on the University’s revenue and expenses in 2023-24 are found later in this report. Some net allocations are made as part of the normal course of operations and include the funding of debt repayments; student assistance; the purchase and construction of capital assets; budgeted allocations for strategic initiatives; and the support of research endeavors and staff benefit plans. They also include the allocation of overhead from research grants in support of indirect costs of research; operating support received from the annual spending allocation of investment income earned from trust and endowment assets (discussed later in this report); as well as the allocation of funding set aside in past years to support the costs of multi-year projects and initiatives. Other allocations are made to designate excess revenue and unspent funds for various initiatives and projects, to be used in the future.

As indicated in the above table, at March 31, 2024, $58.6 million of net operating surplus remained, which is an increase of $29.3 million from the prior year. This surplus was primarily a product of exceeding expectations for certain types of revenue, and lower than anticipated spending on operating activities. The most significant factor was the underspending of operating expenses in the faculties, which contributed $33.1 million to the surplus. Further, certain sources of revenue were higher than anticipated in the budget. Tuition and related fee revenue surpassed budget by $7.5 million due to higher enrolment than anticipated. Operating-related investment income also exceeded budgeted expectations by $6.2 million (further details on investment income are found later in this report). This increased revenue combined with expense savings in other areas resulted in a central surplus of $21.8 million. The remaining $3.7 million of the surplus was the result of a surplus from ancillary services.

The faculties, units and central administration designated the $58.5 million of operating surplus to support operations, multi-year initiatives, future capital projects, and for other specific requirements in future fiscal years. This included support for fiscal stabilization, future operating expenses, and various operating initiatives ($40.6 million); faculty and unit funded facility renovations, classroom and lab upgrades ($12.7 million); and other funding in support of ongoing or future capital projects ($5.2 million).

Research, capital, trust and other non-operating activities contributed a further $50.2 million to the accumulated surplus balance, which was an increase of $8.0 million over the prior year.

During the year, the University transferred a net $31.7 million of the funding set aside in past years for spending on multi-year initiatives and capital projects. Of this funding, $18.2 million was used to support operating expenses and multi-year projects and initiatives and included, among various other things, $3.9 million for support of indirect costs of research; $3.4 million of support of ongoing information technology projects; and $3.2 million of support for the 2023-24 operating budget. A further $30.1 million of support was spent on capital projects, an increase of $7.0 million over the prior year. Offsetting the deployment of this funding were budgeted strategic allocations made for priorities such as future infrastructure projects ($11.8 million) and support for indirect costs of research to be incurred in fiscal 2024-25 ($5.7 million).

Thanks to generous benefactors, endowed donations of $13.8 million were received in 2023-24. Each year, through a referendum, students choose to designate a portion of their tuition fees as a contribution to the University’s endowments and to reallocate unspent investment income generated from the endowments back as endowment principal. This amount totaled $0.8 million in 2023-24. This combined with other allocations to endowments made for a total increase of $16.2 million in endowments.

**Accumulated Remeasurement Gains**

Accumulated remeasurement gains represent the accumulation of net unrealized gains and losses primarily on the investments held in the University Investment Trust, which is composed of endowed assets and some trust-related assets. During the year, the University recorded $56.6 million in net remeasurement gains, comprised primarily of net unrealized gains experienced as the Canadian, U.S. and international equity markets all experienced strong performance in fiscal 2023-24. These remeasurement gains increased the accumulated remeasurement gains balance to $298.4 million at March 31, 2024.
Financial Activities

Revenue

The University of Manitoba earns revenue from a variety of sources. In 2023-24, the University recognized $1.1 billion of revenue, which was an increase of $113.6 million from the previous year.

The types of revenue recognized in 2023-24 were as follows:

<table>
<thead>
<tr>
<th>REVENUE BY TYPE</th>
<th>2023-24 (in thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition and Related Fees</td>
<td>$241,197</td>
</tr>
<tr>
<td>Federal and Other Government Grants</td>
<td>$124,759</td>
</tr>
<tr>
<td>Non-Government Grants</td>
<td>$74,839</td>
</tr>
<tr>
<td>Investment Income</td>
<td>$73,867</td>
</tr>
<tr>
<td>Sales of Goods and Services</td>
<td>$41,162</td>
</tr>
<tr>
<td>Ancillary Services</td>
<td>$37,281</td>
</tr>
<tr>
<td>Non-Endowed Donations</td>
<td>$27,912</td>
</tr>
<tr>
<td>Provincial Grants</td>
<td>$480,962</td>
</tr>
<tr>
<td>Other</td>
<td>$23,665</td>
</tr>
</tbody>
</table>

Provincial Grants

The University's most significant funder was the Province of Manitoba. In 2023-24, grants from provincial departments and reporting entities totaled $481.0 million or 42.7% of total revenues. Of the grants from the Province of Manitoba, $423.4 million was provided as funding in support of operating activities; $23.2 million was provided specifically for special projects, including the provision of health care services in northern Manitoba; $12.4 million was provided for provincial promissory note principal and interest repayments; $9.4 million was provided for infrastructure renewal and funding for specific capital projects; $7.8 million was provided specifically for research activities; and $4.8 million was provided to support student scholarships and bursaries. Provincial grants increased by $57.2 million over the prior year, which was composed primarily of a 10.8% increase in the operating grant ($35.8 million), funding in support of medical program expansions ($11.2 million) and provincial health priorities through service purchase agreements ($7.7 million), and an increase in support from Research Manitoba for research projects ($2.7 million), offset by a decrease in student scholarship support ($0.8 million).

Tuition and Related Fees

The University's second largest source of revenue was Tuition and Related Fees, which in 2023-24 totaled $241.2 million and was 21.4% of the University's total revenue. This was an increase of $8.6 million from the prior year, which is higher than the increase the University had anticipated receiving when preparing its 2023-24 operating budget. The increase in tuition and related fee revenue was the combined result of a tuition and course-related fee increase of 2.75% (as allowed by the Province of Manitoba) combined with an 11.5% increase in summer enrolment and a 3.4% increase in undergraduate fall term enrolment as compared to the prior year.

As previously discussed, on April 1, 2023 the University was required to adopt PS 3400 Revenue. The impact of this adoption required the University to defer any tuition and related fee revenue with an associated performance obligation that was not met at March 31. Details on the impact of this accounting standard as it applies to tuition and related fees are found in Note 3.
Federal and Other Government Grants

In 2023-24, support from the Government of Canada and other government bodies resulted in the University receiving $124.8 million in federal and other government grant funding. This funding was comprised of $112.9 million from the Government of Canada; $8.8 million from other Canadian provinces; and $3.1 million from provincial government business enterprises, foreign and municipal governments. Most of this funding was received in support of the University's research activities ($81.8 million), while $21.6 million was received for special activities (in particular, for providing health care services in northern Manitoba and Nunavut), $18.2 million was received in support of operating activities, and $3.2 million was received in support of capital projects. Funding received in 2023-24 was consistent with what was received in the prior year, decreasing only negligibly.

Expenses

For the purposes of the financial statements, expenses are classified based on the functional lines of service provided by the University.

In 2023-24, the University incurred $1.0 billion expenses for all activities and across all functional lines of service. This was an increase of $87.2 million from the previous year. Compensation-related expenses represented $42.4 million of this increase, which was a result of $27.1 million of salary increases, $10.6 million of pension and employee future benefit costs, and $6.3 million of benefit increases. Salaries increased due to general salary increases across all employee groups and other payments governed by collective bargaining agreements, and increased staffing levels as the University continued its post-pandemic recovery. Further contributing to this increase was an increase in materials, supplies, services and professional fees associated with academic programming, research and other projects ($31.1 million) and an increase in travel and professional development costs ($6.8 million).

Expenses incurred by function in 2023-24 were as follows:

<table>
<thead>
<tr>
<th>EXPENSE BY FUNCTION</th>
<th>2023-24 (in thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instruction</td>
<td>$429,750</td>
</tr>
<tr>
<td>Sponsored Research</td>
<td>$160,158</td>
</tr>
<tr>
<td>Facilities</td>
<td>$133,309</td>
</tr>
<tr>
<td>Special Purpose and Trust</td>
<td>$99,078</td>
</tr>
<tr>
<td>Libraries</td>
<td>$41,559</td>
</tr>
<tr>
<td>Administration</td>
<td>$39,722</td>
</tr>
<tr>
<td>Student Services</td>
<td>$38,341</td>
</tr>
<tr>
<td>Information Technology</td>
<td>$33,916</td>
</tr>
<tr>
<td>Academic and Research Support</td>
<td>$31,189</td>
</tr>
<tr>
<td>Ancillary Services</td>
<td>$25,650</td>
</tr>
<tr>
<td>External Relations</td>
<td>$13,560</td>
</tr>
</tbody>
</table>

Instruction

Instruction included the costs of all activities associated with direct educational delivery and academic functions within the University. Instruction expenses totaled $429.8 million and accounted for 41.1% of total expenses incurred in 2023-24. Instruction expense increased by $37.6 million or 9.6% from the prior year. This increase was attributed primarily to general salary increases and other payments made to faculty and staff as governed by collective bargaining agreements ($28.9 million). Further contributing to the increase were costs associated in Manitoba Health-funded medical residency seat increases ($6.0 million) and an increase in travel and professional development-related costs ($2.3 million).
Sponsored Research

Sponsored research included the costs associated with all activities funded by grants and contracts received from external organizations and undertaken within the University to produce specific research outcomes. Sponsored research expenses totaled $160.2 million or 15.3% of total expenses incurred in 2023-24. Sponsored research expenses increased by $13.7 million or 9.4% from the prior year due primarily to an increase in research activities located both in Canada and across the world. Sponsored research expenses are discussed in detail later in this report.

Facilities

Facilities included the costs associated with all activities pertaining to the ongoing operation and maintenance of the grounds, buildings and facilities of the University, excluding capital improvements. It also included amortization expense, accretion expense and debt servicing costs. Facilities expenses accounted for $133.3 million or 12.8% of total expenses incurred in 2023-24. Facilities expenses increased by a net $4.1 million or 3.2% from the prior year. The increase was primarily due to an increase in amortization ($1.9 million) and general salary increases of staff in facilities-related departments ($1.2 million).

Special Purpose and Trust

Special purpose and trust included costs associated with the undertaking of externally-assigned mandates (such as the provision of medical care in northern communities); the administration of employee staff benefit plans; and the administration of the University’s trust-related activities. Special purpose and trust expenses accounted for $99.1 million or 9.5% of the University’s total expenses incurred in 2023-24. Special purpose and trust expenses increased $8.7 million or 9.6% from the prior year due primarily to an increase in physician-related costs associated with providing medical services in northern communities ($6.2 million) and an increase in trust-funded student scholarships and awards ($1.8 million).

The categorization of expenses into each of the functional lines of service can be found in Note 2C.

RESEARCH

During 2023-24, research at the University continued to grow, with investment in several key areas.

In 2023-24 the University received $167.2 million of sponsored research support, which was $16.7 million higher than what was received in the prior year. The University deferred $11.2 million of what was received, which represented research-related funding not utilized in 2023-24. In total, research-related revenue recognized in 2023-24 was $156.0 million, which was an increase of $3.1 million from the prior year. This increase is explained below.

Funding of the University’s research activities comes from a variety of sources. The following diagram illustrates the sources of the research-related revenue recognized during 2023-24.
The University's largest funder of research was the Government of Canada, which in 2023-24 provided $78.0 million or 50.0% of research-related revenue through the issuance of grants and contracts. The majority of these grants and contracts were provided by the Tri-Agency, which is comprised of the Canadian Institutes of Health Research ($31.7 million) the Natural Sciences and Engineering Research Council of Canada ($20.9 million), and the Social Sciences and Humanities Research Council of Canada ($6.3 million). Funding was also received from a variety of other federal government departments. Funding from the federal government decreased a net $2.0 million or 2.6% from the previous year. This was primarily due to the completion of multiple larger Tri-Agency funded projects.

The University's second largest source of research-related funding continues to be the United States, which from multiple funders the University recognized $42.7 million or 27.4% of its research-related revenue. This was an increase of $8.0 million from the prior year. The largest funder of research from the United States was the Bill and Melinda Gates Foundation, which provided $37.9 million of revenue recognized in 2023-24, an increase of $7.0 million from the prior year. These funds were directed to the University's Institute for Global Public Health for ongoing projects primarily related to reproductive, maternal, neonatal and child health in India, Kenya and elsewhere.

The third largest source of research-related funding in 2023-24 was foundations and associations. From over 100 individual entities, the University recognized a total of $21.7 million or 13.9% of its research-related revenue. This was a slight decrease of $0.3 million from the prior year. The most notable funders associated with revenue recognized in 2023-24 included MITACS ($4.1 million), the Western Grains Research Foundation ($2.2 million), and the Children's Hospital Foundation of Manitoba ($2.1 million).

The Province of Manitoba provided the University with $7.8 million in funding in 2023-24, or 5.0% of its research-related revenue, which was $0.8 million lower than what was received in the prior year. The most notable departments and other reporting entities that contributed to the University's research included Research Manitoba ($4.3 million) and Manitoba Agriculture and Resource Development ($2.1 million).

In 2023-24, research-related expenses were $160.2 million, which was an increase of $13.8 million from the prior year. The University’s research activities located in other countries (in particular, India and Kenya) increased in 2023-24, mainly as a result of increased funding from the Bill and Melinda Gates Foundation. As a result, an increase in research-related travel expenses and costs for supplies and professional and other services comprised most of the increase in expenses ($11.5 million).

Expenses incurred to conduct research included directly related compensation costs and all other costs required to produce research outcomes. In 2023-24 research funding also provided $30.1 million of support to students who participated in research activities, which amounted to 35.3% of all assistance provided to students by the University in 2023-24. This support enabled students to work with experienced researchers while they continued their studies and developed their own research activities.

Research-related funding agreements and contracts provided the University with $6.1 million of indirect cost funding, which was used to support research and defray some of the indirect costs associated with research activities. Research-related funding also enabled the investment of $6.0 million in tangible capital assets, which included $3.1 million for scientific and research equipment.

Typically, there is a correlation between research-related revenue and expenses, as the University does not undertake research activities without the support of external funders. However, at times research funding is received at the commencement of a research project and may not all be spent during a particular fiscal year, as research projects often span multiple fiscal years. This often results in a differential between research revenues and research expenses, which can vary from year to year.

Research revenue was highest in the Rady Faculty of Health Sciences, amounting to $95.0 million in 2023-24. It was followed by the Faculty of Agricultural and Food Sciences ($16.9 million), the Faculty of Science ($11.6 million), the Price Faculty of Engineering ($9.6 million) and the Clayton H. Riddell Faculty of Environment, Earth and Resources ($8.4 million). In 2023-24, these five faculties accounted for 90.7% of the University's research-related revenue.
CAPITAL

The University carefully plans its capital activities, and identifies and prioritizes deferred maintenance, infrastructure renewal requirements and major capital projects. Approved by the University’s Board of Governors in 2016, the University’s Visionary (re)Generation Master Plan established a thirty-year vision and planning policy framework that guides the design and development of the University of Manitoba’s Fort Garry campus. The Master Plan is a resource for the entire campus community. Development at the University’s Bannatyne campus is guided by the Bannatyne Campus Master Plan.

Investment in Capital, Infrastructure and Technology

During 2023-24, the University invested $83.8 million in capital assets, an increase of $13.1 million from the previous year. This included $56.5 million for the construction of buildings, infrastructure renewal, parking lot upgrades and land improvements; $17.8 million for the acquisition of furniture, equipment and vehicles; and $5.7 million for IT infrastructure and other technological improvements. Adding to this was the donation of the Egg Layer Facility building to the University by Manitoba Egg Farmers ($3.8 million).

The project to design and build the Desautels Concert Hall began in fiscal 2019-20, with construction commencing in 2020-21 and continuing throughout 2022-23 and 2023-24. The concert hall will be completed and operational in 2024-25. Funded by the University and generous donors, the concert hall is Phase 3 of the Tache Art Project, a multi-year project to create a new music, art and theatre complex for the Faculty of Music. This 21,000 square foot venue will accommodate 408 seats, be custom designed for acoustic excellence, and will be fully equipped to provide the best possible experience for both performers and audiences. The concert hall will provide greater experiential learning experiences in a professional caliber venue for students and faculty and provide an important performance venue for rental to community arts groups. As at March 31, 2024, the University had incurred $21.7 million of design and construction costs, of which $6.2 million were incurred in fiscal 2023-24.

In 2023-24, the University continued the Fort Garry District Energy Upgrade project, which includes upgrades to the University’s Central Energy Plant and the Max Bell Centre. This project will benefit 41 major buildings on the Fort Garry campus by improving energy efficiency and reducing greenhouse gas emission through the installation of three new electric boilers and one high efficiency natural gas boiler. The University’s Central Energy Plant currently provides district heating and cooling to approximately 97% of the campus. Once district heating and cooling is expanded to include the Max Bell Centre, system coverage will increase to 99.9% of the Fort Garry campus. This project is being supported by the Government of Canada and the Province of Manitoba through the Investing in Canada Infrastructure Program (ICIP) initiative, which has committed to providing $14.0 million for this project. The initial expected completion date of the project was June 2025; however, due to supply chain issues and design delays, the Fort Garry District Energy Upgrade project is now anticipated to be completed by December 2026. Costs incurred in fiscal 2023-24 for the Fort Garry District Energy Upgrade amounted to $0.9 million.

In 2023-24, the University commenced designing the new Prairie Crops and Soils Research Facility at the Fort Garry campus. The new Prairie Crops and Soils Research Facility will be a cornerstone of research excellence, establishing a centre to better integrate soil, crop, entomology, livestock and engineering research to make crop production in Western Canada more sustainable. The facility will provide new research capacity, research space to meet required biosecurity requirements, and processing space supporting industry partnerships. The new facility is expected to be 20,000 square feet with an anticipated cost of $20.0 million. Costs incurred in 2023-24 totaled $0.2 million. Among other sources, the project will be supported by the Government of Manitoba and generous donors.

The design and tender process to build a new building at the Bannatyne Campus for the Rady Faculty of Health Science began in 2023-24. This new building will accommodate the expansion of Undergraduate Medical Education programs, and address existing space and medical program constraints. The proposed 90,000 square foot building will contain core program elements: lecture theatres, classroom and simulation laboratories, support spaces, a 90-space daycare and associated exterior greenspace, a shelled-in dental clinic, and space for Ongomiizwin – Indigenous Institute of Health and Healing. Among other sources, the construction of this building will be funded by the Government of Manitoba and generous donors. Construction is expected to start in 2024-25 with an anticipated cost of $80.6 million. Associated costs incurred in 2023-24 were $2.9 million.
The design phase to redevelop Machray Hall also began in 2023-24. The Machray Hall renovation project will integrate research and learning environments for faculty, graduate students, and honors thesis students by combining the library’s specialized information and Geographic Information Systems (GIS) resources. The renovation will provide improved space for researchers to work and enhanced meeting rooms in which contacts with industrial collaborators and the community can be made and maintained. This renovation will offer further improvements to office space, address technology, acoustics and ventilation issues, and will address space constraints for graduate students and postdoctoral researchers to engage in collaborative research. Estimated costs for the project are $23.1 million. Costs incurred in fiscal 2023-24 for the Machray Hall redevelopment project were $0.7 million.

In 2023-24, work continued to establish a visionary framework to guide the design and development of a new permanent building and the surrounding ceremonial lands to house the National Centre for Truth and Reconciliation (NCTR). The building will be located on the Fort Garry campus, specifically on the Southwood lands, and will be an international learning centre for people across Canada and the world to learn the truth about residential schools. It will also house sacred items and records, and thousands of oral histories and Survivor statements. The new building will provide the NCTR with the space it needs to fulfill its mandate. The building will be funded by government grants and other donations including a significant contribution from the Government of Canada. Costs incurred in 2023-24 amounted to $0.3 million. Functional space programming and schematic design are anticipated to occur in 2024-25, with an aim to commence construction of the building in 2026.

Over the past five years, $13.1 million has been spent to enhance the teaching and learning experience at the University through renovations and upgrades to classrooms, labs and other learning spaces, with $2.7 million of that incurred in fiscal 2023-24. These investments were made through a combination of budget allocations and generous donations.

In fiscal 2023-24, the University also invested in several other renovation and upgrade projects, including the renovation of spaces for Nursing Program Expansion ($1.7 million), and the renovation of classrooms in the Drake building for the Asper School of Business ($1.0 million).

The University invested $20.5 million in infrastructure renewal projects in 2023-24. Investments in infrastructure included HVAC system upgrades ($6.6 million), fire and safety upgrades ($2.9 million), building envelope upgrades ($2.6 million), roofing upgrades ($2.2 million), accessibility upgrades ($1.9 million), electrical distribution upgrades ($1.0 million), sewer and water upgrades ($1.0 million), road and sidewalk upgrades ($1.0 million), and various other infrastructure renewal projects ($1.3 million).

The University's investment in capital, infrastructure and technology over the last five years is depicted below.

The University’s investment in capital assets is highly dependent on the funding it receives from the federal and provincial governments and its donors. As such, the University’s investment in capital assets will fluctuate from year to year.
TRUST AND ENDOWMENTS

The University’s trust and endowments are an integral source of funding for students, faculties, professorships and chairs, research activities, capital projects, library acquisitions, athletic programs, and many other undertakings. The net investment income earned on trust and endowment assets, as well as donations received that can be used in their entirety, support the University’s activities as directed by donors. Gifts and bequests received for endowment purposes must be held in perpetuity; however, each year a portion of the net investment income earned from investing these gifts is used to support current year endeavors, and the rest is reinvested to provide financial security for beneficiaries in the future.

Gifts to the University

In 2023-24 the University’s generous donors made gifts of $13.8 million for endowment purposes. Trust-related non-endowed donations received totaled $8.7 million, of which $1.8 million were deferred for spending in future years.

University Investment Trust

The majority of endowed assets and trust-related assets are invested together and collectively known as the University Investment Trust (UIT).

The UIT ended fiscal 2023-24 with a market value of over $1 billion, which was an increase of $105.8 million from the prior year. The increase was due to a combination of gifts made to the UIT, as well as a one-year gross investment return of 10.6%. The primary driver of the UIT’s return were equity markets, which saw robust performance. U.S equities returned 19.3%, Canadian equities returned 12.3%, and international equities returned 12.2%. Infrastructure and impact investment mandates performed as expected, with gross returns of 8.4% and 8.5% respectively. The two asset classes that lagged were Canadian real estate with a negative return of (1.9%) and Canadian bonds with a return of 1.6%. Commercial real estate in Canada has struggled post-pandemic in both the office space and retail sectors. Further, an increase in interest rates over the past year detracted from the capital value of bonds.

Over the past 5- and 10-year periods the UIT returned 7.1% and 7.8% respectively, surpassing the UIT’s hurdle rate and meeting its long-term objectives over these timeframes. The UIT’s spending payout was 4.25% for fiscal 2023-24, which was on par with most endowments of peer educational institutions.

At the end of fiscal year 2023-24, the asset mix of the UIT investment portfolio was at 65.6% equities, 12.6% infrastructure and impact investments, 11.8% real estate, 9.0% government bonds, and 1.0% cash equivalents.

The following graph demonstrates the growth of the market value of the UIT and annual returns over the past 10 years.

MARKET VALUE AND ANNUAL RETURN OF UIT
2014-15 to 2023-24
(in thousands)
The Trust Investment Committee, responsible for providing governance and oversight of the UIT, reviews the asset mix of the UIT on a regular basis to evaluate how the UIT will perform over full market cycles, and to assess the likelihood of the UIT meeting its primary objective of achieving a real return that supports the spending payout to beneficiaries. For fiscal 2023-24, the UIT’s spending payout rate was 4.25% of the average market value of the UIT over a rolling 48-month period. This distribution rate balances the needs of current beneficiaries with those of future beneficiaries by ensuring the purchasing power of the UIT remains intact for future generations while providing for today’s students and other beneficiaries. In order to achieve this, the UIT’s portfolio asset mix is set with the purpose of achieving a rate of return great enough to fund the spending allocation, the associated investment management fees, and inflation in order to protect the purchasing power of the UIT for future beneficiaries. In 2023-24, the UIT generated enough investment income to fund an allocation of $37.2 million of support to students, faculty, and other activities, which was an increase of $1.7 million from the prior year. Over the past 5 years, the support for beneficiaries has totaled $172.7 million.

During the year, an asset mix optimization study was undertaken by the Trust Investment Committee. Asset mix is the single most important determinant of investment performance of institutional funds like endowments. Best practice suggests conducting a new study every 5-8 years, and the last study conducted on the UIT was in 2018. The Committee agreed that changes in the economic and investment landscape since 2018 warranted a new study, making specific reference to the pandemic, high inflation, high interest rates, geo-political issues, environmental issues, and the increasing attractiveness of alternative asset classes. The Trust Investment Committee recommended to the Board of Governors that a new asset mix be adopted for the UIT, and it was approved in April 2024. The new asset mix will improve risk/return metrics and provide a higher likelihood of achieving the UIT’s primary investment objective: preserving the purchasing power of the fund. The implementation will commence in early fiscal 2024-25, and it is estimated it will take 2-to-3 years to transition to the new asset mix.

CONCLUSION

The University of Manitoba is a highly complex, decentralized organization with wide-ranging activities at multiple locations. The University is proud of the many ways in which its students, faculty, staff, and alumni partner and engage with the broader community to advance collective priorities. The engagement and support of our students, faculty, staff, benefactors and funders have led to the successes we have achieved over nearly 150 years. Our bold new strategic plan will drive the University’s efforts for the next five years. The University community has momentum to create knowledge that matters, empower its learners, and reimagine engagement in this post-pandemic world, while continuing to inspire an environment of excellence.
DISCLOSURES MADE UNDER THE PUBLIC INTEREST DISCLOSURE (WHISTLEBLOWER PROTECTION) ACT

The University of Manitoba has been designated as a "government body" under the regulations to The Public Interest Disclosure (Whistleblower Protection) Act, C.C.S.M., c.P217 (PIDA). All government bodies are required to implement procedures to manage disclosures, as defined by PIDA, and the University is committed to meeting or exceeding the requirements of PIDA.

The University’s Safe Disclosure (Whistleblower) Policy and Procedure is intended to detail how the University will manage disclosures under PIDA. A wrongdoing is a very serious act or omission that is an offence under another law; an act that creates a specific or substantial danger to life, health or safety of persons or the environment; gross mismanagement, including the mismanagement of public funds or government property; or directing our counselling a person to commit wrongdoing.

A disclosure made by an employee in good faith, in accordance with PIDA, and with a reasonable belief that wrongdoing has been or is about to be committed, is considered to be a disclosure under PIDA whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required and must be reported in the annual report.

The following is a report on the disclosures that were received under PIDA for the fiscal year April 1, 2023 – March 31, 2024.

<table>
<thead>
<tr>
<th>Disclosures Received</th>
<th>Disclosures Acted On</th>
<th>Disclosures Not Acted On</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Investigations Commenced</th>
<th>Findings of Wrongdoing</th>
<th>Disclosures Closed</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
The University is responsible for the preparation of the financial statements and has prepared them in accordance with Canadian public sector accounting standards established by the Public Sector Accounting Board of Chartered Professional Accountants Canada. The University believes the financial statements present fairly the University's financial position as at March 31, 2024 and the results of its operations for the years ending March 31, 2024.

The University's Board of Governors is responsible for overseeing the business affairs of the University and also has the responsibility to approve the financial statements. The Board has delegated certain responsibilities to its Audit and Risk Management Committee including the responsibility for reviewing the annual financial statements and meeting with management and the Auditor General of Manitoba on matters relating to the financial reporting. The Auditor General has full access to the Audit and Risk Management Committee with or without the presence of management. The Board has approved the financial statements.

In fulfilling its responsibilities and recognizing the limits inherent in all systems, the University has developed and maintains a system of internal controls designed to provide reasonable assurance that University assets are safeguarded from loss and that accounting records are a reliable basis for the preparation of financial statements. The integrity of internal controls is reviewed on an ongoing basis by the Audit and Risk Management Committee and Audit Services.

The financial statements for the year ended March 31, 2024 have been reported on by the Auditor General of Manitoba, the auditor appointed under The University of Manitoba Act. The Auditor's Report outlines the scope of his examination and provides his opinion on the fairness of presentation of the financial statements.

Michael Benarroch, B.A. (Hons.) M.A., Ph.D.
President and Vice-Chancellor

Winnipeg, Manitoba
June 25, 2024
## UNIVERSITY OF MANITOBA

### STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2024

(in thousands of dollars)

<table>
<thead>
<tr>
<th></th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Financial Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and Cash Equivalents (Note 4)</td>
<td>$100,128</td>
<td>$125,635</td>
</tr>
<tr>
<td>Accounts Receivable (Note 5)</td>
<td>128,612</td>
<td>96,141</td>
</tr>
<tr>
<td>Inventories Held for Sale</td>
<td>2,061</td>
<td>2,471</td>
</tr>
<tr>
<td>Loan Receivable (Note 6)</td>
<td>38,110</td>
<td>35,202</td>
</tr>
<tr>
<td>Portfolio Investments – Non-Endowed (Note 7)</td>
<td>1,081,158</td>
<td>994,986</td>
</tr>
<tr>
<td>Investment in Government Business Enterprise (Note 8)</td>
<td>(4,378)</td>
<td>(2,789)</td>
</tr>
<tr>
<td><strong>Total Financial Assets</strong></td>
<td>1,345,691</td>
<td>1,251,646</td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable (Note 9)</td>
<td>126,359</td>
<td>109,902</td>
</tr>
<tr>
<td>Employee Future Benefits (Note 10)</td>
<td>56,094</td>
<td>63,725</td>
</tr>
<tr>
<td>Deferred Revenue (Note 11)</td>
<td>509,660</td>
<td>497,979</td>
</tr>
<tr>
<td>Capital Lease Obligation (Note 12)</td>
<td>125</td>
<td>188</td>
</tr>
<tr>
<td>Debt (Note 13)</td>
<td>316,920</td>
<td>310,461</td>
</tr>
<tr>
<td>Derivatives (Note 14)</td>
<td>815</td>
<td></td>
</tr>
<tr>
<td>Asset Retirement Obligations (Note 15)</td>
<td>73,426</td>
<td>84,842</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>1,082,584</td>
<td>1,067,912</td>
</tr>
<tr>
<td><strong>Net Financial Assets Excluding Portfolio Investments – Endowed</strong></td>
<td>263,107</td>
<td>183,734</td>
</tr>
<tr>
<td>Portfolio Investments – Endowed (Note 7)</td>
<td>675,969</td>
<td>619,983</td>
</tr>
<tr>
<td><strong>Net Financial Assets</strong></td>
<td>939,076</td>
<td>803,717</td>
</tr>
<tr>
<td><strong>Non-Financial Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible Capital Assets (Note 16)</td>
<td>1,245,989</td>
<td>1,230,478</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>12,017</td>
<td>13,038</td>
</tr>
<tr>
<td>Inventories Held for Use</td>
<td>29</td>
<td>28</td>
</tr>
<tr>
<td><strong>Total Non-Financial Assets</strong></td>
<td>1,258,035</td>
<td>1,243,544</td>
</tr>
<tr>
<td><strong>Accumulated Surplus</strong></td>
<td>$2,197,111</td>
<td>$2,047,261</td>
</tr>
<tr>
<td>Accumulated Surplus is comprised of:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated Surplus</td>
<td>$1,898,720</td>
<td>$1,805,496</td>
</tr>
<tr>
<td>Accumulated Remeasurement Gains</td>
<td>298,391</td>
<td>241,765</td>
</tr>
<tr>
<td><strong>Total Accumulated Surplus</strong></td>
<td>$2,197,111</td>
<td>$2,047,261</td>
</tr>
</tbody>
</table>

Contractual Obligations and Contingencies (Note 23)

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Lynette Magnus – Chair

Kimberly Osiowy – Vice-Chair

(The accompanying Notes form an integral part of the Financial Statements)
# UNIVERSITY OF MANITOBA

## STATEMENT OF OPERATIONS

FOR THE YEAR ENDED MARCH 31, 2024

(in thousands of dollars)

<table>
<thead>
<tr>
<th></th>
<th>Budget (Note 2M)</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provincial Grants (Note 20)</td>
<td>$ 460,875</td>
<td>$ 480,962</td>
<td>$ 423,737</td>
</tr>
<tr>
<td>Tuition and Related Fees</td>
<td>233,676</td>
<td>241,197</td>
<td>232,557</td>
</tr>
<tr>
<td>Federal and Other Government Grants (Note 20)</td>
<td>111,750</td>
<td>124,759</td>
<td>124,891</td>
</tr>
<tr>
<td>Non-Government Grants</td>
<td>66,777</td>
<td>74,839</td>
<td>67,854</td>
</tr>
<tr>
<td>Investment Income (Note 21)</td>
<td>52,732</td>
<td>73,867</td>
<td>61,157</td>
</tr>
<tr>
<td>Sales of Goods and Services</td>
<td>30,136</td>
<td>41,162</td>
<td>36,655</td>
</tr>
<tr>
<td>Ancillary Services</td>
<td>35,749</td>
<td>37,281</td>
<td>35,072</td>
</tr>
<tr>
<td>Non-Endowed Donations</td>
<td>18,010</td>
<td>27,912</td>
<td>10,018</td>
</tr>
<tr>
<td>Other Income</td>
<td>13,170</td>
<td>25,254</td>
<td>20,952</td>
</tr>
<tr>
<td>Investment Loss on Government Business Enterprise</td>
<td>(1,589)</td>
<td>(884)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1,022,875</td>
<td>1,125,644</td>
</tr>
<tr>
<td><strong>Expense</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Instruction</td>
<td>453,189</td>
<td>429,750</td>
<td>392,194</td>
</tr>
<tr>
<td>Sponsored Research</td>
<td>143,176</td>
<td>160,158</td>
<td>146,409</td>
</tr>
<tr>
<td>Facilities</td>
<td>134,984</td>
<td>133,309</td>
<td>129,202</td>
</tr>
<tr>
<td>Special Purpose and Trust</td>
<td>88,345</td>
<td>99,078</td>
<td>90,407</td>
</tr>
<tr>
<td>Libraries</td>
<td>41,516</td>
<td>41,559</td>
<td>37,454</td>
</tr>
<tr>
<td>Administration</td>
<td>38,363</td>
<td>39,722</td>
<td>33,296</td>
</tr>
<tr>
<td>Student Services</td>
<td>36,090</td>
<td>38,341</td>
<td>33,801</td>
</tr>
<tr>
<td>Information Technology</td>
<td>29,346</td>
<td>33,916</td>
<td>30,252</td>
</tr>
<tr>
<td>Academic and Research Support</td>
<td>35,239</td>
<td>31,189</td>
<td>27,724</td>
</tr>
<tr>
<td>Ancillary Services</td>
<td>24,023</td>
<td>25,650</td>
<td>24,534</td>
</tr>
<tr>
<td>External Relations</td>
<td>14,908</td>
<td>13,560</td>
<td>13,756</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1,039,179</td>
<td>1,046,232</td>
</tr>
<tr>
<td>(16,304)</td>
<td>79,412</td>
<td>52,980</td>
<td></td>
</tr>
<tr>
<td>Endowed Donations</td>
<td>11,127</td>
<td>13,812</td>
<td>17,107</td>
</tr>
<tr>
<td>Annual Surplus</td>
<td>(5,177)</td>
<td>93,224</td>
<td>70,087</td>
</tr>
<tr>
<td>Accumulated Surplus Beginning of Year (Note 3)</td>
<td>1,805,496</td>
<td>1,735,409</td>
<td></td>
</tr>
<tr>
<td><strong>Accumulated Surplus End of Year</strong></td>
<td>$</td>
<td>$ 1,898,720</td>
<td>$ 1,805,496</td>
</tr>
</tbody>
</table>

(The accompanying Notes form an integral part of the Financial Statements)
UNIVERSITY OF MANITOBA
STATEMENT OF REMEASUREMENT GAINS AND LOSSES
FOR THE YEAR ENDED MARCH 31, 2024
(in thousands of dollars)

<table>
<thead>
<tr>
<th></th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accumulated Remeasurement Gains</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beginning of Year</td>
<td>$ 241,765</td>
<td>$ 252,790</td>
</tr>
<tr>
<td>Unrealized Gains (Losses) Attributed to:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Derivatives</td>
<td>468</td>
<td>801</td>
</tr>
<tr>
<td>Foreign Exchange</td>
<td>(878)</td>
<td>(1,840)</td>
</tr>
<tr>
<td>Portfolio Investments</td>
<td>40,479</td>
<td>5,898</td>
</tr>
<tr>
<td>Designated Fair Value Investments</td>
<td>46,694</td>
<td>5,071</td>
</tr>
<tr>
<td>Amounts Reclassified to the Statement of Operations:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Derivatives</td>
<td>(5,165)</td>
<td></td>
</tr>
<tr>
<td>Foreign Exchange</td>
<td>1,091</td>
<td>523</td>
</tr>
<tr>
<td>Portfolio Investments</td>
<td>(7,246)</td>
<td>(3,220)</td>
</tr>
<tr>
<td>Designated Fair Value Investments</td>
<td>(18,817)</td>
<td>(18,258)</td>
</tr>
<tr>
<td>Net Remeasurement Gains (Losses) for the Year</td>
<td>56,626</td>
<td>(11,025)</td>
</tr>
<tr>
<td>Accumulated Remeasurement Gains</td>
<td></td>
<td></td>
</tr>
<tr>
<td>End of Year</td>
<td>$ 298,391</td>
<td>$ 241,765</td>
</tr>
</tbody>
</table>

(The accompanying Notes form an integral part of the Financial Statements)
UNIVERSITY OF MANITOBA  
STATEMENT OF CHANGE IN NET FINANCIAL ASSETS  
FOR THE YEAR ENDED MARCH 31, 2024  
(in thousands of dollars)

<table>
<thead>
<tr>
<th></th>
<th>Budget (Note 2M)</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Surplus (Deficit)</td>
<td>$ (5,177)</td>
<td>$ 93,224</td>
<td>$ 70,087</td>
</tr>
<tr>
<td>Purchase of Tangible Capital Assets</td>
<td>(96,245)</td>
<td>(83,787)</td>
<td>(70,645)</td>
</tr>
<tr>
<td>Amortization</td>
<td>56,100</td>
<td>52,319</td>
<td>50,442</td>
</tr>
<tr>
<td>Reduction in Capital Assets Due to Change in Asset Retirement Obligations Discount Rate</td>
<td>15,203</td>
<td>47,499</td>
<td></td>
</tr>
<tr>
<td>Proceeds from the Sale of Tangible Capital Assets</td>
<td>67</td>
<td>1,152</td>
<td></td>
</tr>
<tr>
<td>Loss (Gain) on Disposal of Tangible Capital Assets</td>
<td>687</td>
<td>(290)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(40,145)</td>
<td>(15,511)</td>
<td>28,158</td>
</tr>
<tr>
<td>Decrease (Increase) in Inventories Held for Use</td>
<td>(1)</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>Decrease (Increase) in Prepaid Expenses</td>
<td>1,021</td>
<td>(633)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1,020</td>
<td></td>
<td>(620)</td>
</tr>
<tr>
<td>Net Remeasurement Gains (Losses)</td>
<td>24,000</td>
<td>56,626</td>
<td>(11,025)</td>
</tr>
<tr>
<td>Increase (Decrease) in Net Financial Assets</td>
<td>(21,322)</td>
<td>135,359</td>
<td>86,600</td>
</tr>
<tr>
<td>Net Financial Assets Beginning of Year (Note 3)</td>
<td>803,717</td>
<td>717,117</td>
<td></td>
</tr>
<tr>
<td>Net Financial Assets End of Year</td>
<td>$</td>
<td>$ 939,076</td>
<td>$ 803,717</td>
</tr>
</tbody>
</table>

(The accompanying Notes form an integral part of the Financial Statements)
# UNIVERSITY OF MANITOBA

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED MARCH 31, 2024

(in thousands of dollars)

<table>
<thead>
<tr>
<th></th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Operating Activities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Excess of Revenue Over Expenses Before Interest</td>
<td>$74,718</td>
<td>$65,075</td>
</tr>
<tr>
<td>Interest Received</td>
<td>32,976</td>
<td>19,590</td>
</tr>
<tr>
<td>Interest Paid</td>
<td>(14,470)</td>
<td>(14,578)</td>
</tr>
<tr>
<td></td>
<td>93,224</td>
<td>70,087</td>
</tr>
<tr>
<td>Amortization of Tangible Capital Assets</td>
<td>52,319</td>
<td>50,442</td>
</tr>
<tr>
<td>Reduction in Capital Assets Due to Change in Asset Retirement</td>
<td>15,203</td>
<td>47,499</td>
</tr>
<tr>
<td>Accretion of Asset Retirement Obligations</td>
<td>3,938</td>
<td>4,166</td>
</tr>
<tr>
<td>Loss (Gain) on Disposal of Tangible Capital Assets</td>
<td>687</td>
<td>(290)</td>
</tr>
<tr>
<td></td>
<td>165,371</td>
<td>171,904</td>
</tr>
<tr>
<td><strong>Net Change in Non-Cash Operating Balances:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>(32,471)</td>
<td>(1,093)</td>
</tr>
<tr>
<td>Loan Receivable</td>
<td>(2,908)</td>
<td>(35,202)</td>
</tr>
<tr>
<td>Inventories</td>
<td>409</td>
<td>55</td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>16,457</td>
<td>2,818</td>
</tr>
<tr>
<td>Employee Future Benefits</td>
<td>(7,631)</td>
<td>(18,187)</td>
</tr>
<tr>
<td>Deferred Revenue</td>
<td>11,681</td>
<td>93,295</td>
</tr>
<tr>
<td>Derivatives</td>
<td>(815)</td>
<td>(801)</td>
</tr>
<tr>
<td>Asset Retirement Obligations</td>
<td>(15,354)</td>
<td>(48,042)</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>1,021</td>
<td>(633)</td>
</tr>
<tr>
<td><strong>Net Cash Generated through Operating Activities</strong></td>
<td>135,760</td>
<td>164,114</td>
</tr>
<tr>
<td><strong>Investing Activities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment in Government Business Enterprise</td>
<td>1,589</td>
<td>884</td>
</tr>
<tr>
<td>Decrease (Increase) in Investments</td>
<td>(85,532)</td>
<td>(122,632)</td>
</tr>
<tr>
<td><strong>Net Cash Generated through (used in) Investing Activities</strong></td>
<td>(83,943)</td>
<td>(121,748)</td>
</tr>
<tr>
<td><strong>Capital Activities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of Tangible Capital Assets</td>
<td>(83,787)</td>
<td>(70,645)</td>
</tr>
<tr>
<td>Proceeds from Sale of Tangible Capital Assets</td>
<td>67</td>
<td>1,152</td>
</tr>
<tr>
<td><strong>Net Cash Used in Capital Activities</strong></td>
<td>(83,720)</td>
<td>(69,493)</td>
</tr>
<tr>
<td><strong>Financing Activities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proceeds from Capital Leases</td>
<td></td>
<td>188</td>
</tr>
<tr>
<td>Proceeds from Debt</td>
<td>20,523</td>
<td>4,458</td>
</tr>
<tr>
<td>Principal Repayment of Capital Leases</td>
<td>(63)</td>
<td></td>
</tr>
<tr>
<td>Principal Repayment on Debt</td>
<td>(14,064)</td>
<td>(13,231)</td>
</tr>
<tr>
<td><strong>Net Cash Generated through (used in) Financing Activities</strong></td>
<td>6,396</td>
<td>(8,585)</td>
</tr>
<tr>
<td><strong>Net Increase (Decrease) in Cash and Cash Equivalents</strong></td>
<td>(25,507)</td>
<td>(35,712)</td>
</tr>
</tbody>
</table>

**Cash and Cash Equivalents Beginning of Year** | 125,635 | 161,347 |

**Cash and Cash Equivalents End of Year** | $100,128 | $125,635 |

(The accompanying Notes form an integral part of the Financial Statements)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2024
(in thousands of dollars)

1. AUTHORITY AND PURPOSE

The University of Manitoba was established in 1877. It is governed by a Board of Governors acting under the authority of The University of Manitoba Act, R.S.M. 1987, c. U60. The University of Manitoba is a registered charity and is exempt from income taxes under Section 149 of The Income Tax Act.

2. SIGNIFICANT ACCOUNTING POLICIES

A. GENERAL AND USE OF ACCOUNTING ESTIMATES

The financial statements have been prepared in accordance with Public Sector Accounting Standards. Accounting estimates are included in the financial statements to approximate the effect of past revenue or expense transactions or events, or to approximate the present status of an asset or liability. Examples include accruals for salaries and benefits, the estimated useful life of an asset, certain actuarial assumptions used in determining employee future benefits, and the estimated costs and applicability of the asset retirement obligations. Estimates are based on the best information available at the time of preparation of the financial statements and are reviewed annually to reflect new information as it becomes available. Measurement uncertainty exists in these financial statements and actual results could differ from these estimates.

Government business enterprises, owned or controlled by the University but not dependent on the University for their continuing operations, are included in the financial statements using the modified equity method. Under the modified equity method, the equity method of accounting is modified only to the extent that the business entity accounting principles are not adjusted to conform to those of the University. Thus, the University's investment in these entities is recorded at acquisition cost and is increased for the proportionate share of post-acquisition earnings and decreased by post-acquisition losses and distributions received. Inter-organizational transactions and balances are not eliminated, except for any transactions between entities of assets that remain controlled by the University. UM Properties Limited Partnership (UM Properties) is controlled by the University and is accounted for by the modified equity method.

B. REVENUE RECOGNITION

All revenue is reported using the accrual basis of accounting.

i. Government Grants

For the purposes of these financial statements, government transfers are referred to as government grants. Government grants without stipulations are recognized as revenue when the transfer is authorized and the University is eligible to receive the funds. Government grants with stipulations are recognized as revenue when the transfer is authorized and the University is eligible to receive the funds, except when the transfer stipulations give rise to an obligation that meets the definition of a liability. Transfers meeting the definition of a liability are recognized as revenue when the liability is settled.

ii. Non-Government Grants

Non-government grants with external restrictions or performance obligations are deferred and recognized as revenue when the restrictions or performance obligations imposed by the contributors on the use of the funding are satisfied.

Non-government grants without external restrictions or performance obligations are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

iii. Non-Endowed Donations

Non-endowed donations with external restrictions are deferred and recognized as revenue when the restrictions imposed by the contributors on the use of the funding are satisfied.
Non-endowed donations without external restrictions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

iv. **Endowed Donations**

Endowed donations are recognized in the year in which they are received. Endowed donations are required by donors to be maintained in perpetuity.

v. **Investment Income**

Investment income, including dividends, interest income and realized gains or losses on the sale of unrestricted portfolio investments, is recognized as revenue when received or receivable.

Investment income earned on externally restricted investments is deferred and recognized when the related expenditure is made, or stipulations are met.

The change in fair value (unrealized gains or losses) of portfolio investments is recorded in the Statement of Remeasurement Gains and Losses until the investments are sold.

vi. **Pledges, Gifts-In-Kind and Contributed Services**

The University does not record pledges receivable in its financial statements.

Gifts-in-kind are recorded in the financial statements to the extent that they are eligible for an official donation receipt. Contributed services are not recorded in the financial statements.

vii. **Ancillary Revenue**

Ancillary revenue is recognized when the goods are provided, or services are substantially rendered. Revenue received in advance of the provision of goods or services is recognized over the period for which it is earned.

viii. **Tuition and Related Fee Revenue**

Tuition and related fee revenue is recognized over the course of the term for which it is earned, regardless of when it's received. Performance obligations, as they relate to the recognition of tuition and related fees, are satisfied upon providing students with a final grade for a course. Revenue relating to the period of time between March 31 and the date that final course grades are released is recorded as deferred revenue.

ix. **Other Revenue**

Sales of goods and services and other revenue are recognized when goods are provided or services are substantially rendered. Revenue received in advance of the provision of goods or services is recognized over the period for which it is earned.

x. **Deferred Land Lease Revenue**

The University leased certain properties to a third party for 140 years. The lease is a prepaid lease and is amortized over the 140-year term of the lease. The University recognizes this revenue over the duration of the leases.

C. **FUNCTIONAL CLASSIFICATION OF EXPENSES**

Expenses in the Statement of Operations have been classified based upon functional lines of service provided by the University. An outline of services provided by each function is as follows:

- **Instruction:** All activities associated with direct educational delivery and academic functions within the University. Costs associated with this function include those incurred by faculties, excluding research.

- **Sponsored Research:** All activities funded by grants and contracts from external organizations, as well as internal funding, and undertaken within the University to produce specific research outcomes. Costs associated with this function are directly related to research activities.

- **Facilities:** All activities associated with the ongoing operation, maintenance and retirement of the grounds, buildings, and facilities of the University. Costs associated with this function include building, equipment, and infrastructure...
maintenance; utilities; facilities administration; campus planning; custodial services; landscaping and grounds keeping; powerhouse maintenance; repairs and renovations; security services; administration of infrastructure development; amortization and accretion expense; and debt servicing costs related to the entire University.

**Special Purpose and Trust:** All activities related to externally restricted funding not intended for research activities. Costs associated with this function relate to activities such as externally assigned mandates; the administration of employee staff benefit plans; and the administration of trust and endowment funding.

**Academic and Research Support:** All activities that directly support the academic and research functions of the University. Costs associated with this function relate to activities that directly or indirectly support innovative learning, programming, teaching, and research, and include research administration; animal care; ethics board activities; international services; indigenous achievement; and the advancement of teaching and learning.

**Libraries:** All library, archival and special collection services provided to students and faculty across the University; and the activities of the National Centre for Truth and Reconciliation.

**Student Services:** Activities that directly support students. Costs associated with this function are for student service administration; counseling and chaplaincy; career services; recreation services; financial aid administration; enrolment services; and student health care services.

**Administration:** Activities that support the University as a whole. Costs associated with this function relate to the Board of Governors and Senate; financial, purchasing, and internal audit services; human resources; institutional analysis; legal and regulatory obligations; and other centralized institution-wide general administrative activities.

**Information Technology:** Activities associated with central computing, networking, communications, and other information technology functions that support the University as a whole.

**Ancillary Services:** Secondary services and products available to the University community and to external individuals and organizations. Costs associated with this function are related to the University’s bookstores, dining services, student residences, parking, and conference services.

**External Relations:** Activities that support the relationship between the University and the community. Costs associated with this function relate to advancement and development; alumni relations; marketing and communications; and public and government relations.

**D. CASH AND CASH EQUIVALENTS**

Cash and cash equivalents consist of cash and investments that are used to meet short-term operating needs. Investments are readily convertible to cash and mature within three months from acquisition. Any cash or other investments maturing within three months that are held by portfolio managers are classified as portfolio investments and are recorded at fair value or designated to fair value. Portfolio managers maintain a cash balance within investment portfolios as part of their overall long-term mandate, as well as to facilitate trades and the rebalancing of assets.

**E. INVENTORIES HELD FOR SALE**

Inventories held for sale, including books, merchandise and food are recorded at the lower of cost or net realizable value. Cost includes the original purchase cost, plus shipping and applicable duties. Net realizable value is the estimated selling price less any costs to sell.

**F. NON-FINANCIAL ASSETS**

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. They have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

1. **Tangible Capital Assets**

Purchased capital assets are recorded at cost. Capital assets which are constructed by the University are recorded as Construction in Progress until the capital asset is put into use. The University does not capitalize interest. Contributed capital assets are recorded at market value at the date of contribution.
Amortization is calculated on a straight-line basis over the assets' estimated useful life as follows:

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>Useful Life</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buildings and Major Renovations</td>
<td>15-50 years</td>
</tr>
<tr>
<td>Computer Hardware</td>
<td>5-10 years</td>
</tr>
<tr>
<td>Furniture and Equipment</td>
<td>10 years</td>
</tr>
<tr>
<td>Parking Lots</td>
<td>20 years</td>
</tr>
<tr>
<td>Vehicles</td>
<td>5 years</td>
</tr>
</tbody>
</table>

Intangible assets (other than purchased intangible assets), works of art, rare books and manuscripts, museum specimens and other archival material, and items inherited by right of the Crown, such as mineral resources, are expensed when acquired and are not recognized in the University's Statement of Financial Position. Purchased intangible assets, such as licenses, trademarks and other rights, are recorded at cost.

ii. Leased Tangible Capital Assets

Leases which transfer substantially all of the benefits and risks of ownership acquired under a capital lease are amortized over the estimated useful life of the asset.

iii. Inventories Held for Use

Inventories held for use are recorded at cost. Cost includes the original purchase cost, plus shipping and applicable duties.

G. EMPLOYEE FUTURE BENEFITS

i. Pensions

The University sponsors two pension plans for its employees and retirees: The University of Manitoba Pension Plan (1993 Plan) and The University of Manitoba GFT Pension Plan (1986 Plan). The 1986 Plan is a defined contribution plan and as a result the pension costs are based on contributions required by the plan.

The pension costs for the 1993 Plan are determined actuarially using the projected unit credit actuarial cost method, pro-rated on service and management's estimates of the discount rate for liabilities, the expected return on assets, salary escalation, retirement ages of employees and member mortality. Actuarial gains and losses are amortized on a straight-line basis over the expected average remaining service life of the active employees, commencing in the year following the year the respective actuarial gains or losses arise.

ii. Non-Pension Benefit Plans

The University accrues its obligations for other employee future benefit plans relating to health, dental, sick leave, long-term disability, and group life insurance. The cost of the long-term disability plan for employees and the cost of non-pension and post-retirement benefits for retired employees are actuarially determined using the projected benefit method pro-rated on service, management's estimates for the discount rate for liabilities, retirement ages and expected future cost trends. For current active employees, the cost of other employee future benefit plans relating to health, dental, and group life insurance is the premiums charged under the plans to the University.

Actuarial gains and losses of non-pension benefit plans are amortized on a straight-line basis over the expected average remaining service life of the active employees, commencing in the year following the year the respective actuarial gains or losses arise.

iii. Post-Retirement Adjustments

The University accrues its obligations relating to post-retirement adjustments to pensions for specifically entitled employees who retired prior to 1993. The cost of such post-retirement pension adjustments is actuarially determined using the accrued benefit method and management's estimate for the discount rate for liabilities and the expected rate of return on assets. Any increase in such adjustments is recognized in the year that it occurs.

Actuarial gains and losses on post-retirement adjustments are amortized on a straight-line basis over the life expectancy of the group, commencing in the year following the year the respective actuarial gains or losses arise.
iv. **University of Manitoba Faculty Association Retirement Allowance**

The University provides a retirement allowance to eligible University of Manitoba Faculty Association (UMFA) members in exchange for their voluntary and irrevocable agreement to retire. The allowance is dependent upon the UMFA member’s age and the number of advance years of notice given to the University prior to retirement. To be eligible, the member must be at least fifty-five years of age and have at least fifteen years of service at the University on a date they have chosen as their retirement date. UMFA members must retire within three years of their enrolment. The University’s policy is to record the estimated liability once members enroll. The cost of such allowance has been determined using management’s best estimates.

v. **Vacation and Sick Leave**

The University accrues a liability for vacation pay and accumulating, non-vesting sick leave benefits. The cost of non-vesting sick leave has been determined using management’s best estimates.

H. **ASSET RETIREMENT OBLIGATIONS**

The University recognizes the fair value of an asset retirement obligation (ARO) in the period in which it incurs a legal obligation associated with the retirement of a tangible capital asset. AROs are recognized as a liability and are measured at the present value of management’s best estimate of future expenditures required to settle the obligation as at the end of each fiscal year. The estimated fair value of an ARO is capitalized as part of the related tangible capital asset and amortized on the same basis as the underlying asset. The ARO liability is adjusted for the passage of time, which is recognized within the Facilities category as accretion expense in the Statement of Operations, and for revisions to the timing or the amount of the estimated liability. Actual costs incurred are charged against the ARO to the extent of the liability recorded, and may vary from management estimates due to changes in environmental legislation, the impact of inflation, changes in technology, changes in operating practices, and changes in the estimated useful life of the underlying assets. Differences between the actual costs incurred and the liability are recognized in the Statement of Operations when the obligation is satisfied.

I. **FINANCIAL INSTRUMENTS**

The financial instruments of the University consist of cash and cash equivalents, accounts receivable, portfolio investments, accounts payable, and debt. All financial instruments are recognized at cost or amortized cost, or fair value.

Cash and cash equivalents are recognized at cost. Accounts receivable, inventories held for sale, accounts payable and debt (excluding derivative financial instruments) are recognized at amortized cost.

Loans receivable are recorded at amortized cost. Subsequent amounts received against loans that have been allowed for are recorded as revenue in the year received. Interest is accrued on loans receivable to the extent it is deemed collectable.

For financial instruments measured using amortized cost, the effective interest rate method is used to determine interest revenue or expense. Transaction costs are a component of cost for financial instruments measured at cost or amortized cost.

Financial instruments recognized at fair value include Canadian, and foreign equities and derivatives. Bonds and other fixed income securities and pooled funds have been designated to fair value, other than corporate bonds and preferred shares which are held for operating needs and recognized at cost. The values of private investments, comprised of infrastructure assets, are determined based on the latest valuations provided by the external investment managers of the fund (typically December 31), adjusted for subsequent cash receipts and distributions from the fund, and cash disbursements to the fund through March 31. Pooled funds are valued by the fund managers.

Unrealized gains and losses from the change in fair value of these financial instruments are reflected in the Statement of Remeasurement Gains and Losses until disposition.

Transaction costs are expensed for financial instruments measured at fair value.

All financial assets are tested annually for impairment. When financial assets are impaired, impairment losses are recorded in the Statement of Operations. Future recoveries of impaired assets are recorded in the Statement of Operations when received. Interest is not recorded on financial assets that are deemed to be impaired. A write-down of a portfolio investment to reflect a loss in value is not reversed for a subsequent increase in value.
From time to time, the University uses derivative financial instruments, including interest rate swap agreements, in its management of exposures to fluctuations in interest rates. An interest rate swap is a derivative financial contract between two parties who agree to exchange fixed rate interest payments for floating rate payments on a predetermined notional amount and term. Derivatives are recorded at fair value and in determining the fair value, the credit risk of both counterparties is considered.

Financial instruments are classified using a fair value hierarchy that reflects the significance of inputs to valuation techniques used to measure fair value. The fair value hierarchy used has the following levels:

- **Level 1** – Inputs that reflect unadjusted publicly quoted prices in active markets for identical assets or liabilities that the University has the ability to access at the measurement date.
- **Level 2** – Inputs other than publicly quoted prices that are either directly or indirectly observable for the asset or liability.
- **Level 3** – Inputs for the asset or liability that are not based on observable market data. Assumptions used to value these financial instruments are based on the best internal and external information available, and most suitable and appropriate based on the type of financial instrument being valued.

**J. FOREIGN CURRENCY TRANSLATION**

Monetary assets, liabilities and investments at fair value, denominated in foreign currencies, are translated at the year-end exchange rate. The unrealized foreign currency translation gains or losses of these financial instruments are reflected in the Statement of Remeasurement Gains and Losses. Revenues and expenses are translated at exchange rates on the transaction dates. Realized gains or losses arising from these translations are included in the Statement of Operations.

**K. ENDOWMENTS**

Endowments consist of:

- Externally restricted donations received by the University and internal allocations, the principal of which is required to be maintained in perpetuity.
- Investment income earned by the endowments in excess of the amount required for spending allocation is reinvested to maintain and grow the real value of the endowments. The University sets an annual spending allocation, currently at 4.25% of the average market value over a rolling four-year period. This spending amount is set to help ensure that the economic value of the endowments are protected by limiting the amount of income that may be expended and by reinvesting unexpended income. In any year, if the investment income earned on endowments is insufficient to fund the spending allocation, the spending allocation is funded from the accumulated investment income.

**L. FUTURE ACCOUNTING CHANGES**

In October 2023, the Public Sector Accounting Board issued PS 1202 *Financial Statement Presentation*. This accounting standard is effective for fiscal years starting on or after April 1, 2026. *Financial Statement Presentation* will replace and build on the existing PS 1201 *Financial Statement Presentation* and ensure an increased understanding of financial statements and the indicators within them, as well as provide improved accountability information for users. Management is currently assessing the impact of this new standard on the financial statements.

**M. BUDGETS AND FIGURES**

The 2023-24 budget was approved by the Board of Governors on March 28, 2023.
3. ADOPTION OF NEW ACCOUNTING STANDARD

The University has adopted Canadian Public Sector Accounting Standard 3400 Revenue effective for the current fiscal year beginning April 1, 2023. PS 3400 Revenue establishes a standard on how to account for and report on revenue, differentiating between revenue arising from transactions that include performance obligations, identified as exchange transactions, and transactions that do not have performance obligations, identified as non-exchange transactions.

For transactions within the scope of PS 3400, the University has evaluated the composition and characteristics of the following transactions:

- Transactions with no performance obligations are recognized as revenue when the University has the authority to claim or retain an inflow of economic resources and a past event has occurred that gives rise to an asset.
- Transactions with performance obligations are recognized as revenue either at a point in time or over a period of time when individual performance obligations are satisfied.

The adoption of this standard impacted the timing of the recognition of tuition and related fees revenue, ancillary revenue, and other income.

The University determined that its performance obligation, as it relates to the recognition of tuition and related fees revenue, is satisfied upon providing students with a final grade for a course. Previously, tuition and related fees revenue was recognized when students were no longer eligible for a refund. A portion of tuition and related fees revenue is now deferred based on the period of time between March 31 and the date that final course grades are released.

The standard has been retroactively applied with restatement of prior periods summarized below:

<table>
<thead>
<tr>
<th></th>
<th>Previously Reported</th>
<th>Adjustments</th>
<th>Restated</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>April 1, 2022</td>
<td></td>
<td>April 1, 2022</td>
</tr>
<tr>
<td>Financial Assets</td>
<td>$1,160,152</td>
<td>$</td>
<td>$1,160,152</td>
</tr>
<tr>
<td>Liabilities</td>
<td>1,011,035</td>
<td>32,213</td>
<td>1,043,248</td>
</tr>
<tr>
<td>Net Financial Assets</td>
<td>149,117</td>
<td>(32,213)</td>
<td>116,904</td>
</tr>
<tr>
<td>Portfolio Investments</td>
<td>600,213</td>
<td></td>
<td>600,213</td>
</tr>
<tr>
<td>Non-Financial Assets</td>
<td>1,271,082</td>
<td></td>
<td>1,271,082</td>
</tr>
<tr>
<td><strong>Accumulated Surplus</strong></td>
<td>$2,020,412</td>
<td>(32,213)</td>
<td>$1,988,199</td>
</tr>
<tr>
<td>Accumulated Surplus</td>
<td>1,767,622</td>
<td>(32,213)</td>
<td>1,735,409</td>
</tr>
<tr>
<td>Accumulated Remeasurement Gains</td>
<td>252,790</td>
<td></td>
<td>252,790</td>
</tr>
<tr>
<td><strong>Accumulated Surplus</strong></td>
<td>$2,020,412</td>
<td>(32,213)</td>
<td>$1,988,199</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Previously Reported</th>
<th>Adjustments</th>
<th>Restated</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>March 31, 2023</td>
<td></td>
<td>March 31, 2023</td>
</tr>
<tr>
<td>Financial Assets</td>
<td>$1,251,646</td>
<td>$</td>
<td>$1,251,646</td>
</tr>
<tr>
<td>Liabilities</td>
<td>1,042,281</td>
<td>25,631</td>
<td>1,067,912</td>
</tr>
<tr>
<td>Net Financial Assets</td>
<td>209,365</td>
<td>(25,631)</td>
<td>183,734</td>
</tr>
<tr>
<td>Portfolio Investments</td>
<td>619,983</td>
<td></td>
<td>619,983</td>
</tr>
<tr>
<td>Net Financial Assets</td>
<td>829,348</td>
<td>(25,631)</td>
<td>803,717</td>
</tr>
<tr>
<td>Non-Financial Asset</td>
<td>1,243,544</td>
<td></td>
<td>1,243,544</td>
</tr>
<tr>
<td><strong>Accumulated Surplus</strong></td>
<td>$2,072,892</td>
<td>(25,631)</td>
<td>$2,047,261</td>
</tr>
<tr>
<td>Accumulated Surplus</td>
<td>1,831,127</td>
<td>(25,631)</td>
<td>1,805,496</td>
</tr>
<tr>
<td>Accumulated Remeasurement Gains</td>
<td>241,765</td>
<td></td>
<td>241,765</td>
</tr>
<tr>
<td><strong>Accumulated Surplus</strong></td>
<td>$2,072,892</td>
<td>(25,631)</td>
<td>$2,047,261</td>
</tr>
</tbody>
</table>
### Financial Statements

<table>
<thead>
<tr>
<th></th>
<th>Previously Reported March 31, 2023</th>
<th>Adjustments</th>
<th>Restated March 31, 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>$1,005,427</td>
<td>$6,582</td>
<td>$1,012,009</td>
</tr>
<tr>
<td>Expense</td>
<td>959,029</td>
<td></td>
<td>959,029</td>
</tr>
<tr>
<td></td>
<td>46,398</td>
<td>6,582</td>
<td>52,980</td>
</tr>
<tr>
<td>Endowed Donations</td>
<td>17,107</td>
<td></td>
<td>17,107</td>
</tr>
<tr>
<td>Annual Surplus</td>
<td>63,505</td>
<td>6,582</td>
<td>70,087</td>
</tr>
<tr>
<td>Accumulated Surplus Beginning of Year</td>
<td>1,767,622</td>
<td>(32,213)</td>
<td>1,735,409</td>
</tr>
<tr>
<td><strong>Accumulated Surplus End of Year</strong></td>
<td><strong>$1,831,127</strong></td>
<td><strong>$25,631</strong></td>
<td><strong>$1,805,496</strong></td>
</tr>
</tbody>
</table>

Adjustments to revenue include an increase in tuition and related fees ($6,602), an increase in other income ($157) and a decrease in ancillary revenue ($177).

### 4. Cash and Cash Equivalents

<table>
<thead>
<tr>
<th></th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$100,128</td>
<td>$125,635</td>
</tr>
</tbody>
</table>

### 5. Accounts Receivable

<table>
<thead>
<tr>
<th></th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provincial Government</td>
<td>$35,642</td>
<td>$17,454</td>
</tr>
<tr>
<td>Investment Income</td>
<td>25,891</td>
<td>8,681</td>
</tr>
<tr>
<td>Business, Industry and Foundations</td>
<td>22,493</td>
<td>26,679</td>
</tr>
<tr>
<td>External Sales and Cost Recoveries</td>
<td>16,284</td>
<td>16,132</td>
</tr>
<tr>
<td>Federal Government</td>
<td>15,377</td>
<td>14,220</td>
</tr>
<tr>
<td>Students</td>
<td>11,935</td>
<td>9,585</td>
</tr>
<tr>
<td>Advances</td>
<td>990</td>
<td>3,390</td>
</tr>
<tr>
<td></td>
<td><strong>$128,612</strong></td>
<td><strong>$96,141</strong></td>
</tr>
</tbody>
</table>

### 6. Loan Receivable

The University has a loan agreement with UM Properties related to the development of the Southwood lands. The loan is for $33,210 and represents prepaid rent under a 140-year Master Head Lease of the Southwood lands to UM Properties.

The loan agreement is divided into an Infrastructure Construction Period and a Completion Period. An annual interest rate of 8.1% applies to the Infrastructure Construction Period, which commenced on June 30, 2023 and ends on the earlier of the achievement of certain pre-determined land development milestones, or June 30, 2027. An interest rate of the Royal Bank of Canada Prime Rate plus 2.5% applies to the Completion Period, which lasts for ten years beginning on the day immediately following the last day of the Infrastructure Construction Period. Interest is payable monthly in arrears during both periods. Interest not paid as it comes due is capitalized and added to the principal amount of the loan receivable.

The loan receivable is due in full and payable on the last day of the Completion Period.

The loan receivable is secured by a secured promissory note and a debenture for the 140-year leasehold interest of UM Properties in the Southwood lands, improvements comprising the Southwood lands, and to be the second registered security position, subject to any priority and postponement agreement entered into by the University and a third-party lender secured by UM Properties.
### 7. PORTFOLIO INVESTMENTS

Portfolio investments include both non-endowed and endowed investments. Non-endowed investments consist of funds received in advance for future expenditures as well as investments held for the University’s Long Term Disability Plan. Endowed investments consist of donations held in perpetuity.

<table>
<thead>
<tr>
<th></th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loan Receivable</td>
<td>$ 33,210</td>
<td>$ 33,210</td>
</tr>
<tr>
<td>Accrued Interest</td>
<td>4,900</td>
<td>1,992</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$ 38,110</td>
<td>$ 35,202</td>
</tr>
</tbody>
</table>

The composition of portfolio investments measured at fair value is as follows:

<table>
<thead>
<tr>
<th>Investments Held at Fair Value:</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Total</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Money Market Funds</td>
<td>$ 406,033</td>
<td>$</td>
<td>$</td>
<td>$ 406,033</td>
<td>$ 361,405</td>
<td>$</td>
<td>$</td>
<td>$ 361,405</td>
</tr>
<tr>
<td>Canadian Equities</td>
<td>3,353</td>
<td>3,353</td>
<td>2,503</td>
<td>672,911</td>
<td>2,503</td>
<td>2,503</td>
<td>591,352</td>
<td>1,614,969</td>
</tr>
<tr>
<td>Foreign Equities</td>
<td>263,525</td>
<td>263,525</td>
<td>227,444</td>
<td>672,911</td>
<td>227,444</td>
<td>227,444</td>
<td>591,352</td>
<td>1,614,969</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Investments Designated to Fair Value:</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Money Market Funds</td>
<td>4,283</td>
<td>4,283</td>
</tr>
<tr>
<td>Canadian Bonds and other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fixed Income Securities</td>
<td>94,154</td>
<td>74,050</td>
</tr>
<tr>
<td>Pooled Canadian Bond Fund</td>
<td>18,884</td>
<td>15,349</td>
</tr>
<tr>
<td>Pooled Foreign Bond Fund</td>
<td>21,439</td>
<td>19,101</td>
</tr>
<tr>
<td>Pooled Canadian Equities</td>
<td>283,181</td>
<td>250,397</td>
</tr>
<tr>
<td>Pooled Foreign Equities</td>
<td>184,507</td>
<td>163,771</td>
</tr>
<tr>
<td>Pooled Real Estate Fund</td>
<td>123,340</td>
<td>141,912</td>
</tr>
<tr>
<td>Pooled Mortgage Fund</td>
<td>1,561</td>
<td>8,196</td>
</tr>
<tr>
<td>Infrastructure Private Fund</td>
<td>130,823</td>
<td>109,982</td>
</tr>
<tr>
<td></td>
<td>731,349</td>
<td>676,965</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Investments Held at Amortized Cost:</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate Bonds</td>
<td>176,109</td>
<td>190,735</td>
</tr>
<tr>
<td>Preferred Shares</td>
<td>45,935</td>
<td>45,935</td>
</tr>
<tr>
<td></td>
<td>222,044</td>
<td>236,670</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$ 672,911</td>
<td>$ 591,352</td>
</tr>
</tbody>
</table>

The fair value of investments held at amortized cost is $216,304 (2023, $216,101).

During the years ended March 31, 2024 and March 31, 2023, there were no transfers of investments between levels 1, 2 or 3.
The changes in fair value of level 3 investments designated to fair value are as follows:

<table>
<thead>
<tr>
<th></th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance Beginning of Year</td>
<td>$109,982</td>
<td>$84,701</td>
</tr>
<tr>
<td>Purchases</td>
<td>11,060</td>
<td>11,583</td>
</tr>
<tr>
<td>Distributions Reinvested</td>
<td>3,809</td>
<td>5,077</td>
</tr>
<tr>
<td>Fees</td>
<td>(1,734)</td>
<td>(1,665)</td>
</tr>
<tr>
<td>Unrealized Gains (Losses)</td>
<td>7,706</td>
<td>10,286</td>
</tr>
<tr>
<td><strong>Balance End of Year</strong></td>
<td><strong>$130,823</strong></td>
<td><strong>$109,982</strong></td>
</tr>
</tbody>
</table>

8. INVESTMENT IN GOVERNMENT BUSINESS ENTERPRISE

In 2008, the University purchased approximately 120 acres of land from the Southwood Golf and Country Club (Southwood lands). The University is pursuing the development of the Southwood lands through UM Properties Limited Partnership (UM Properties) which was created in fiscal 2016-17.

UM Properties is responsible for the planning and development of the infrastructure and roadways of the Southwood lands. The University has granted a 140-year Master Head Lease to UM Properties for the Southwood lands. The lease is a prepaid lease and at fair value. UM Properties has subleased the lands back to the University for 140 years, less a day. UM Properties will negotiate site-specific subleases with developers/builders for the construction of residential and commercial buildings at which time the University intends to surrender its sublease on the site-specific parcels of land.

UM Properties has a sole general partner and a sole limited partner. UM Properties GP Inc. is the general partner and a wholly owned subsidiary of the University. UM Properties Trust (the Trust) is a legal trust and is the limited partner.

UM Properties Holdings Inc. (the Corporate Trustee) is a wholly-owned subsidiary of the University, and is the sole trustee of the Trust. Income will flow from the Partnership to the Trust. The Corporate Trustee is responsible to allocate the taxable income of the Trust in any given year. The University and the J.W. Dafoe Foundation are the beneficiaries of the Trust.

The Trust is taxable on any taxable income that is not allocated to the beneficiaries.

UM Properties is classified as a government business enterprise and accounted for by the modified equity basis utilizing the annual audited financial statements of UM Properties prepared as at December 31.

The continuity of the University's investment is as follows:

<table>
<thead>
<tr>
<th></th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment Beginning of the Year</td>
<td>$ (2,789)</td>
<td>$ (1,905)</td>
</tr>
<tr>
<td>Investment Loss on Government Business Enterprise</td>
<td>(1,589)</td>
<td>(884)</td>
</tr>
<tr>
<td><strong>Investment End of Year</strong></td>
<td><strong>$ (4,378)</strong></td>
<td><strong>$ (2,789)</strong></td>
</tr>
</tbody>
</table>

Condensed financial information of UM Properties is as follows:

<table>
<thead>
<tr>
<th></th>
<th>December 31, 2024</th>
<th>December 31, 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Statement of Financial Position:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assets</td>
<td>$ 40,061</td>
<td>$ 35,991</td>
</tr>
<tr>
<td>Liabilities</td>
<td>44,439</td>
<td>38,780</td>
</tr>
<tr>
<td><strong>Net Assets (Liabilities)</strong></td>
<td><strong>$ (4,378)</strong></td>
<td><strong>$ (2,789)</strong></td>
</tr>
<tr>
<td><strong>Statement of Operations:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenue</td>
<td>$ 37</td>
<td>$ 19</td>
</tr>
<tr>
<td>Expenses</td>
<td>1,626</td>
<td>903</td>
</tr>
<tr>
<td><strong>Annual Surplus (Deficit)</strong></td>
<td><strong>$ (1,589)</strong></td>
<td><strong>$ (884)</strong></td>
</tr>
</tbody>
</table>
### 9. ACCOUNTS PAYABLE

<table>
<thead>
<tr>
<th>Account</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade Accounts Payable</td>
<td>$63,693</td>
<td>$53,774</td>
</tr>
<tr>
<td>Accrued Vacation and Sick Leave</td>
<td>23,188</td>
<td>21,216</td>
</tr>
<tr>
<td>Grants Payable</td>
<td>18,785</td>
<td>12,817</td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>17,921</td>
<td>16,857</td>
</tr>
<tr>
<td>Other</td>
<td>2,145</td>
<td>2,348</td>
</tr>
<tr>
<td>Retirement Allowance</td>
<td>627</td>
<td>2,890</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$126,359</strong></td>
<td><strong>$109,902</strong></td>
</tr>
</tbody>
</table>

### 10. EMPLOYEE FUTURE BENEFITS

<table>
<thead>
<tr>
<th>Plan</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Pension Benefit Plans</td>
<td>$88,689</td>
<td>$86,157</td>
</tr>
<tr>
<td>1993 Pension Plan Liability (Asset)</td>
<td>(33,416)</td>
<td>(23,401)</td>
</tr>
<tr>
<td>Post-Retirement Adjustments</td>
<td>821</td>
<td>969</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$56,094</strong></td>
<td><strong>$63,725</strong></td>
</tr>
</tbody>
</table>

#### Accrued Benefit Obligations

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Actuarial Accrued Benefits</td>
<td>$1,339,915</td>
<td>$79,726</td>
<td>$808</td>
<td>$1,405,109</td>
<td>$77,148</td>
<td>$1,027</td>
</tr>
<tr>
<td>Interest Cost</td>
<td>93,857</td>
<td>4,201</td>
<td>39</td>
<td>(42,310)</td>
<td>4,027</td>
<td>49</td>
</tr>
<tr>
<td>Service Cost</td>
<td>9,709</td>
<td>9,709</td>
<td></td>
<td>7,641</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits Accrued</td>
<td>70,248</td>
<td></td>
<td></td>
<td>68,211</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits Paid</td>
<td>(102,192)</td>
<td>(10,531)</td>
<td>(157)</td>
<td>(102,791)</td>
<td>(9,823)</td>
<td>(191)</td>
</tr>
<tr>
<td>Annuity Purchase Premium</td>
<td>(1,057)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actuarial Gains (Losses)</td>
<td>7,717</td>
<td>(14)</td>
<td>(5)</td>
<td>40,607</td>
<td>733</td>
<td>(77)</td>
</tr>
<tr>
<td>Settlement</td>
<td>97</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prior Period Cost</td>
<td>776</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Change In Actuarial Assumption</td>
<td>883</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,410,050</td>
<td>$83,901</td>
<td>$685</td>
<td>$1,339,15</td>
<td>$79,726</td>
<td>$808</td>
</tr>
</tbody>
</table>

#### Actuarial Accrued Benefits

<table>
<thead>
<tr>
<th>End of Year</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,410,050</td>
<td>$83,901</td>
<td>$685</td>
</tr>
<tr>
<td>$1,339,15</td>
<td>$79,726</td>
<td>$808</td>
</tr>
</tbody>
</table>

#### Plan Assets

<table>
<thead>
<tr>
<th>Plan Assets</th>
<th>1993 Plan</th>
<th>2024</th>
<th>1993 Plan</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fair Value Beginning of Year</td>
<td>$1,326,094</td>
<td>$</td>
<td>$1,451,691</td>
<td>$</td>
</tr>
<tr>
<td>Actual Return on Plan Assets</td>
<td>114,779</td>
<td>(90,741)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employer Contributions</td>
<td>39,611</td>
<td>36,342</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Contributions</td>
<td>31,848</td>
<td>30,901</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transfers From (to) Other Plans</td>
<td>425</td>
<td>692</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annuity Purchase Premium</td>
<td>(1,057)</td>
<td>(102,791)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits Paid</td>
<td>(102,192)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Fair Value End of Year</strong></td>
<td>$1,409,508</td>
<td>$</td>
<td>$1,326,094</td>
<td>$</td>
</tr>
</tbody>
</table>
## Plan Assets Measured at Fair Value Consist of:

<table>
<thead>
<tr>
<th>Description</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foreign Equities</td>
<td>$549,512</td>
<td>$498,107</td>
</tr>
<tr>
<td>Canadian Equities</td>
<td>253,081</td>
<td>236,417</td>
</tr>
<tr>
<td>Real Estate</td>
<td>152,098</td>
<td>157,874</td>
</tr>
<tr>
<td>Infrastructure</td>
<td>151,938</td>
<td>76,766</td>
</tr>
<tr>
<td>Mortgages</td>
<td>140,303</td>
<td>135,998</td>
</tr>
<tr>
<td>Bonds and Debentures</td>
<td>129,080</td>
<td>115,574</td>
</tr>
<tr>
<td>Cash and Other</td>
<td>33,496</td>
<td>105,358</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,409,508</strong></td>
<td><strong>$1,326,094</strong></td>
</tr>
</tbody>
</table>

## Accrued Benefit Liability (Asset)

<table>
<thead>
<tr>
<th>Description</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan Surplus (Deficit)</td>
<td>$542</td>
<td>$13,821</td>
</tr>
<tr>
<td>Contributed During Fiscal Year in Excess of Calendar Year</td>
<td>(10,264)</td>
<td>(9,358)</td>
</tr>
<tr>
<td>Unamortized Actuarial Gains (Losses)</td>
<td>(23,694)</td>
<td>(27,864)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>(33,416)</strong></td>
<td><strong>(79,726)</strong></td>
</tr>
</tbody>
</table>

## Net Benefit Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Service Cost</td>
<td>$37,975</td>
<td>$36,618</td>
</tr>
<tr>
<td>Employee Contributions</td>
<td>(4,343)</td>
<td>(3,771)</td>
</tr>
<tr>
<td>Interest Costs</td>
<td>73,405</td>
<td>66,456</td>
</tr>
<tr>
<td>Expected Return on Plan Assets</td>
<td>83,244</td>
<td>(78,885)</td>
</tr>
<tr>
<td>Prior Period Cost</td>
<td>776</td>
<td>4,027</td>
</tr>
<tr>
<td>Amortization of Actuarial (Gains) Losses</td>
<td>1,687</td>
<td>(5,587)</td>
</tr>
<tr>
<td>Settlement (Gain) Loss</td>
<td>(97)</td>
<td>(896)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$30,502</strong></td>
<td><strong>$18,602</strong></td>
</tr>
</tbody>
</table>

## Reconciliation of Unamortized Gains (Losses)

<table>
<thead>
<tr>
<th>Description</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Unamortized Gains (Losses)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beginning of Year</td>
<td>(27,864)</td>
<td>(27,864)</td>
</tr>
<tr>
<td>New Net Gain(Loss) Current Year</td>
<td>2,483</td>
<td>72,556</td>
</tr>
<tr>
<td>Amortization of Actuarial (Gains) Losses</td>
<td>1,687</td>
<td>(5,587)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>(23,694)</td>
<td>(23,694)</td>
</tr>
</tbody>
</table>

## Significant Actuarial Assumptions

<table>
<thead>
<tr>
<th>Description</th>
<th>2024</th>
<th>2023</th>
<th>2024</th>
<th>2023</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discount rate</td>
<td>5.5%</td>
<td>5.3%</td>
<td>5.3%</td>
<td>5.3%</td>
<td>5.3%</td>
<td>5.3%</td>
</tr>
<tr>
<td>Expected rate of return on assets</td>
<td>6.3%</td>
<td>n/a</td>
<td>n/a</td>
<td>6.4%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Actual return on assets</td>
<td>8.7%</td>
<td>n/a</td>
<td>n/a</td>
<td>-6.3%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
</tbody>
</table>
Rate of general salary increase:

<table>
<thead>
<tr>
<th>Year</th>
<th>Initial Rate</th>
<th>Ultimate Rate</th>
<th>Year Ultimate Rate Reached</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>1.25% – 2.25%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>2024</td>
<td>1.50% – 2.50%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>2025</td>
<td>1.75% – 2.50%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Thereafter</td>
<td>2.50%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
</tbody>
</table>

Mortality: Canadian Pensioners' Morality 2014 Public Sector Table, with age-related adjustments. Projected generationally from 2014 using Scale CPM-B.

Health Care Cost Trend Rates:

<table>
<thead>
<tr>
<th>Rate Type</th>
<th>Initial Rate</th>
<th>Ultimate Rate</th>
<th>Year Ultimate Rate Reached</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial Rate</td>
<td>n/a</td>
<td>5.8%</td>
<td>n/a</td>
</tr>
<tr>
<td>Ultimate Rate</td>
<td>n/a</td>
<td>4.0%</td>
<td>n/a</td>
</tr>
<tr>
<td>Year Ultimate Rate Reached</td>
<td>n/a</td>
<td>2040</td>
<td>n/a</td>
</tr>
</tbody>
</table>

Dental Care Trend Rates:

<table>
<thead>
<tr>
<th>Rate Type</th>
<th>Initial Rate</th>
<th>Ultimate Rate</th>
<th>Year Ultimate Rate Reached</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial Rate</td>
<td>n/a</td>
<td>5.0%</td>
<td>n/a</td>
</tr>
<tr>
<td>Ultimate Rate</td>
<td>n/a</td>
<td>4.0%</td>
<td>n/a</td>
</tr>
<tr>
<td>Year Ultimate Rate Reached</td>
<td>n/a</td>
<td>2026</td>
<td>n/a</td>
</tr>
</tbody>
</table>

Estimated Average Remaining Service Life (Years)

<table>
<thead>
<tr>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>10.00</td>
</tr>
<tr>
<td>9.00</td>
</tr>
<tr>
<td>6.00</td>
</tr>
<tr>
<td>9.00</td>
</tr>
<tr>
<td>9.00</td>
</tr>
<tr>
<td>6.00</td>
</tr>
</tbody>
</table>

PENSION PLANS

The University is the sponsor of two pension plans, The University of Manitoba GFT Pension Plan (1986 Plan) and The University of Manitoba Pension Plan (1993 Plan). The University has separate Pension Committees to act as Plan Administrator for each of the 1986 and 1993 Plans. Both Pension Plans issue their own financial statements, none of which forms part of the University’s financial statements.

1986 PLAN

The 1986 Plan is a money purchase plan; thus, the University has no pension liability as pension obligation equals plan assets. The University recorded contributions of $2,810 (2023, $2,784) and this is included in the Statement of Operations as an expense.

1993 PLAN

The University of Manitoba Pension Plan (1993 Plan) is a money purchase plan with a defined benefit minimum. The following is a summary of the Plan.

Staff members of the University, other than those eligible for membership in the University of Manitoba GFT Pension Plan (1986 Plan), are eligible for membership in the University of Manitoba Pension Plan (1993 Plan). The 1993 Plan members contributed at the rate of 9.0% of salary less an adjustment for the Canada Pension Plan during the year. The University matches these contributions. If an actuarial valuation reveals a deficiency in the fund, The Pension Benefits Act of the Province of Manitoba requires that the University make additional contributions to fund the deficiency.

The Plan provides for full and immediate vesting on termination of employment, subject to the provisions of The Pension Benefits Act of the Province of Manitoba.

At retirement, the 1993 Plan provides that the Member's Contribution Account and University Contribution Account are applied to establish retirement income, known as a plan annuity. This annuity is determined using a pension factor established by the actuary and is paid from the 1993 Plan. The 1993 Plan provides that if the defined benefit pension based on a formula involving the member's years of service and highest average earnings exceeds the plan annuity, the difference (known as a supplementary pension) is paid from the 1993 Plan.
The Plan provides for retirement benefits paid from the 1993 Plan to be increased using an excess interest approach, provided such increase can be afforded by the 1993 Plan as confirmed by the actuary.

At the December 31, 2022 valuation of the 1993 Plan, there were 5,043 active member accounts with an average salary weighted age of 52.0 for academic staff and 46.6 for support staff, and 2,172 annuitants and other recipients.

The actuarial method used to value the liabilities is the projected unit credit method, prorated on services. An actuarial valuation for accounting purposes was prepared by a firm of consulting actuaries as at December 31, 2022 and extrapolated to December 31, 2023.

The University uses a December 31 measurement date for reporting plan assets and obligations.

The contribution made by employees for fiscal 2023-24 was $31,848 (2023, $30,901). The employer contribution made by the University for fiscal 2023-24 was $39,611 (2023, $36,342). It included $8,415 (2023, $5,532) in additional contributions as advised by the Manitoba Pension Commission with respect to current service costs in excess of matching contribution of active members and the University.

**NON-PENSION BENEFITS**

The University provides health, dental and group life benefits to employees who retired prior to July 1, 2004 on a non-contributory basis. The group life benefits are indexed post-retirement. For eligible employees retiring on or after July 1, 2004, no group life benefit is available, and retired employees share in the cost of the health and dental benefits. The long-term disability income benefit is provided on a contributory basis. An actuarial valuation of these benefits was prepared March 31, 2022 and extrapolated to March 31, 2024. The internally designated plan assets are included in the total Portfolio Investments (Note 7) and reflect contributions made by employees and the University, which have been designated for non-pension benefits.

**POST-RETIREMENT ADJUSTMENTS**

The University provides post-retirement pension benefits to specifically entitled employees who retired prior to 1993. The adjustments for a year are determined as the lesser of the amounts that can be provided by a weighted average percentage salary increase at the University or the excess interest approach provided under the 1993 Plan. One hundred percent of the adjustments are paid by the University. An actuarial valuation of this benefit was prepared for March 31, 2024.

**11. DEFERRED REVENUE**

Deferred revenue represents operating-related revenue from transactions with performance obligations that have not been satisfied and spent externally restricted non-government grants, non-endowed donations, investment income, and deferred rental fees associated with the lease of the Southwood lands to UM Properties. Deferred operating-related revenue, which is comprised primarily of tuition and related fees, is recurring in nature.

**Deferred revenue by type, end of year:**

<table>
<thead>
<tr>
<th>Type</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment Income</td>
<td>$186,366</td>
<td>$176,909</td>
</tr>
<tr>
<td>Non-Endowed Donations</td>
<td>117,671</td>
<td>123,969</td>
</tr>
<tr>
<td>Non-Government Grants</td>
<td>61,127</td>
<td>51,711</td>
</tr>
<tr>
<td>Federal and Other Government Grants</td>
<td>59,296</td>
<td>59,665</td>
</tr>
<tr>
<td>Tuition and Related Fees</td>
<td>49,883</td>
<td>47,878</td>
</tr>
<tr>
<td>Sale of Goods and Services</td>
<td>33,190</td>
<td>35,843</td>
</tr>
<tr>
<td>Ancillary Services</td>
<td>1,447</td>
<td>1,374</td>
</tr>
<tr>
<td>Other Income</td>
<td>680</td>
<td>630</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$509,660</td>
<td>$497,979</td>
</tr>
</tbody>
</table>
Deferred revenue by source, end of year:

<table>
<thead>
<tr>
<th></th>
<th>Operating Activities</th>
<th>Research Activities</th>
<th>Capital Activities</th>
<th>Special Purpose &amp; Trust Activities</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2024</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment Income</td>
<td>$</td>
<td>$ 1,842</td>
<td>$ 3,301</td>
<td>$ 181,223</td>
<td>$ 186,366</td>
</tr>
<tr>
<td>Donors</td>
<td>614</td>
<td>11,347</td>
<td>105,711</td>
<td></td>
<td>117,672</td>
</tr>
<tr>
<td>Grants from Foundations, Associations, and Industry Partners</td>
<td>36</td>
<td>61,052</td>
<td>39</td>
<td></td>
<td>61,127</td>
</tr>
<tr>
<td>Government of Canada</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Students</td>
<td>50,710</td>
<td></td>
<td>50</td>
<td></td>
<td>50,710</td>
</tr>
<tr>
<td>UM Properties</td>
<td></td>
<td></td>
<td>29,336</td>
<td></td>
<td>29,336</td>
</tr>
<tr>
<td>Other</td>
<td>5,153</td>
<td></td>
<td></td>
<td></td>
<td>5,153</td>
</tr>
<tr>
<td><strong>Deferred Revenue End of Year</strong></td>
<td><strong>$ 55,899</strong></td>
<td><strong>$ 63,508</strong></td>
<td><strong>$ 103,319</strong></td>
<td><strong>$ 286,934</strong></td>
<td><strong>$ 509,660</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Operating Activities</th>
<th>Research Activities</th>
<th>Capital Activities</th>
<th>Special Purpose &amp; Trust Activities</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment Income</td>
<td>$</td>
<td>$ 877</td>
<td>$ 4,413</td>
<td>$ 171,618</td>
<td>$ 176,908</td>
</tr>
<tr>
<td>Donors</td>
<td>382</td>
<td>18,322</td>
<td>105,265</td>
<td></td>
<td>123,969</td>
</tr>
<tr>
<td>Grants from Foundations, Associations, and Industry Partners</td>
<td>36</td>
<td>51,069</td>
<td>50</td>
<td></td>
<td>51,173</td>
</tr>
<tr>
<td>Government of Canada</td>
<td></td>
<td></td>
<td>59,665</td>
<td></td>
<td>59,665</td>
</tr>
<tr>
<td>Students</td>
<td>48,728</td>
<td></td>
<td></td>
<td></td>
<td>48,728</td>
</tr>
<tr>
<td>UM Properties</td>
<td></td>
<td></td>
<td>31,550</td>
<td></td>
<td>31,550</td>
</tr>
<tr>
<td>Other</td>
<td>5,446</td>
<td></td>
<td></td>
<td></td>
<td>5,446</td>
</tr>
<tr>
<td><strong>Deferred Revenue End of Year</strong></td>
<td><strong>$ 54,210</strong></td>
<td><strong>$ 52,328</strong></td>
<td><strong>$ 114,000</strong></td>
<td><strong>$ 277,441</strong></td>
<td><strong>$ 497,979</strong></td>
</tr>
</tbody>
</table>

Changes to deferred revenue:

<table>
<thead>
<tr>
<th></th>
<th>Operating Activities</th>
<th>Research Activities</th>
<th>Capital Activities</th>
<th>Special Purpose &amp; Trust Activities</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2024</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deferred Revenue Beginning of Year</td>
<td>$ 54,210</td>
<td>$ 52,328</td>
<td>$ 114,000</td>
<td>$ 277,441</td>
<td>$ 497,979</td>
</tr>
<tr>
<td>Revenue Received</td>
<td>331,615</td>
<td>77,653</td>
<td>14,852</td>
<td>60,237</td>
<td>484,357</td>
</tr>
<tr>
<td>Recognized as Revenue</td>
<td>(329,926)</td>
<td>(66,473)</td>
<td>(25,533)</td>
<td>(50,744)</td>
<td>(472,676)</td>
</tr>
<tr>
<td><strong>Deferred Revenue End of Year</strong></td>
<td><strong>$ 55,899</strong></td>
<td><strong>$ 63,508</strong></td>
<td><strong>$ 103,319</strong></td>
<td><strong>$ 286,934</strong></td>
<td><strong>$ 509,660</strong></td>
</tr>
</tbody>
</table>

Continued on page 50…
Deferred Revenue Beginning of Year $ 57,847 $ 54,667 $ 18,940 $ 273,230 $ 404,684
Revenue Received 311,043 57,371 103,044 53,011 524,469
Recognized as Revenue (314,680) (59,710) (7,984) (48,800) (431,174)
Deferred Revenue End of Year $ 54,210 $ 52,328 $ 114,000 $ 277,441 $ 497,979

12. CAPITAL LEASE OBLIGATION

Minimum lease payments, which include principal and interest under the capital lease obligation, are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>2025</th>
<th>2026</th>
<th>Total Minimum Lease Payments</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td></td>
<td>$</td>
</tr>
<tr>
<td>2025</td>
<td></td>
<td></td>
<td>63</td>
</tr>
<tr>
<td>2026</td>
<td></td>
<td></td>
<td>62</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td>125</td>
</tr>
</tbody>
</table>

13. DEBT

<table>
<thead>
<tr>
<th>Province of Manitoba:</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promissory Note, 5.23% due March 1, 2035</td>
<td>$ 41,410</td>
<td>$ 44,126</td>
</tr>
<tr>
<td>Promissory Note, 5.55% due April 1, 2036</td>
<td>45,164</td>
<td>47,718</td>
</tr>
<tr>
<td>Promissory Note, 3.75% due September 30, 2039</td>
<td>18,110</td>
<td>18,956</td>
</tr>
<tr>
<td>Promissory Note, 5.35% due February 1, 2040</td>
<td>22,226</td>
<td>23,089</td>
</tr>
<tr>
<td></td>
<td>126,910</td>
<td>133,889</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Province of Manitoba – Grant Funded¹:</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promissory Note, 2.50%, due March 31, 2032</td>
<td>2,808</td>
<td>3,159</td>
</tr>
<tr>
<td>Promissory Note, 4.525%, due October 31, 2032</td>
<td>221</td>
<td>247</td>
</tr>
<tr>
<td>Promissory Note, 5.05%, due September 30, 2033</td>
<td>2,385</td>
<td></td>
</tr>
<tr>
<td>Promissory Note, 5.70% due February 1, 2049</td>
<td>4,186</td>
<td>4,354</td>
</tr>
<tr>
<td>Promissory Note, 5.45% due December 1, 2049</td>
<td>5,457</td>
<td>5,552</td>
</tr>
<tr>
<td>Promissory Note, 4.10% due July 30, 2050</td>
<td>20,654</td>
<td>21,438</td>
</tr>
<tr>
<td>Promissory Note, 4.10% due July 30, 2050</td>
<td>3,269</td>
<td>3,394</td>
</tr>
<tr>
<td>Promissory Note, 4.10% due July 30, 2050</td>
<td>8,677</td>
<td>9,007</td>
</tr>
<tr>
<td>Promissory Note, 4.85% due November 30, 2050</td>
<td>5,210</td>
<td>5,405</td>
</tr>
<tr>
<td>Promissory Note, 4.90% due December 31, 2050</td>
<td>1,692</td>
<td>1,755</td>
</tr>
<tr>
<td>Promissory Note, 3.85% due February 29, 2052</td>
<td>3,429</td>
<td>3,552</td>
</tr>
<tr>
<td>Promissory Note, 3.85% due February 29, 2052</td>
<td>2,583</td>
<td>2,676</td>
</tr>
<tr>
<td>Promissory Note, 4.65% due September 30, 2052</td>
<td>18,486</td>
<td>18,790</td>
</tr>
<tr>
<td>Promissory Note, 3.85% due January 31, 2053</td>
<td>8,367</td>
<td>8,657</td>
</tr>
<tr>
<td>Promissory Note, 4.00% due March 31, 2053</td>
<td>2,538</td>
<td>2,625</td>
</tr>
<tr>
<td>Promissory Note, 4.625% due December 31, 2053</td>
<td>2,406</td>
<td>2,487</td>
</tr>
<tr>
<td>Promissory Note, 4.375% due March 31, 2054</td>
<td>4,591</td>
<td>4,744</td>
</tr>
</tbody>
</table>

¹ The University receives funding from the Province of Manitoba for the construction or acquisition of tangible capital assets which is included in Debt. The monthly interest and principal repayments are to be funded by future grants provided by the Province of Manitoba.
Promissory Note, 4.375% due March 31, 2054 4,887 5,049
Promissory Note, 4.125% due August 31, 2054 1,274 1,316
Promissory Note, 3.75% due December 31, 2054 5,304 5,477
Promissory Note, 4.00% due November 30, 2055 1,665 1,717
Promissory Note, 3.875% due February 29, 2056 6,782 6,995
Promissory Note, 3.90% due March 31, 2056 4,651 4,796
Promissory Note, 4.00% due April 30, 2056 16,042 16,542
Promissory Note, 4.00% due October 31, 2056 1,089 1,123
Promissory Note, 3.50% due March 31, 2059 7,875 8,100
Promissory Note, 3.25% due July 31, 2059 3,533 3,633
Promissory Note, 3.25%, due November 30, 2061 3,955 4,060
Promissory Note, 4.65%, due December 31, 2062 4,069 4,174
Promissory Note, 5.30% due September 30, 2063 12,450
Promissory Note, 5.00%, due March 31, 2064 3,155
Promissory Note, 5.00%, due March 31, 2064 750
Promissory Note, 5.00%, due March 31, 2064 1,500

175,940 160,824

Term Loans (with floating interest rates based on Bankers’ Acceptance rates plus stamping fees):
Royal Bank of Canada, due April 1, 2024 5,178 6,151
Royal Bank of Canada, due April 5, 2024 5,395 5,733
Royal Bank of Canada, due April 15, 2024 3,497 3,864

14,070 15,748

$ 316,920 $ 310,461

In 2023, the effective interest rate on each of the term loans was the fixed interest rate based on an interest rate swap agreement plus a stamping fee. In 2024, the terms loans are Bankers’ Acceptances only, as the interest rate swap agreement for each term loan was discharged on March 26, 2024 (Note 14).

Interest expense on debt was $14,470 (2023, $14,578), included in the Statement of Operations under Facilities. Principal repayments, made monthly, on debt payable over the next five years are as follows:

<table>
<thead>
<tr>
<th>Province of Manitoba</th>
<th>Province of Manitoba – Grant Funded</th>
<th>Term Loans</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2025</td>
<td>$ 7,349</td>
<td>$ 5,845</td>
<td>$ 14,070</td>
</tr>
<tr>
<td>2026</td>
<td>7,740</td>
<td>5,865</td>
<td>13,605</td>
</tr>
<tr>
<td>2027</td>
<td>8,151</td>
<td>5,887</td>
<td>14,038</td>
</tr>
<tr>
<td>2028</td>
<td>8,584</td>
<td>5,910</td>
<td>14,494</td>
</tr>
<tr>
<td>2029</td>
<td>9,041</td>
<td>5,933</td>
<td>14,974</td>
</tr>
<tr>
<td>Thereafter</td>
<td>86,045</td>
<td>146,500</td>
<td>232,545</td>
</tr>
</tbody>
</table>

$ 126,910 $ 175,940 $ 14,070 $ 316,920

1 The University receives funding from the Province of Manitoba for the construction or acquisition of tangible capital assets which is included in Debt. The monthly interest and principal repayments are to be funded by future grants provided by the Province of Manitoba.
14. DERIVATIVES

<table>
<thead>
<tr>
<th>Financial Statement Item</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fair Value of Financial Derivatives Beginning of Year</td>
<td>$815</td>
<td>$1,616</td>
</tr>
<tr>
<td>Unrealized (Gains) Losses</td>
<td>(468)</td>
<td>(801)</td>
</tr>
<tr>
<td>Discharge Payment</td>
<td>(347)</td>
<td></td>
</tr>
<tr>
<td>Fair Value of Financial Derivatives End of Year</td>
<td>$815</td>
<td>$1,616</td>
</tr>
</tbody>
</table>

Financial Derivatives are classified as Level 3.

DERIVATIVE FINANCIAL LIABILITIES

On March 26, 2024, the University discharged the interest rate swap agreements for three term loans by paying the mark to market derivative liability for each loan. On March 31, 2024 the Bankers’ Acceptance for each loan was outstanding, and the full amount was to be repaid in April 2024 on the maturity date for each maturing Bankers’ Acceptance. The outstanding Bankers’ Acceptance and the mark to market payment for each term loan is as follows:

- The term loan for $5,178 (2023, $6,151) is due April 1, 2024, in full, and the mark to market payment related to the discharged interest rate swap was $164.
- The term loan for $5,395 (2023, $5,733) is due April 5, 2024, in full, and the mark to market payment related to the discharged interest rate swap was $161.
- The term loan for $3,497 (2023, $3,864) is due April 15, 2024, in full, and the mark to market payment related to the discharged interest rate swap was $22.

15. ASSET RETIREMENT OBLIGATIONS

The University’s asset retirement obligations represent management’s best estimate of the present value of the costs that are expected to be incurred for the remediation of asbestos present in some of the University’s buildings.

The presence of asbestos is not a current health hazard, and there is no requirement to remove asbestos in these buildings as long as the asbestos is contained and does not pose a public health risk. According to the Canadian Centre of Occupational Health and Safety (CCOHS), there are no significant health risks if the materials containing asbestos in your home or place of work are:

- Tightly bound in the original product, and it is in good condition.
- Sealed behind walls and floorboards.
- Isolated in an attic.
- Left undisturbed.

The University assesses spaces for the presence of asbestos prior to any construction or renovation taking place. If any asbestos present would be disturbed due to these activities, it is appropriately abated through the University’s Asbestos Management Program in a manner that is compliant with relevant legislation and regulations. Remediation activities also occur upon the disposal of a building.

At March 31, 2024, estimated undiscounted asset retirement obligations were $372,969 (2023, $380,194). The University used a discount rate of 5.21% (2023, 4.65%) to calculate the present value of the asset retirement obligations, which represented the University’s cost to borrow from the Province of Manitoba over a similar period of time.
### 16. TANGIBLE CAPITAL ASSETS

<table>
<thead>
<tr>
<th>Cost</th>
<th>Balance at March 31, 2023</th>
<th>Additions</th>
<th>Change in Asset Retirement Obligations Estimate</th>
<th>Balance at March 31, 2024</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buildings and Major Renovations</td>
<td>$1,565,515</td>
<td>$37,050</td>
<td>$(15,203)</td>
<td>$1,586,089</td>
</tr>
<tr>
<td>Furniture and Equipment</td>
<td>344,521</td>
<td>15,678</td>
<td>$(7,375)</td>
<td>352,824</td>
</tr>
<tr>
<td>Computer Hardware</td>
<td>103,116</td>
<td>5,665</td>
<td>$(14,440)</td>
<td>94,341</td>
</tr>
<tr>
<td>Construction in Progress</td>
<td>47,074</td>
<td>21,988</td>
<td></td>
<td>69,062</td>
</tr>
<tr>
<td>Land</td>
<td>29,975</td>
<td>59</td>
<td></td>
<td>30,034</td>
</tr>
<tr>
<td>Parking Lots and Roads</td>
<td>27,691</td>
<td>1,212</td>
<td></td>
<td>28,903</td>
</tr>
<tr>
<td>Vehicles</td>
<td>11,532</td>
<td>2,135</td>
<td>$(571)</td>
<td>13,096</td>
</tr>
<tr>
<td>Assets Under Capital Lease</td>
<td>188</td>
<td></td>
<td></td>
<td>188</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$2,129,612</strong></td>
<td><strong>$83,787</strong></td>
<td><strong>$(15,203)</strong></td>
<td><strong>$2,174,537</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Accumulated Amortization</th>
<th>Balance at March 31, 2023</th>
<th>Additions</th>
<th>Change in Asset Retirement Obligations Estimate</th>
<th>Balance at March 31, 2024</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buildings and Major Renovations</td>
<td>$505,136</td>
<td>$32,990</td>
<td>$(519)</td>
<td>$537,607</td>
</tr>
<tr>
<td>Furniture and Equipment</td>
<td>278,871</td>
<td>13,242</td>
<td>$(7,375)</td>
<td>284,738</td>
</tr>
<tr>
<td>Computer Hardware</td>
<td>96,624</td>
<td>3,736</td>
<td>$(14,440)</td>
<td>85,920</td>
</tr>
<tr>
<td>Construction in Progress</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Land</td>
<td>8,689</td>
<td>1,543</td>
<td></td>
<td>10,232</td>
</tr>
<tr>
<td>Parking Lots and Roads</td>
<td>9,805</td>
<td>789</td>
<td>$(571)</td>
<td>10,023</td>
</tr>
<tr>
<td>Vehicles</td>
<td>9</td>
<td>19</td>
<td></td>
<td>28</td>
</tr>
<tr>
<td>Assets Under Capital Lease</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$899,134</strong></td>
<td><strong>$52,319</strong></td>
<td><strong>$(22,905)</strong></td>
<td><strong>$928,548</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Book Value</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buildings and Major Renovations</td>
<td>$1,048,482</td>
<td>$1,060,379</td>
</tr>
<tr>
<td>Furniture and Equipment</td>
<td>69,062</td>
<td>65,650</td>
</tr>
<tr>
<td>Computer Hardware</td>
<td>68,086</td>
<td>47,074</td>
</tr>
<tr>
<td>Construction in Progress</td>
<td>30,034</td>
<td>29,975</td>
</tr>
<tr>
<td>Land</td>
<td>18,671</td>
<td>19,002</td>
</tr>
<tr>
<td>Parking Lots and Roads</td>
<td>8,421</td>
<td>6,492</td>
</tr>
<tr>
<td>Vehicles</td>
<td>3,073</td>
<td>1,727</td>
</tr>
<tr>
<td>Assets Under Capital Lease</td>
<td>160</td>
<td>179</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,245,989</strong></td>
<td><strong>$1,230,478</strong></td>
</tr>
</tbody>
</table>
17. RISK EXPOSURE AND MANAGEMENT

The University uses a disciplined, fundamental approach in its investment selection and management, which consists of an intensive and ongoing research process of investment opportunities across a broad range of investment vehicles of various types of issuers (government, corporate or financial). As a result, the University is exposed to various types of risks that are associated with its investment strategies, financial instruments and markets in which it invests. The University, through the work of its investment committees and Treasury Office, has an investment policy statement in place governing asset mix, permitted investments, diversification, and minimum credit quality. The most important risks relate to market risk, other price risk, interest rate risk, foreign currency risk, credit risk and liquidity risk. These risks and the related risk management practices employed by the University are detailed below.

OTHER PRICE RISK

Other price risk represents the potential loss that can be caused by a change in the fair value of a financial instrument. The University's investments are subject to normal market fluctuations and the risks inherent in investment in the capital markets. Investments held to meet short term obligations focus on credit quality and liquidity to minimize the effect of other price risk on fair value. The majority of investments which are held for the long term within endowments are equities, bonds, infrastructure, segregated funds and pooled funds, and are subject to other price risk given their nature and the long-term holding periods. Other price risk is managed through diversification provided by an endowment asset allocation strategy, which emphasizes the importance of managing other price risk by maintaining appropriate levels of risk required to achieve consistent long term returns that meet the investment objectives of the endowments.

INTEREST RATE RISK

Interest rate risk arises from the possibility that changes in interest rates will affect future cash flows or fair values of financial instruments. The University is subjected to this risk when it invests in interest-bearing financial instruments, or when it borrows funds using derivative financial instruments. Both investments and financial derivatives are exposed to the risk that their fair value will fluctuate due to changes in the prevailing levels of market interest rates.

The tables below summarize the University's exposure to interest rate risk related to financial instruments categorized by maturity dates.

**INTEREST RATE EXPOSURE AS AT MARCH 31, 2024**

<table>
<thead>
<tr>
<th></th>
<th>Less than 90 days</th>
<th>90 days to 1 year</th>
<th>1 year to 5 years</th>
<th>5 years to 10 years</th>
<th>Greater than 10 years</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash Equivalents and Investments</td>
<td>30.0%</td>
<td>41.1%</td>
<td>15.6%</td>
<td>10.9%</td>
<td>2.4%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Financial Derivatives</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**INTEREST RATE EXPOSURE AS AT MARCH 31, 2023**

<table>
<thead>
<tr>
<th></th>
<th>Less than 90 days</th>
<th>90 days to 1 year</th>
<th>1 year to 5 years</th>
<th>5 years to 10 years</th>
<th>Greater than 10 years</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash Equivalents and Investments</td>
<td>19.4%</td>
<td>31.2%</td>
<td>36.5%</td>
<td>10.6%</td>
<td>2.3%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Financial Derivatives</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**2024**

<table>
<thead>
<tr>
<th></th>
<th>Interest Bearing Instruments</th>
<th>Non-Interest Bearing Instruments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash Equivalents and Investments</td>
<td>$707,609</td>
<td>$1,049,518</td>
</tr>
<tr>
<td>Financial Derivatives</td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

**2023**

<table>
<thead>
<tr>
<th></th>
<th>Interest Bearing Instruments</th>
<th>Non-Interest Bearing Instruments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash Equivalents and Investments</td>
<td>$661,872</td>
<td>$953,097</td>
</tr>
<tr>
<td>Financial Derivatives</td>
<td>$815</td>
<td>$</td>
</tr>
</tbody>
</table>
As at March 31, 2024, a 0.5% fluctuation in interest rates, with all other variables held constant, would have an estimated impact as follows:

<table>
<thead>
<tr>
<th></th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fair Value of Fixed Income Instruments</td>
<td>$6,521</td>
<td>$7,176</td>
</tr>
<tr>
<td>Interest Rate Swaps</td>
<td>$343</td>
<td>$343</td>
</tr>
<tr>
<td>Net Investment Income</td>
<td>$4,152</td>
<td>$3,841</td>
</tr>
</tbody>
</table>

FOREIGN CURRENCY RISK

The University has cash and cash equivalents, receivables and payables denominated in foreign currencies and holds investments in foreign currency infrastructure and equity markets. The income from these investments is used to meet financial liabilities denominated in Canadian dollars. The University does not actively manage foreign exchange risk.

The University's exposure in cash and investments to foreign currencies is shown below:

<table>
<thead>
<tr>
<th></th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canadian Dollar</td>
<td>$1,207,713</td>
<td>$1,175,614</td>
</tr>
<tr>
<td>U.S. Dollar</td>
<td>484,748</td>
<td>415,899</td>
</tr>
<tr>
<td>Other</td>
<td>164,794</td>
<td>149,091</td>
</tr>
<tr>
<td></td>
<td>$1,857,255</td>
<td>$1,740,604</td>
</tr>
</tbody>
</table>

As at March 31, 2024, an appreciation of 10% in the Canadian dollar versus foreign currencies exchange rates would decrease investments and net remeasurement gains by approximately $64,954 (2023, $56,499), while a depreciation of 10% would increase investments and net remeasurement gains by approximately $64,954 (2023, $56,499).

CREDIT RISK

Credit risk represents the potential loss that the University would incur if its counterparties failed to perform in accordance with the terms of their obligations. The University invests in financial assets that have an investment grade as rated primarily by DBRS. Should DBRS not rate an issuer, the University may use Standard & Poor's, followed by the Moody's equivalent. Ratings for securities which subject the University to credit risk are noted below:

<table>
<thead>
<tr>
<th></th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>R-1 High</td>
<td>$335,602</td>
<td>$294,238</td>
</tr>
<tr>
<td>AAA</td>
<td>43,717</td>
<td>37,477</td>
</tr>
<tr>
<td>AA</td>
<td>229,936</td>
<td>236,724</td>
</tr>
<tr>
<td>A</td>
<td>2,844</td>
<td>4,453</td>
</tr>
<tr>
<td>BBB</td>
<td>10,510</td>
<td>8,514</td>
</tr>
<tr>
<td>BB</td>
<td>9,548</td>
<td>6,313</td>
</tr>
<tr>
<td>B</td>
<td>4,965</td>
<td>3,576</td>
</tr>
<tr>
<td>C</td>
<td>1,936</td>
<td>1,756</td>
</tr>
<tr>
<td>Not Rated</td>
<td>68,551</td>
<td>68,821</td>
</tr>
<tr>
<td></td>
<td>$707,609</td>
<td>$661,872</td>
</tr>
</tbody>
</table>

The University manages credit risk related to fixed income investments by focusing on high credit quality. Cash and cash equivalents are held in Canadian Chartered banks and Manitoba credit unions.

The University also has credit risk related to accounts receivable. A significant portion of the University's accounts receivable is from the federal and provincial governments, not-for-profit organizations, corporations, the U.S. government, and other universities. The University also has accounts receivable from students and staff. The University manages these accounts proactively and has leverage to stop further enrolment until payment is made. The remaining accounts receivable are due from a diverse group of customers and are subject to normal credit risk.
The credit risk related to the loan receivable is managed by limiting the amount of third-party financing that UM Properties is able to retain, to a maximum of 50% of the then-current value of the property. If UM Properties defaults on its third-party loan, the University has the option to pay the balance of the third-party loan and gain control over all the lands and the University could recover its costs by selling a portion of the land. Regardless of whether UM Properties is in default or not, the University is able to terminate the Master Head Lease with respect to any undeveloped portions of the Southwood land provided that the land is not subleased to a developer or required for servicing remaining portions of the lands so long as the termination would not adversely impact the remaining lands. If the University elects to terminate a portion of the lease, it could choose to sell portions of the land to a third party. The credit risk is also managed by the governance structure, as the University has four seats on the board of directors.

LIQUIDITY RISK

The University aims to retain sufficient cash and cash equivalents to maintain liquidity and meet short term obligations. Most of the University’s investments are considered readily realizable and liquid, thus liquidity risk is considered minimal. Investments that are not as liquid, such as the investment in the pooled real estate fund and infrastructure, are considered to be held for long term periods in conjunction with the investment objectives and risk tolerance.

18. RELATED PARTY TRANSACTIONS

THE UNIVERSITY OF MANITOBA FOUNDATION U.S.A. INC.

The University of Manitoba Foundation U.S.A. Inc. (the Foundation) is an Illinois not-for-profit corporation incorporated in December 1989. The Foundation's purpose is exclusively charitable, literary, scientific and educational and its activities include the promotion, encouragement, aid and advancement of higher education, research and training in the Province of Manitoba, in Canada and elsewhere. The Foundation is exempt from U.S.A. Federal Income Tax under Subsection 501(c)(3) of the Internal Revenue Code.

The Board of Directors of the Foundation is an independent board whose members direct and guide the Foundation's actions. Members of the Board include, among others, certain senior staff of the University. The University of Manitoba, however, is one of many entities eligible to receive aid from the Foundation. The University must make an application to the Foundation's Board of Directors to request funds, which may or may not be granted. The gifts received in fiscal 2023-24 were $16 (2023, $605).

PROVINCE OF MANITOBA

The University is related to all Province of Manitoba departments, agencies and Crown corporations in terms of common ownership and control. The University enters into transactions with these entities in the normal course of business. These transactions are recorded at the exchange amount.
## 19. EXPENSE BY OBJECT

<table>
<thead>
<tr>
<th></th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and Benefits</td>
<td>$586,289</td>
<td>$543,869</td>
</tr>
<tr>
<td>Materials, Supplies and Services</td>
<td>154,845</td>
<td>135,577</td>
</tr>
<tr>
<td>Student Assistance</td>
<td>85,102</td>
<td>82,191</td>
</tr>
<tr>
<td>Professional and Other Services</td>
<td>72,903</td>
<td>61,132</td>
</tr>
<tr>
<td>Amortization</td>
<td>52,319</td>
<td>50,442</td>
</tr>
<tr>
<td>Utilities, Municipal Taxes and Insurance</td>
<td>28,491</td>
<td>28,221</td>
</tr>
<tr>
<td>Travel and Conferences</td>
<td>32,142</td>
<td>25,293</td>
</tr>
<tr>
<td>Interest</td>
<td>14,470</td>
<td>14,578</td>
</tr>
<tr>
<td>Maintenance and Repairs</td>
<td>13,496</td>
<td>12,549</td>
</tr>
<tr>
<td>Accretion on Asset Retirement Obligations</td>
<td>3,938</td>
<td>4,166</td>
</tr>
<tr>
<td>Other</td>
<td>2,237</td>
<td>1,011</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,046,232</td>
<td>$959,029</td>
</tr>
</tbody>
</table>

## 20. GOVERNMENT GRANTS

### 2024

<table>
<thead>
<tr>
<th></th>
<th>Operating Activities</th>
<th>Research Activities</th>
<th>Capital Activities</th>
<th>Special Purpose &amp; Trust Activities</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Provincial Grants:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Advanced Education and Training</td>
<td>$390,538</td>
<td>$</td>
<td>$19,528</td>
<td>$4,774</td>
<td>$414,840</td>
</tr>
<tr>
<td>Other</td>
<td>32,905</td>
<td>7,816</td>
<td>2,255</td>
<td>23,146</td>
<td>66,122</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$423,443</td>
<td>$7,816</td>
<td>$21,783</td>
<td>$27,920</td>
<td>$480,962</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Federal and Other Government Grants:</strong></th>
<th>Operating Activities</th>
<th>Research Activities</th>
<th>Capital Activities</th>
<th>Special Purpose &amp; Trust Activities</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government of Canada</td>
<td>$17,969</td>
<td>$78,041</td>
<td>$3,226</td>
<td>$13,689</td>
<td>$112,925</td>
</tr>
<tr>
<td>Other Government</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provincial Government Business Enterprises</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>697</td>
</tr>
<tr>
<td>Foreign</td>
<td>441</td>
<td></td>
<td></td>
<td>1,234</td>
<td>1,675</td>
</tr>
<tr>
<td>United States</td>
<td>607</td>
<td></td>
<td></td>
<td>607</td>
<td></td>
</tr>
<tr>
<td>Other Provinces</td>
<td>233</td>
<td>1,835</td>
<td></td>
<td>6,655</td>
<td>8,723</td>
</tr>
<tr>
<td>Municipal</td>
<td>46</td>
<td>86</td>
<td></td>
<td>132</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$18,248</td>
<td>$81,707</td>
<td>$3,226</td>
<td>$21,578</td>
<td>$124,759</td>
</tr>
</tbody>
</table>

Attachment A - 2023-2024 Annual Financial Report
2023

<table>
<thead>
<tr>
<th>Provincial Grants:</th>
<th>Operating Activities</th>
<th>Research Activities</th>
<th>Capital Activities</th>
<th>Special Purpose &amp; Trust Activities</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Education and Training</td>
<td>$343,006</td>
<td>$</td>
<td>$18,788</td>
<td>$5,805</td>
<td>$367,599</td>
</tr>
<tr>
<td>Other</td>
<td>26,181</td>
<td>6,980</td>
<td>1,285</td>
<td>21,692</td>
<td>56,138</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$369,187</strong></td>
<td><strong>6,980</strong></td>
<td><strong>20,073</strong></td>
<td><strong>27,497</strong></td>
<td><strong>423,737</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Federal and Other Government Grants:</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Government of Canada</td>
<td>$15,749</td>
<td>$79,932</td>
<td>$4,549</td>
<td>$10,839</td>
<td>$111,069</td>
</tr>
<tr>
<td>Other Government</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provincial Government Business Enterprises</td>
<td>1,049</td>
<td></td>
<td></td>
<td></td>
<td>1,049</td>
</tr>
<tr>
<td>Foreign</td>
<td>3,145</td>
<td></td>
<td>1,640</td>
<td></td>
<td>4,785</td>
</tr>
<tr>
<td>United States</td>
<td>555</td>
<td></td>
<td>555</td>
<td></td>
<td>555</td>
</tr>
<tr>
<td>Other Provinces</td>
<td>313</td>
<td>1,413</td>
<td>5,557</td>
<td>7,283</td>
<td></td>
</tr>
<tr>
<td>Municipal</td>
<td>46</td>
<td>69</td>
<td>35</td>
<td>150</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$16,108</strong></td>
<td><strong>$86,163</strong></td>
<td><strong>$4,584</strong></td>
<td><strong>$18,036</strong></td>
<td><strong>$124,891</strong></td>
</tr>
</tbody>
</table>

21. INVESTMENT INCOME

<table>
<thead>
<tr>
<th>Non-Portfolio Interest Income</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>$28,665</td>
<td>$15,403</td>
<td></td>
</tr>
</tbody>
</table>

Portfolio Investments:

<table>
<thead>
<tr>
<th>Net Gains (Losses) on Sale of Investments</th>
<th>2024</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>26,063</td>
<td>21,479</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Dividends</th>
<th>17,532</th>
<th>15,049</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Distributions – Infrastructure</th>
<th>3,808</th>
<th>5,077</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Interest</th>
<th>7,257</th>
<th>6,206</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Net Change in Deferred Investment Income</th>
<th>(9,458)</th>
<th>(2,057)</th>
</tr>
</thead>
</table>

| **Total**                                | 45,202  | 45,754  |

$73,867 $61,157

22. CONTRACTUAL RIGHTS

As part of its operations, the University enters into agreements with varying expiry dates for which it is entitled to receive revenues in the form of rental agreements. Total amounts outstanding from these agreements are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>2025</th>
<th>2026</th>
<th>2027</th>
<th>2028</th>
<th>2029</th>
<th>Thereafter</th>
</tr>
</thead>
<tbody>
<tr>
<td>2025</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$4,226</td>
</tr>
<tr>
<td>2026</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3,781</td>
</tr>
<tr>
<td>2027</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3,366</td>
</tr>
<tr>
<td>2028</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2,807</td>
</tr>
<tr>
<td>2029</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2,602</td>
</tr>
<tr>
<td>Thereafter</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>33,554</td>
</tr>
</tbody>
</table>

$50,336
23. CONTRACTUAL OBLIGATIONS AND CONTINGENCIES

The University is a member of the Canadian Universities Reciprocal Insurance Exchange (CURIE). CURIE pools the property damage and public liability insurance risks of its members. All members pay annual deposit premiums, which are actuarially determined and are subject to further assessment in the event members’ premiums and reserves are insufficient to cover losses and expenses. No additional assessment was necessary for the current year.

Contractual obligations relating to Construction in Progress amounted to $36,267 (2023, $31,567). The contractual obligations relating to service contracts were $30,422 (2023, $29,693).

The University has a 7.14% (2023, 7.14%) interest in TRIUMF Inc. which operates a national laboratory for particle and nuclear physics. The facility is funded by the Federal Government, and the University makes no direct financial contributions.

The members of TRIUMF Inc. and the Canadian Nuclear Safety Commission (CNSC) approved a decommissioning plan which requires all members to be severally responsible for their share of the decommissioning costs, which were estimated at $85,500 as of March 31, 2024, as well as provide financial covenants to the CNSC for the amount of these costs. While there are no current intentions to decommission the facilities, and the facilities are estimated to have an indefinite useful life, the University's share of the unfunded decommissioning costs, as at March 31, 2024 is estimated at $5,154 (2023, $3,442). TRIUMF Inc. has put in place a plan for funding the cost of decommissioning which does not require any payments from the members. The member universities have indemnified the University of British Columbia (UBC) against any liabilities incurred by TRIUMF Inc., under the terms of the lease between TRIUMF Inc. and UBC.

The University is a defendant in a number of legal proceedings arising in the normal course of business. While the ultimate outcome and liability of these proceedings cannot be reasonably estimated at this time, the University believes that any settlement will not have a material adverse effect on the financial position or the results of operations of the University. Liabilities are recognized when the outcome becomes reasonably determinable.

24. ECONOMIC DEPENDENCE

The University received $414,840, 36.85% (2023, $367,599, 36.57%) of its total revenues from the Province of Manitoba’s Department of Advanced Education and Training.

25. COMPARATIVE FIGURES

Comparative figures for the year ended March 31, 2023 have been reclassified, where appropriate, to conform with the presentation adopted for the year ended March 31, 2024.
The Finance and Infrastructure Committee met on June 18, 2024. The Committee reviewed and discussed one item for approval by the Board in Open Session. Additionally, the Committee received for information the 2023-2024 Annual Financial Report, which will be presented as part of the Audit and Risk Management Committee Report.

**Attestation Authorization – Bill S-211 Supply Chains Act Annual Report (see Consent Agenda Item 5.4.1.)**

The Committee reviewed and discussed the Attestation Authorization as required by Bill S-211. Effective January 1, 2024, all government institutions must submit a report to the Minister of Public Safety as outlined in the submission. The Committee noted that the University expects that its reporting to the Minister of Public Safety will evolve and improve over time as the University’s processes continue to be enhanced and the due diligence that was conducted in the preparation of the report. As this is the first year of reporting, the Committee heard from Management that they will review the reports of other Universities and organizations to learn from them as future reports are developed.

**The Committee recommends THAT the Board of Governors approves UM’s Bill S-211 Supply Chains Act Annual Report submission.**
AGENDA ITEM:
Report from Senate (June 19, 2024): Items for Approval and Information

RECOMMENDATION:
THAT the Board of Governors approve [subject to Senate approval, June 19, 2024]:
• Proposals for a Micro-Diploma in Canadian Private Law and a Micro-Diploma in Canadian Public Law, Faculty of Law
• Proposal to Close the Baccalaureate Program for Registered Nurses, College of Nursing, Rady Faculty of Health Sciences
• Report of the Senate Committee on Awards (dated May 7, 2024)

THAT the Board of Governors receive, for information:
• Annual Report on the Status of Academic Program Reviews and Accredited Programs
• Notification of Closure of the Bachelor of Science (Pharmacy), Provincial Approval

Proposals for a Micro-Diploma in Canadian Private Law and a Micro-Diploma in Canadian Public Law, Faculty of Law (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.”

The University’s Certificate and Diploma Framework defines the types of non-degree programs offered at the University, including certificates, diplomas, micro-credentials, and letters of accomplishment or participation, for non-degree, undergraduate, and graduate levels of study. Under the Framework, Senate is to recommend new Micro-Diploma programs to the Board of Governors for approval.

The Faculty of Law is proposing to establish two Micro-Diploma programs, to provide pathways to registration with the Law Society of Manitoba (LSM) for internationally trained lawyers.

Matters for consideration by the Board of Governors:
• Alignment of the proposals with the Certificate and Diploma Framework and the University of Manitoba Strategic Plan, 2024-2029.
• Any risks that might arise given the reliance of the proposal on external funding, for program development and the initial offering, and tuition revenue on an ongoing basis that is based on the Faculty meeting enrolment targets set out in the proposals.

EXECUTIVE SUMMARY and BACKGROUND:

The Faculty of Law is proposing to introduce two Micro-Diploma programs, to provide pathways to registration with the Law Society of Manitoba (LSM) for internationally trained lawyers. The programs would allow students
to complete the requirements for a Certificate of Qualification, which are set by the Federation of Law Societies of Canada’s National Committee on Accreditation (NCA). Internationally trained lawyers require a Certificate of Qualification to register with the LSM.

One program, the Micro-Diploma in Canadian Public Law, will prepare internationally trained lawyers, who have training in common law, to demonstrate competencies in the areas of Canadian administrative law, Canadian constitutional law, Canadian criminal law, foundations of law, and professional responsibility and legal research and writing. The second program, the Micro-Diploma in Canadian Private Law, will prepare internationally trained lawyers trained in civil law to demonstrate competencies in contract, tort, and property law. As these individuals often are required to also demonstrate competencies in the areas covered by the first program, some internationally trained lawyers with a background in civil law might complete both proposed Micro-Diploma programs.

The proposed Micro-Diploma in Canadian Private Law will require students to complete three (3) courses totaling 15 credit hours, including LAW 1102 Contracts, LAW 1480 Torts and Compensation Systems, and LAW 1500 Property. Students will have the option to complete one additional 2- or 3-credit hour LAW course, to complete any additional requirements the NCA may have identified for individual students.

The proposed Micro-Diploma in Canadian Public Law will require students to complete 13 credit hours of courses, including LAW 1140 Criminal Law and Procedure, LAW 1460 Constitutional Law, and LAW 3530 Administrative Law. Students will have the option to complete additional courses, to meet any additional NCA requirements. Students who did so could elect to complete either one additional 3- or 5-credit hour LAW course or LAW 1530 Legal System plus one additional 3 credit hour LAW course.

The curricula for the Micro-Diplomas are designed to address the Truth and Reconciliation Commission of Canada’s Call to Action (CTA) 28 and several Calls for Justice made in the National Inquiry into Missing and Murdered Indigenous Women and Girls Final Report. Courses required for the Micro-Diploma in Public Law cover, in the context of criminal, constitutional, and administrative law, topics including restorative and context-oriented sentencing and justice approaches, and Indigenous legal orders as these interface with public common and civil law and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). Courses completed toward the Micro-Diploma in Private Law cover, in the context of property, contract, and tort law, topics including Indigenous orders of dispute resolution for responsibility, claims, ownership, use of land, environmental stewardship, and the role of communities in such claims; animal rights; and UNDRIP.

Projected annual enrolment in each of the programs is ten to twenty-five (10 - 25) students. The maximum capacity would be thirty-five (35) students per year in each program.

Evidence of demand for the programs is in line with enrolment projections. Between 2011 and 2020, the Law Society of Manitoba has received an increasing number of applications from internationally trained lawyers, with an average of twenty-six (26) per year. Also, since 2011, the Faculty has received an average of thirteen (13) applications each year from internationally trained lawyers seeking admission to complete courses on an ad hoc basis, to demonstrate competencies required by the NCA.

**RESOURCE REQUIREMENTS and IMPLICATIONS:**

Revenue to support the Micro-Diploma programs will be derived from tuition fees and existing Faculty resources, including teaching, operating, and capital resources. No new teaching resources will be required to support an annual enrolment of ten students in each program. In any given year that enrolment is higher, the Faculty will hire Sessional Instructors to teach extra course sections. The projected cost for Sessional Instructors is $8,000 per course per term.

The Faculty has sufficient capital resources, including office, meeting, and classroom spaces to accommodate the programs. Assuming an annual enrolment of ten students in each program, the associated increase to operating costs is expected to be $10,000 or less. This can be accommodated within the Faculty’s current budget allocation. In any year that enrolment is higher, the increased costs will be covered by additional tuition revenue.
Resources will be needed to cover the salary ($74,000 to $134,000) and benefits for one new full-time support staff position for a Program Coordinator. The Program Coordinator will develop and implement the program, teach the course LAW 1002, provide student support, and develop and supervise a legal practice hub that will help students develop skills needed for practice. After the first two years, the position will be funded on an ongoing basis by tuition revenue.

The Faculty has applied for a two-year grant from the Manitoba Law Foundation (MLF), primarily to fund the Program Coordinator position. The Faculty is requesting $137,500 in the first year, to fund the program development, and $191,750 in the second year, to support the delivery of the programs in the first year (2025-2026). In the second year, tuition revenue would also be available to cover costs of the program. Given this, any surplus up to the amount of the MLF grant would be returned unless the Foundation was to provide written permission to reallocate the funds to another program expense.

The Faculty will request that tuition for domestic and international students be set at $22,000 and $44,000, respectively, and that a continuing fee, for students who do not complete the program in one year, be set at $7,500. An annual enrolment of at least six (6) domestic students will generate sufficient tuition revenue to cover the cost of the salary and benefits for the Program Coordinator. Tuition fee amounts are pending approval by the Board of Governors and the province.

The University of Manitoba Libraries indicated its collection can support the proposed Micro-Diploma programs.

**CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:**

The objectives for the programs are consistent with the University’s commitment to fostering a vibrant community, as set out in *MOMENTUM: Leading Change Together, University of Manitoba Strategic Plan, 2024 – 2029*. The objectives further the Faculty’s goals as set out in its strategic plan 2022-2025, namely to re-evaluate admissions processes to address Indigenous identity and equity, diversity and inclusion; to increase understanding of diverse cultures, perspectives and systemic barriers in legal education; and to improve resources for access to justice through legal education.

**RISKS and OPPORTUNITIES:**

Approval and implementation of the proposed Micro-Diploma programs will remove barriers to legal education for internationally trained lawyers, increase the diversity of the legal profession in the province, and improve access to justice for members of vulnerable communities, including newcomer communities. It will also increase retention of internationally trained lawyers in Manitoba, who might otherwise leave the province to receive training and practice Law.

The proposal appears to rely on the success of the Faculty’s application to the Manitoba Law Foundation for a two-year grant to fund the Program Coordinator position, to support the development and the initial offering of the programs. The proposal does not outline an alternative should the grant application not be successful, as the Faculty is confident the application will be approved.

**CONSULTATION:**

The proposed Micro-Diploma programs have been developed in consultation with the National Committee on Accreditation, the Law Society of Manitoba, the Manitoba Bar Association, and internationally trained lawyers in the province.

**ROUTING TO THE BOARD OF GOVERNORS:**

Endorsed and recommended to Senate by: Faculty Council of the Faculty of Law (April 4, 2024); Senate Planning and Priorities Committee (April 29, 2024); Senate Committee on Instruction and Evaluation (May 9, 2024); Senate Committee on Admissions (May 21, 2024); Senate Committee on Curriculum and Course Changes (May 31, 2024); Senate Executive (June 7, 2024)

The proposals will be considered by Senate, for approval, when it meets on June 19, 2024.
Proposal to close the Baccalaureate Program for Registered Nurses, College of Nursing, Rady Faculty of Health Sciences (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 Rady Faculty of Health Sciences Faculty Executive Council is recommending the closure of the Baccalaureate Program for Registered Nurses (B.P.R.N.), which is offered by the College of Nursing.

EXECUTIVE SUMMARY and BACKGROUND:

The B.P.R.N. degree program is a 45 credit hour program, designed for diploma-prepared Registered Nurses who want to obtain a Bachelor of Nursing (B.N.) credential. The program acknowledges and builds on students’ cumulative nursing knowledge, values, and skills acquired through their diploma and in professional practice.

The proposal to close the B.P.R.N. degree responds to a decline in demand for the program. Admissions declined from seventeen students in the 2015/2016 academic year to six students in the 2018/2019 academic year. Declining enrolment is attributed to changing demographics of the nursing workforce. The majority of Registered Nurses (RNs) in Canada are now degree-prepared, as a B.N. degree is the minimum qualification for eligibility for initial registration as a Registered Nurse (R.N.) in most Canadian jurisdictions, apart from the province of Quebec. Most diploma-prepared R.N.s who are still in practice are either in mid-career or approaching retirement. Declining enrolment is also attributed to the closure, in 2012, of the Diploma Nursing Accelerated Program that was offered by Red River College and once provided a significant applicant pool for the B.P.R.N. program.

Admissions to the B.P.R.N. program have been suspended since the Fall 2019. The last students in the program graduated at the Spring 2024 convocation.

RESOURCE REQUIREMENTS and IMPLICATIONS:

The B.P.R.N. program is funded through the College of Nursing’s general operating budget. There are no funds specifically allocated to the program.

As part of the proposal, the College of Nursing is proposing to delete fourteen courses. There will be no impact on the delivery of other Nursing programs.

There are no adverse implications for students. All students previously admitted to the degree have graduated. There are no students enrolled in the program.

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:

N/A

RISKS and OPPORTUNITIES:

There are minimal risks associated with the proposal. Closure of the B.P.R.N. program will not lead to a reduction in the number of degree-prepared R.N.s entering the workforce. The provincial government recently approved a 120-seat increase to the enrolment target for the B.N. degree program, effective for the 2023 Summer Term, to address a critical nursing shortage in Manitoba.

Any diploma-prepared R.N.s who wish to obtain a nursing degree would have the option to apply for admission to a similar online program offered by Athabasca University. The number of individuals who would potentially be affected is expected to be very small, for the reasons noted above.
CONSULTATION:

Various stakeholders were consulted when the College of Nursing initially requested a two-year suspension of admissions to the program, which took effect for the 2019/2020 academic session, including the: Manitoba Nurses Union, Association of Regulated Nurses of Manitoba, Winnipeg Regional Health Authority, College of Registered Nurses of Manitoba. Subsequently, in 2021, the same stakeholders and the Chief Nursing Officer at Shared Health were advised of the College of Nursing’s intent to request an additional two-year suspension of admissions at the end of which, it would bring forward a proposal to close the program.

ROUTING TO THE BOARD OF GOVERNORS:

Endorsed and recommended to Faculty Council of the Rady Faculty of Health Sciences: College Council of the College of Nursing (March 28, 2024)

Endorsed and recommended to Senate by: Rady Faculty of Health Sciences Executive Council (April 10, 2024); Senate Committee on Curriculum and Course Changes (May 17, 2024); Senate Executive (June 7, 2024)

The proposal will be considered by Senate, for approval, when it meets on June 19, 2024.

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 May 7, 2024, the Committee approved eleven new award offers, twelve amended award offers, and the withdrawal of five 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.

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 May 7, 2024.

The Senate Executive Committee received the Report, for information, at meeting on June 7, 2024. Senate will receive the Report, for information, at its meeting on June 19, 2024.

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**Annual Report on the Status of Academic Program Reviews and Accredited Programs**

(Attachment D)

*For information*

**PURPOSE and KEY CONSIDERATIONS:**

The review of academic programs at the University is governed by the policy and procedure on Academic Program Reviews. The reason for the policy is to maintain the academic integrity of academic programs at the University through a process of periodic formal reviews of all academic programs.

Section 2.1 of the policy stipulates that all academic programs shall undergo both periodic and formal reviews, on a schedule set by the Provost and Vice-President (Academic). Section 2.2 specifies further that such reviews shall take place at least once each eight years.

Section 2.7 of the policy requires the Senate Committee on Academic Review to report annually to Senate on the progress of all academic reviews. The Annual Report is also provided to the Board of Governors, based on a request from that body to receive information on the outcomes of the academic program review process.

**EXECUTIVE SUMMARY and BACKGROUND:**

The Annual Report includes an update on the application of the revised policy and procedure on Academic Program Reviews that was approved by Senate in May 2020. Implementation of the revised policy and procedure was, effectively, delayed through the COVID-19 pandemic when many in-person activities, including external site reviews, were suspended.

**RESOURCE REQUIREMENTS and IMPLICATIONS:**

N/A

**CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:**

N/A

**RISKS and OPPORTUNITIES:**

N/A

**CONSULTATION:**

N/A

**ROUTING TO THE BOARD OF GOVERNORS:**

The Annual Report on the Status of Academic Program Reviews and Accredited Programs (2024) was provided to the Senate Committee on Academic Review (May 31, 2024) and the Senate Executive Committee (June 7, 2024), for information.
The Annual Report will be provided to Senate, for information, when it meets on June 19, 2024.

Notification re: closure of the Bachelor of Science (Pharmacy), Provincial approval
For information

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.

EXECUTIVE SUMMARY and BACKGROUND:

At its meeting on October 10, 2023, the Board of Governors approved a proposal from the College of Pharmacy, Rady Faculty of Health Sciences, previously proposed to close the Bachelor of Science (Pharmacy) program. The program was replaced by the Doctor of Pharmacy (Pharm.D.) program that was implemented in the Fall 2019.

The University received notification on April 19, 2024, that Manitoba Advanced Education and Training has approved the University’s request to close the program.

ROUTING TO THE BOARD OF GOVERNORS:

Senate will be informed of the Province’s approval of the program closure when it meets on June 19, 2024.

SUBMISSION PREPARED BY: University Secretary

ATTACHMENTS:

Attachment A – Proposals for a Micro-Diploma in Canadian Private Law and a Micro-Diploma in Canadian Public Law, Faculty of Law

Attachment B – Proposal to Close the Baccalaureate Program for Registered Nurses, College of Nursing, Rady Faculty of Health Sciences

Attachment C - Report of the Senate Committee on Awards (dated May 7, 2024)

Attachment D – Annual Report on the Status of Academic Program Reviews and Accredited Programs (2024)
Proposal for New Academic Program:
Micro-Diploma in Canadian Private Law

Please complete the form below and append supporting documents, as appropriate. Electronic copies of the completed proposals are to be submitted to the Office of the University Secretary and the Vice-Provost (Academic Planning and Programs) following endorsement of the proposal by the appropriate Faculty/College/School/Division Council.

It is strongly advised that units initially discuss the proposed program with the Vice-Provost (Academic Planning and Programs) for undergraduate-level Micro-diplomas or with the Dean of the Faculty of Graduate Studies for graduate-level Micro-Diplomas prior to completion and submission of the proposal form. Please refer to the UM Certificate and Diploma Framework detailing the requirements for micro-diploma programming.

Section A: Proposing Unit

Faculty/School/College/Division: Faculty of Law

Department (where applicable): N/A

Contact, Name and Title: Dr. Richard Jochelson

Contact Email: Richard.Jochelson@umanitoba.ca

Section B: Program Overview

1. **Program Type:** Micro-diploma ☒ Graduate Micro-diploma ☐

   This program will be available as a (check all that apply):

   - Stand-alone program ☒
   - Embedded program ☐

   May be taken concurrently and used for credit within a UM degree program, subject to the program regulations of the degree in which the credit will be recognised.

2. **Program Name (30 characters):** Micro-diploma in Canadian Private Law

3. **Program length (credit hours):** Minimum 15 credit hours; optional additional maximum of 3 credit hours [15 – 18 credit hours]

4. **Proposed start term:** Fall 2025
Section C: Program Requirements

5. Description and Intended Outcomes of the Program

Provide a general overview of the program, including the purpose and objectives, and the intended outcomes of the program. Outline expected learning outcomes and how it will benefit students.

Internationally trained lawyers (ITLs) who arrive in Manitoba hoping to practise law face many hurdles. As a first step toward licensing, ITLs must submit their credentials to the Federation of Law Societies’ National Committee on Accreditation (NCA) for assessment. The NCA will provide the ITL with an “NCA Assessment Report” which identifies the subject areas in which the ITL must demonstrate competency before a “Certificate of Qualification” (CQ) will be issued. The CQ is required in order for the ITL to register with the Law Society of Manitoba (LSM) to complete the licensing process.

Generally, competency in a subject area can be demonstrated either through the NCA’s examinations or by taking courses in the subject at a Canadian law school. Currently, an ITL who wishes to complete some or all of the courses required for their CQ at the Faculty of Law applies for admission and is admitted on an ad hoc basis. There is little guidance or support available for ITLs, and they are left to develop and implement a plan that covers the required subject areas on their own.

Micro-diploma in Canadian Private Law

The aim of this micro-diploma in Canadian Private Law and its related micro-diploma in Canadian Public Law is to provide a structured process for ITLs to follow in order to satisfy the NCA’s requirements. Generally, ITLs with common law training are required to demonstrate competency in Canadian administrative law, Canadian constitutional law, Canadian criminal law, foundations of law, professional responsibility and legal research and writing. The micro-diploma in Canadian Public Law, which is the focus of a separate proposal, is structured to enable ITLs to demonstrate these competencies while building in some flexibility.

ITLs with civil law training are generally required to demonstrate the competencies listed above and, in addition, demonstrate competency in contract, tort and property law. The micro-diploma in Canadian Private Law, the focus of this proposal, is structured to enable ITLs to demonstrate these additional competencies while building in some flexibility. If an ITL with civil law training wishes to complete all of their NCA requirements through law school courses, they will likely need to complete both the micro-diploma in Canadian Private Law and the micro-diploma in Canadian Public Law. However, modularizing this learning allows ITLs to pick the program or programs that best respond to their needs.

The decision to structure the program as two micro-diplomas rather than a post-baccalaureate diploma was made in light of consultations with and feedback from currently practising ITLs and ITLs in the midst of the licensing process. A summary of those consultations and feedback is provided in Appendix A. These ITLs highlighted three key components for the program: 1) flexibility; 2) opportunities to build connections and have access to support resources; and 3) sensitivity to the economic constraints ITLs face. In particular, ITLs emphasized that demands on
their time and the need to obtain and/or maintain employment lead them to prefer a smaller, focused program. They liked the option of taking the three key courses through the Faculty of Law but then being able to choose whether they wanted to take any additional courses and, if so, which courses would best meet their needs. This presented the most manageable and flexible of the credential options for ITLs. However, the Faculty of Law wishes to emphasize that this program is an initial step. The Faculty of Law plans to monitor the program’s success and consider future opportunities to either stack the micro-diplomas into a larger credential or create some other means for converting a micro-diploma, after the completion of additional course work, into a larger credential. This will allow the core, initial micro-diplomas to remain the first building block but also open up additional learning opportunities for ITLs.

Meeting the broader needs of ITLs

In addition to challenges ITLs face obtaining access to and organizing the content of their studies, ITLs have also indicated that they experience challenges making connections within the profession, gaining practical experience and obtaining articling positions, among other challenges.

The program will have a dedicated Coordinator who will develop and implement the program, provide support to ITLs as they manage the program and licensing process, establish events to connect ITLs with the profession, and develop and supervise a legal practice hub that will help ITLs develop the skills needed for practice.

Some of the benefits of creating a program at the Faculty of Law tailored to ITLs are that it would provide ITLs with a clear, set path; it would facilitate the development of connections among ITLs, faculty, students and the practicing profession; and it would provide ITLs with access to additional supports and resources available at the Faculty of Law and in the broader UM community.

Meeting community needs

Looking beyond the ability of the proposed program to address the individual needs of ITLs, there are broader, positive implications for such a program.

First, the proposed program can contribute to furthering the goals of *The Fair Registration Practices in Regulated Professions Act*. The Province of Manitoba has stated its commitment to improving professional recognition processes for skilled individuals educated outside Canada.1 A duty to provide registration processes to ITLs that are transparent, objective, impartial and fair is imposed on the LSM by the Act.2 The development and implementation of the proposed program can support the LSM’s efforts in this area.

The LSM, the Manitoba Bar Association (MBA) and the NCA have all provided letters of support for the program concept. They are attached in Appendix B, C and D, respectively.

Related to this, the proposed program can assist in the improvement of access to justice in vulnerable communities. Inadequate access to justice is disproportionately experienced by

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1 *The Fair Registration Practices in Regulated Professions Act*, CCSM c F12, preamble [the Act].

newcomers to Canada. There is a significantly under-served immigrant population across Manitoba. According to the 2021 census, almost 20% of Manitobans self-identify as immigrants. In Winnipeg, over 25% of Manitobans self-identify as immigrants.

Effective access to justice requires access to culturally informed legal service providers who can understand the larger context in which newcomers’ legal issues arise. While there are many ways to develop legal service providers with this competence, perhaps one of the most efficient is to facilitate the licensing of newcomers with legal training.

Meeting the need for transparency and fairness

Finally, the proposed program’s structure and framework can enhance administrative fairness, consistency and sustainability. Establishing a program that addresses the needs of ITLs, with detailed and clear admission standards and processes, will ensure that ITL applicants are considered in a consistent, transparent and fair manner that reflects the values and culture of diversity and fairness at UM and the Faculty of Law.

6. Program Structure
   a) Coursework
      List all courses used in the curriculum, including required and elective and existing and proposed courses. Include: the subject code, course number, course description. Identify proposed courses as "new." Append associated course change forms, as appropriate. Outline how students are to progress through the program. Comment on any pre-requisite requirements, where applicable.

With the exception of the new LAW 1002 - Preparation for the Study of Law in Canada course, all courses in the proposed micro-diploma are existing courses in the Juris Doctor (JD) program at the Faculty of Law. Completion of the LAW 1002 - Preparation for the Study of Law in Canada course will be a prerequisite to students completing the JD courses. After admission to the micro-diploma, students will be eligible to take this course. The Undergraduate Course Introduction form for this new course is attached as Appendix E. The course will be a non-credit, pass/fail course run in the 2 weeks prior to the commencement of classes in September.

Minimum coursework requirement

Upon completing LAW 1002 - Preparation for the Study of Law in Canada, students will be eligible to complete the following coursework.

The minimum coursework requirement for the proposed micro-diploma would be the following:

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<table>
<thead>
<tr>
<th>Course code</th>
<th>Course title</th>
<th>Credit hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>LAW 1102</td>
<td>Contracts</td>
<td>5</td>
</tr>
<tr>
<td>LAW 1480</td>
<td>Torts and Compensation Systems</td>
<td>5</td>
</tr>
<tr>
<td>LAW 1500</td>
<td>Property</td>
<td>5</td>
</tr>
</tbody>
</table>

Total hours 15

The course description for each of the above-mentioned courses is found in Appendix F.

As LAW 1102 – Contracts, LAW 1480 – Torts and Compensation Systems, and LAW 1500 – Property are full-year courses, students would take these courses for a full academic year starting in the fall term of the year they register in the program.

**Optional coursework “add-on”**

Further, students would have the option to take one additional 2 or 3-credit-hour LAW course. The student may choose any LAW course subject to the student satisfying any required prerequisites. This allows a student the flexibility to decide to either complete additional NCA requirements through the program or complete remaining NCA requirements through the NCA exams and instead take a practice-based course that the student believes will be of more value to them as they prepare to practise in Manitoba.

A student choosing this option would complete a total of 17 or 18 credit hours in the program.

If a student chooses to take this option, they will take the additional course in the term in which it is offered in the JD program during the academic year they register in the program.

The program chart for the micro-diploma in Canadian Private Law is found in Appendix O.

**b) Experiential Learning or Work-Integrated Learning Opportunities**
Where applicable, briefly describe any experiential learning or work-integrated-learning opportunities within the program.

Practice-based learning will be comprised of practice-based classroom learning and not-for-credit opportunities for students to experience and acquire skills for the effective practice of law under the mentorship of qualified faculty and practitioners.

A number of courses in the JD program provide practice-based learning. For example, if a student takes LAW 1530 – Legal System as an option, they will participate in the Judge Shadowing program, an experiential learning opportunity that sends students into local courtrooms to observe and discuss court proceedings.

As noted above, the Coordinator will also be developing and supervising a legal practice hub that will help ITLs develop the skills needed for practice. While this opportunity will
be not-for-credit, where a student makes a substantial investment in time and energy, it will be recorded on the student’s experience record.

c) Academic Regulations
General academic regulations for micro-diplomas can be found under the Certificate and Diploma Framework; the respective Faculty/College/School academic program regulations; and general academic regulations of the institution. *Where different*, please indicate the following for the proposed micro-diploma:

The proposed policies and procedures for the ITL program are attached as Appendix G. In general, they mirror the policies and procedures for the JD program, with necessary amendments that reflect the nature of the micro-diplomas.

Academic performance requirements:
Minimum course grades and overall GPA required for progression and graduation.

Minimum course grades in the ITL program will be consistent with the requirements of the JD program and will require:

- A grade point value of 2.0 or higher in any mandatory graded course;
- A grade point value of 1.0 or higher in any other graded course; and
- A Pass in any Pass/Fail course.

Maximum time-to-completion:
Maximum time-to-completion in academic years or terms.

The maximum time allowed to complete the micro-diploma would be 3 years.

*For graduate-level micro-diplomas, append revised supplemental regulations and BFARS.*

7. Entrance Requirements
For undergraduate-level diplomas, *minimum entrance requirements* are defined as:

a) for students not enrolled in a degree program at the University of Manitoba, must meet the direct entry or advanced entry entrance requirements for a program at UM (e.g., U1/ First Year requirements);

b) for students currently enrolled in a degree program at UM, must be in good academic standing within their current program of study.

For graduate-level diplomas, entrance requirements are the minimum Faculty of Graduate Studies entrance requirements.

List any additional *program specific entrance* requirements, including any pre-requisite requirements.

A holistic review will be used to determine an ITL’s admission to the micro-diploma program, similar to the process currently used for JD applicants under the Individual Consideration Category Assessment. To be eligible for consideration for admission, ITLs must:

- have a previously completed common law or civil law degree from an institution recognized by the NCA;

and
• provide evidence of proficiency in English by:
  o possessing a university degree from Canada or one of the countries listed on the
    English Language Proficiency Test Exemption List or
  o successfully completing a recognized English language proficiency test.

The English language proficiency test requirements of the JD program will apply. ITL applicants relying on this option must satisfy one of the following:

• An overall minimum score of 100 with no section lower than 24 on the Internet-based Test of English as a Foreign Language – TOEFL (iBT).
• Minimum score of 7.0 on the Academic model with no less than 7.0 on each section in the International English Language Testing System (IELTS).
• Minimum score of 80 with no subtest below 80 on the Canadian Academic English Language Assessment (CAEL).

Language test results expire two years from the test date and must be valid at the start of classes.

Other material (listed below) provided by an ITL in support of their application is to be considered with the following objectives in mind:

• The material should demonstrate a level of academic, personal and professional achievement that would have satisfied the conditions for admission to the JD program under the Individual Consideration Category Assessment.
• The material should provide evidence of the ITL’s intention to contribute in a meaningful way to the legal profession and/or access to justice in Manitoba.
• The material should confirm that the program fits with the ITL’s stated goals.
• The material should provide evidence that the ITL will enhance the diversity of experiences and perspectives at Robson Hall.

Application package

ITLs will provide the following in their application for admission to the program:

• Academic transcripts including annotations of GPA and/or indication of standing
• Evidence of proficiency in English by
  o possessing a university degree from Canada or one of the countries listed on the
    English Language Proficiency Test Exemption List or
  o successfully completing a recognized English language proficiency test as described above
• NCA Assessment Report
• NCA Assessment Completion Report (if applicable)
• Personal statement
• Professional writing sample
• Résumé
• 2 letters of recommendation
8. **Recognition for Credit**

Outline how completion of this program may be recognized and used to satisfy requirements in other programs. Describe whether the program is stackable or whether it can be laddered into other programs. Append letters of support, as appropriate. See **SCCCC Consultation form at** [https://umanitoba.ca/governance/forms](https://umanitoba.ca/governance/forms).

Completion of the LAW 1002 - Preparation for the Study of Law in Canada course in the micro-diploma in Canadian Private Law will satisfy the requirement to take the same course in the micro-diploma in Canadian Public Law.

Beyond this, currently this program will not be recognized or used to satisfy requirements in other programs. However, should the program prove successful, there is the intent to consider how the program may be stackable with other micro-credentials offered at the Faculty of Law and other options for converting the micro-diploma into a larger credential.

9. **Mode of Delivery**

This program is available: In-person √ On-line □ Combination: □

Please note that the Faculty of Law will be considering scheduling options for the JD courses incorporated into the program. In particular, consideration of evening offerings to facilitate participation by students with daytime commitments will be undertaken.

**Section D: Program Development and Demand**

10. **Alignment with Strategic Direction and Priorities**

Comment on how the program addresses institutional and unit level strategic priorities and plans, including how Accessibility, Equity, Diversity, and Inclusion and Indigenous achievement have been considered in the development of the program.

The mission of the University of Manitoba is: “To create, preserve, communicate and apply knowledge, contributing to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.” UM has identified the following values required to achieve its mission: academic freedom, accountability, collegiality, equity and inclusion, excellence, innovation, integrity, respect and sustainability. In particular, UM has made it a priority to create a more accessible, equitable, diverse and inclusive university. Consistent with UM’s mission, values and priorities, the program will improve access to legal education for ITLs; increase diversity at UM and in the legal profession; and provide support to ITLs that will better enable them to successfully practise law and enhance the well-being of Manitobans. The program addresses current barriers to learning for ITLs.

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5 Credit recognition of a micro-credential in another program is subject to Senate approved program regulations. Units are encouraged to review degree requirements and regulations and submit any necessary revisions concurrent with the program proposal.

6 Stackable credentials are credentials that are modular in nature, and when combined with others, result in the awarding of a larger credential; laddering of credentials is when one credential articulates into another resulting in students receiving established credit within the program, shortening the path to program completion.
In its 2022-2025 Strategic Plan, the Faculty of Law’s stated goals and initiatives include developing a strong understanding among students, staff and faculty of the systemic barriers faced by individuals from all underrepresented groups; re-evaluating admissions processes to address Indigenous identity and EDI; deepening an understanding of diverse cultures, perspectives and systemic barriers in legal education and responding with remedial measures; and improving resources for access to justice through legal education. As the only law school in Manitoba, the Faculty of Law has an obligation to identify systemic barriers to legal education and respond with remedial measures and to improve resources for access to justice through legal education. Developing an academic program that is responsive to the unique needs of ITLs will reduce barriers to legal education and licensing currently faced by ITLs and, in so doing, increase the diversity of the legal profession in Manitoba and its capacity to provide culturally informed legal services to under-served Manitobans.

The project is a natural extension of the Faculty of Law’s JD program. With the exception of the prerequisite LAW 1002 - Preparation for the Study of Law in Canada course, all courses in the proposed program will be drawn from the current JD course offerings. Through consultations with the NCA, the Faculty has identified the JD courses that satisfy key competencies that ITLs are required to demonstrate for their CQ, and those courses have been incorporated into the program. Thus, the proposed program is an incremental, focused extension of the strong course offerings in the JD program.

The program also aligns with other access to justice initiatives at the Faculty of Law, including those of the Director of Access to Justice & Community Engagement. Program development and delivery will be enhanced by the guidance and support of the Director of Indigenous Legal Learning and Services.

The proposed program also specifically incorporates training in the delivery of culturally informed legal services. The mandatory LAW 1002 - Preparation for the Study of Law in Canada course will examine what it means to provide culturally competent legal services in the Canadian context and expose students to Indigenous history, culture and legal traditions. These components of the course will be developed in consultation with faculty and community members with experience, expertise and training in these areas.

Further, the development and supervision of the legal practice hub will enhance experiential learning opportunities at the Faculty of Law.

11. **Student Demand for Program**
   
   **a. Outline expected student demand and interest in the program.**

   There has been a steady increase in applications by ITLs for registration with the LSM between 2011 and 2020. Based on data collected by the Fair Registration Practices Office, there has been an average of 26 ITL applicants per year during this time.\(^7\) Applications have been from Canadians and permanent residents who have studied abroad and are now

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\(^7\) Fair Registration Practices Office, “Registration Data Report: Law Society of Manitoba” (April 2022), online: [https://www.gov.mb.ca/frpo/data_reports.html](https://www.gov.mb.ca/frpo/data_reports.html)
returning to Canada and from non-Canadians. Historically, at least half of the applicants have been Canadians or permanent residents.

Further, even the Faculty of Law’s currently available, limited, ad hoc option has seen significant level of interest. There has been an average of 13 applicants per year since 2011 despite no marketing of this option.

b. What is the expected enrolment in the program?

During the program’s first operational year, it is expected that there will be enrolment of between 6 and 10 students. Given the current uncertainty regarding international students and the effect of the new attestation letter requirement on them, conservative enrolment levels are projected initially. However, this is expected to be a short-term constraint and a sustainable level of enrolment (10-25 students per year) is expected.

c. What is the maximum capacity, if applicable?

Defined as first-year enrolment capacity.

During the program’s development year and its first operational year, it is expected that funding will be provided by the Manitoba Law Foundation. Given the level of funding requested, a cohort of up to 35 students could be supported. This would also represent the going-forward maximum capacity for the program.

12. Community and Industry Need

Describe the current community and/or industry need for the program. Outline any consultation with community partners, industry partners, and other external stakeholders in the development of this program. If external feedback was not sought, comment on why. Append letters of support, as appropriate.

There are two main categories of individuals who are targeted to benefit from the program. The first is the ITLs who wish to be licensed to practise law in Manitoba. The second is the underserved Manitobans who require access to legal services.

Between Toronto and Calgary, there are currently no structured law school options for ITLs hoping to complete studies to obtain their CQ. Consultations with currently practising ITLs and student ITLs at the Faculty of Law revealed that ITLs favour completing a program at the Faculty of Law to obtain their CQ because, among other reasons, such a program provides: i) better opportunities to integrate into the legal community; ii) a higher quality of learning; iii) opportunities for peer support; and iv) access to legal resources and other supports at the Faculty of Law. Both the LSM and MBA have indicated that the absence of a structured program for ITLs, including sufficient student support, and opportunities for ITLs to connect with the legal community are gaps that need addressing. As noted above, the project also furthers the aim of The Fair Registration Practices in Regulated Professions Act to improve professional recognition processes for skilled individuals educated outside Canada.

Graduates of the program will also improve access to justice in Manitoba. As noted above, research has demonstrated that inadequate access to justice is disproportionately experienced
by newcomers to Canada, and there is a significantly under-served immigrant population across Manitoba. Effective access to justice requires access to culturally informed legal service providers who can understand the larger context in which newcomers’ legal issues arise. As discussed earlier, while there are many ways to develop legal service providers with this competence, perhaps one of the most efficient is to facilitate the licensing of newcomers with legal training.

The above-described needs for the program were identified through interviews and consultations with the NCA, LSM, MBA (including its section for ITLs), members of the bar and judiciary, the Director of Access to Justice & Community Engagement, currently licensed ITLs and ITL students at the Faculty of Law.

13. Internal Consultation

Outline the results of internal consultations, including, (i) faculty, staff, and students within the unit; (ii) relevant academic units in respect to use of courses and/or recognition of credit; (iii) the libraries to determine resource needs; (iv) the Office of the Registrar and Enrolment Services to determine system needs; and (v) other units in relation to resource needs, as appropriate. Append a letter of support from the Registrar and Executive Director of Enrolment Services. Append additional letters of support, as appropriate. See SCCCC Consultation form at https://umanitoba.ca/governance/forms.

Between August and October 2023, informal discussions were had with faculty members and staff regarding the development of a program for ITLs. At the November 9, 2023, Law Faculty Council meeting, the “Concept Paper: Program for internationally trained lawyers” was presented for discussion. The proposal was positively received. Following that meeting, additional feedback was obtained from individual faculty members who expressed an interest in providing feedback.

At the January 29, 2024, Academic Affairs meeting, the “Program Outline: Program for internationally trained lawyers” was presented for discussion and endorsement. Subject to removal of a proposed interview step in the admissions process, the outline of the program was endorsed. At the March 7, 2024, Law Faculty Council meeting, a motion brought forward by Academic Affairs that approved the program in principle and authorized the preparation of the proposal for Senate was passed. Finally, at the April 4, 2024, Law Faculty Council meeting, both the Proposal for New Academic Program: Micro-Diploma in Canadian Public Law and the Proposal for New Academic Program: Micro-Diploma in Canadian Private Law were endorsed for submission to Senate.

During the fall 2023 and winter 2024 terms, current ITL students at the Faculty of Law were consulted regarding the proposed program.

The Libraries were consulted and their response is found in Appendix H.

The Office of the Registrar and Enrolment Services was consulted and their response is found in Appendix I.

The Associate Dean, Research & Graduate Studies at the Faculty of Law, was consulted and their response is found in Appendix J.
The Director, Master of Human Rights Program, was consulted and their response is found in Appendix K.

The Dean, Asper School of Business, was consulted and their response is found in Appendix L.

The Acting Director, Peace and Conflict Studies, was consulted and their response is found in Appendix M.

Section E: Resource Requirements

14. Summary of Program Costs
Outline the resource requirements, new and existing, for the program in respect to staffing requirements, capital costs, and operating costs, including consideration of any impact on other academic units providing coursework in support of the program. Units should consult with their Dean’s /Director’s Office, including the unit-level Financial/Business Manager, and the Financial Planning Office when addressing the below.

The program will require a Coordinator to develop, implement and administer it. Subject to student demand, additional sessional instructors may also need to be retained in order to offer additional sections of high-demand courses.

All other incremental demand on services required to support the program can be absorbed within the current staffing and capital constraints of the Faculty of Law. Please see the attached Statement of Resource Implications for SPPC (attached as Appendix N) for additional details.

There is no impact on other academic units.

15. Summary of Program Funding
Outline how the program will be funded and indicate whether new funds are required. If new funding is required, please contact the Vice-Provost (Academic Planning and Programs) for more information. If additional revenue will be required to support the program but the Faculty/College/School is not requesting any new funding, identify the revenue source(s) (e.g. tuition, laboratory fees, other fees, etc.) that will be used.

It is expected that the Manitoba Law Foundation will provide a grant that will fund the initial development year and the first year of the program’s offering. The funding will cover the Coordinator’s salary in both years and fees for sessional instructors for 3 courses per term in the first year the program is offered. This should cover all incremental expenses of the program. That said, tuition fees will be applied to cover incremental expenses in the first year of the program’s offering; any surplus funding from the Manitoba Law Foundation would then be returned to the Foundation unless advance written permission were received from the Foundation to reallocate the surplus to another program expense.

On a going-forward basis, it is expected that tuition fees will cover the costs of the program. Please see the attached Statement of Resource Implications for SPPC (attached as Appendix N) for additional details.
16. **Library Resources**  
If the program requires new courses or courses that are not offered on a regular basis, comment on the adequacy of existing library resources. Append a letter of support from the Libraries.

Current library resources are sufficient to support the new LAW 1002 - Preparation for the Study of Law in Canada course. The letter of support from the Libraries is attached as Appendix E.

17. **SPPC Statement on Resource Implications**  
Complete and append the Senate Planning and Priorities Committee (SPPC) Statement on Resource Implications form at [https://umanitoba.ca/governance/forms#senate-committee-forms](https://umanitoba.ca/governance/forms#senate-committee-forms).

Please see attached Appendix N.

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**Section F: Appendices**

As appropriate, please append the following:

i) Course introduction/change forms.

ii) *For graduate-level micro-diplomas*, revised supplemental regulations and BFARS.

iii) Internal letters of support (see SCCC Consultation form at [https://umanitoba.ca/governance/forms](https://umanitoba.ca/governance/forms), including a letter of support from the Registrar and Executive Director of Enrolment Services and the Libraries.

iv) External letters of support.

v) SPPC Statement on Resource Implications ([https://umanitoba.ca/governance/forms#senate-committee-forms](https://umanitoba.ca/governance/forms#senate-committee-forms))
LAW 1002 – Preparation for the Study of Law in Canada 0 cr

This course will prepare internationally trained lawyers for the study of law in Canada. It will introduce students to the Canadian legal system and legal terminology, expose students to Indigenous history, culture and legal traditions, and examine what it means to provide culturally competent legal services in the Canadian context. In addition, students will be introduced to resources that support their research, academic and professional needs. Depending on the instructor, this course may include a field trip component. The course is restricted to students taking the micro-diploma in Canadian Public Law or the micro-diploma in Canadian Private Law. The course is evaluated on a pass/fail basis.

LAW 1102 – Contracts 5 cr

This course covers the basic principles of contract law, including: how a contract is formed; what is an offer; what constitutes acceptance; whether all promises are enforceable as a contract; when parties should be allowed to avoid obligations; what happens if one party misrepresents the quality of subject matter of the contract; what happens when a party makes a mistake about what they buy or sell; what should happen if one party takes advantage of another for a better deal for themselves. The course also considers Indigenous perspectives related to contract law. May not be held with LAW 1100.

LAW 1480 – Torts and Compensation Systems 5 cr

Tort law is the law of wrongs that are someone’s fault. It is private law, which means it concerns relationships between people wherein harms to the person, property, dignity or wealth occur. Tort law consists of a collection of various private law actions and is most often divided between conduct that is intentional and conduct that is negligent. The reality of modern day civil litigation is that the overwhelming majority of tort law suits focus on negligence. As such, the entire first term will be spent on the tort of negligence. In the second term, we will examine the intentional torts (e.g., battery) and other torts such as defamation. Additionally, we will consider the historical and current impact of racism and sexism on tort law and civil litigation, for e.g., in the quantification of damages for Indigenous plaintiffs, etc. We will study legal responses to Residential Schools and cavass areas where Tort law needs to improve.

LAW 1500 – Property 5 cr

A general introduction to the principles of property law including both personal and real property law. Personal property law focuses on the concept of possession through finders, gifts and bailment. Real property includes the concepts of estates and interests in land including their historical development and modern application. A study of Indigenous land rights will be introduced including the study of: Aboriginal title, the sui generis nature of rights, land claims, UNDRIP, and Treaty rights.
Micro-diploma in Canadian Private Law

Credential Requirements

<table>
<thead>
<tr>
<th>Course code</th>
<th>Course name</th>
<th>Credit hours</th>
</tr>
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<tbody>
<tr>
<td>LAW 1002</td>
<td>Preparation for the Study of Law in Canada</td>
<td>0</td>
</tr>
<tr>
<td>LAW 1102</td>
<td>Contracts</td>
<td>5</td>
</tr>
<tr>
<td>LAW 1480</td>
<td>Torts and Compensation Systems</td>
<td>5</td>
</tr>
<tr>
<td>LAW 1500</td>
<td>Property</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Up to 3 credit hours of LAW courses from the Juris Doctor program</td>
<td>0 to 3</td>
</tr>
<tr>
<td>Total hours</td>
<td></td>
<td>15 to 18</td>
</tr>
</tbody>
</table>

1 Based on the student’s NCA Assessment Report, a student may be required to take additional courses in order to obtain a Certificate of Qualification from the NCA. A student may select a course from the Juris Doctor program to satisfy an additional NCA requirement or to explore other legal topics of interest to the student. Registration in any Juris Doctor course is subject to the student satisfying any prerequisites required to take the chosen course in the Juris Doctor program.
Proposal for New Academic Program: Micro-Diploma in Canadian Public Law

Please complete the form below and append supporting documents, as appropriate. Electronic copies of the completed proposals are to be submitted to the Office of the University Secretary and the Vice-Provost (Academic Planning and Programs) following endorsement of the proposal by the appropriate Faculty/College/School/Division Council.

It is strongly advised that units initially discuss the proposed program with the Vice-Provost (Academic Planning and Programs) for undergraduate-level Micro-diplomas or with the Dean of the Faculty of Graduate Studies for graduate-level Micro-Diplomas prior to completion and submission of the proposal form. Please refer to the UM Certificate and Diploma Framework detailing the requirements for micro-diploma programming.

Section A: Proposing Unit

Faculty/School/College/Division: Faculty of Law

Department (where applicable): N/A

Contact, Name and Title: Dr. Richard Jochelson

Contact Email: Richard.Jochelson@umanitoba.ca

Section B: Program Overview

1. Program Type: Micro-diploma ☒ Graduate Micro-diploma ☐

   This program will be available as a (check all that apply):

   Stand-alone program ☒

   Embedded program ☐

   May be taken concurrently and used for credit within a UM degree program, subject to the program regulations of the degree in which the credit will be recognised.

2. Program Name (30 characters): Micro-diploma in Canadian Public Law

3. Program length (credit hours): Minimum 13 credit hours; optional additional maximum of 5 credit hours [13 – 18 credit hours]

4. Proposed start term: Fall 2025
Section C: Program Requirements

5. **Description and Intended Outcomes of the Program**

Provide a general overview of the program, including the purpose and objectives, and the intended outcomes of the program. Outline expected learning outcomes and how it will benefit students.

Internationally trained lawyers (ITLs) who arrive in Manitoba hoping to practise law face many hurdles. As a first step toward licensing, ITLs must submit their credentials to the Federation of Law Societies’ National Committee on Accreditation (NCA) for assessment. The NCA will provide the ITL with an “NCA Assessment Report” which identifies the subject areas in which the ITL must demonstrate competency before a “Certificate of Qualification” (CQ) will be issued. The CQ is required in order for the ITL to register with the Law Society of Manitoba (LSM) to complete the licensing process.

Generally, competency in a subject area can be demonstrated either through the NCA’s examinations or by taking courses in the subject at a Canadian law school. Currently, an ITL who wishes to complete some or all of the courses required for their CQ at the Faculty of Law applies for admission and is admitted on an ad hoc basis. There is little guidance or support available for ITLs, and they are left to develop and implement a plan that covers the required subject areas on their own.

**Micro-diploma in Canadian Public Law**

The aim of this micro-diploma in Canadian Public Law and its related micro-diploma in Canadian Private Law is to provide a structured process for ITLs to follow in order to satisfy the NCA’s requirements. Generally, ITLs with common law training are required to demonstrate competency in Canadian administrative law, Canadian constitutional law, Canadian criminal law, foundations of law, professional responsibility and legal research and writing. The micro-diploma in Canadian Public Law is structured to enable ITLs to demonstrate these competencies while building in some flexibility.

ITLs with civil law training are generally required to demonstrate the competencies listed above and, in addition, demonstrate competency in contract, tort and property law. The related micro-diploma in Canadian Private Law is structured to enable ITLs to demonstrate these additional competencies while building in some flexibility. If an ITL with civil law training wishes to complete all of their NCA requirements through law school courses, they will likely need to complete both the micro-diploma in Canadian Public Law and the micro-diploma in Canadian Private Law. However, modularizing this learning allows ITLs to pick the program or programs that best respond to their needs.

The decision to structure the program as two micro-diplomas rather than a post-baccalaureate diploma was made in light of consultations with and feedback from currently practising ITLs and ITLs in the midst of the licensing process. A summary of those consultations and feedback is provided in Appendix A. These ITLs highlighted three key components for the program: 1) flexibility; 2) opportunities to build connections and have access to support resources; and 3) sensitivity to the economic constraints ITLs face. In particular, ITLs emphasized that demands on
their time and the need to obtain and/or maintain employment lead them to prefer a smaller, focused program. They liked the option of taking the three key courses through the Faculty of Law but then being able to choose whether they wanted to take any additional courses and, if so, which courses would best meet their needs. This presented the most manageable and flexible of the credential options for ITLs. However, the Faculty of Law wishes to emphasize that this program is an initial step. The Faculty of Law plans to monitor the program’s success and consider future opportunities to either stack the micro-diplomas into a larger credential or create some other means for converting a micro-diploma, after the completion of additional course work, into a larger credential. This will allow the core, initial micro-diplomas to remain the first building block but also open up additional learning opportunities for ITLs.

Meeting the broader needs of ITLs

In addition to challenges ITLs face obtaining access to and organizing the content of their studies, ITLs have also indicated that they experience challenges making connections within the profession, gaining practical experience and obtaining articling positions, among other challenges.

The program will have a dedicated Coordinator who will develop and implement the program, provide support to ITLs as they manage the program and licensing process, establish events to connect ITLs with the profession, and develop and supervise a legal practice hub that will help ITLs develop the skills needed for practice.

Some of the benefits of creating a program at the Faculty of Law tailored to ITLs are that it would provide ITLs with a clear, set path; it would facilitate the development of connections among ITLs, faculty, students and the practicing profession; and it would provide ITLs with access to additional supports and resources available at the Faculty of Law and in the broader UM community.

Meeting community needs

Looking beyond the ability of the proposed program to address the individual needs of ITLs, there are broader, positive implications for such a program.

First, the proposed program can contribute to furthering the goals of *The Fair Registration Practices in Regulated Professions Act*. The Province of Manitoba has stated its commitment to improving professional recognition processes for skilled individuals educated outside Canada.¹ A duty to provide registration processes to ITLs that are transparent, objective, impartial and fair is imposed on the LSM by the Act.² The development and implementation of the proposed program can support the LSM’s efforts in this area.

The LSM, the Manitoba Bar Association (MBA) and the NCA have all provided letters of support for the program concept. They are attached in Appendix B, C and D, respectively.

Related to this, the proposed program can assist in the improvement of access to justice in vulnerable communities. Inadequate access to justice is disproportionally experienced by

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¹ *The Fair Registration Practices in Regulated Professions Act*, CCSM c F12, preamble [the Act].
newcomers to Canada. There is a significantly under-served immigrant population across Manitoba. According to the 2021 census, almost 20% of Manitobans self-identify as immigrants. In Winnipeg, over 25% of Manitobans self-identify as immigrants.

Effective access to justice requires access to culturally informed legal service providers who can understand the larger context in which newcomers’ legal issues arise. While there are many ways to develop legal service providers with this competence, perhaps one of the most efficient is to facilitate the licensing of newcomers with legal training.

Meeting the need for transparency and fairness

Finally, the proposed program’s structure and framework can enhance administrative fairness, consistency and sustainability. Establishing a program that addresses the needs of ITLs, with detailed and clear admission standards and processes, will ensure that ITL applicants are considered in a consistent, transparent and fair manner that reflects the values and culture of diversity and fairness at UM and the Faculty of Law.

6. Program Structure
   a) Coursework

   List all courses used in the curriculum, including required and elective and existing and proposed courses. Include: the subject code, course number, course description. Identify proposed courses as "new." Append associated course change forms, as appropriate. Outline how students are to progress through the program. Comment on any pre-requisite requirements, where applicable.

   With the exception of the new LAW 1002 - Preparation for the Study of Law in Canada course, all courses in the proposed micro-diploma are existing courses in the Juris Doctor (JD) program at the Faculty of Law. Completion of the LAW 1002 - Preparation for the Study of Law in Canada course will be a prerequisite to students completing the JD courses. After admission to the micro-diploma, students will be eligible to take this course. The Undergraduate Course Introduction form for this new course is attached as Appendix E. The course will be a non-credit, pass/fail course run in the 2 weeks prior to the commencement of classes in September.

   Minimum coursework requirement

   Upon completing LAW 1002 - Preparation for the Study of Law in Canada, students will be eligible to complete the following coursework.

   The minimum coursework requirement for the proposed micro-diploma would be the following:

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<thead>
<tr>
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<th>Course title</th>
<th>Credit hours</th>
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<td>LAW 1140</td>
<td>Criminal Law and Procedure</td>
<td>5</td>
</tr>
<tr>
<td>LAW 1460</td>
<td>Constitutional Law</td>
<td>5</td>
</tr>
<tr>
<td>LAW 3530</td>
<td>Administrative Law</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total hours</strong></td>
<td></td>
<td><strong>13</strong></td>
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</tbody>
</table>

The course description for each of the above-mentioned courses is found in Appendix F.

As both LAW1140 – Criminal Law and Procedure and LAW1460 – Constitutional Law are full-year courses, students would take these courses for a full academic year starting in the fall term of the year they register in the program. Students will take LAW 3530 – Administrative Law in that same academic year during the term in which it is offered in the JD program.

**Optional coursework “add-on”**

Further, students would have the option to take one or two additional LAW courses. The student may choose any LAW course subject to the student satisfying any required prerequisites. This allows a student the flexibility to decide to either complete additional NCA requirements through the program or complete remaining NCA requirements through the NCA exams and instead take a practice-based course that the student believes will be of more value to them as they prepare to practise in Manitoba. The available options are as follows:

**Option 1**

The student may take one additional 5 or 3-credit-hour LAW course.

A student choosing this option would complete a total of either 16 or 18 credit hours in the program.

If a student chooses to take a 5-credit-hour course, it will be a full-year course. The student would take this course starting in the fall term of the year they register in the program. If a student chooses to take a 3-credit-hour course, they will take it in that same academic year during the term in which it is offered in the JD program.

**Option 2**

The student may take LAW 1530 – Legal System (2 credit hours) and one additional 3-credit-hour LAW course. The course description for LAW 1530 – Legal System is found in Appendix F.

A student choosing this option would complete a total of 18 credit hours in the program.

If a student chooses to take this option, they will take these additional courses in the term in which they are offered in the JD program during the academic year the student registers in the program.
The program chart for the micro-diploma in Canadian Public Law is found in Appendix O.

b) Experiential Learning or Work-Integrated Learning Opportunities

Where applicable, briefly describe any experiential learning or work-integrated-learning opportunities within the program.

Practice-based learning will be comprised of practice-based classroom learning and not-for-credit opportunities for students to experience and acquire skills for the effective practice of law under the mentorship of qualified faculty and practitioners.

A number of courses in the JD program provide practice-based learning, including LAW 1540 – Legal Methods and LAW 1530 – Legal System. For example, if a student takes LAW 1530 as an option, they will participate in the Judge Shadowing program, an experiential learning opportunity that sends students into local courtrooms to observe and discuss court proceedings.

As noted above, the Coordinator will also be developing and supervising a legal practice hub that will help ITLs develop the skills needed for practice. While this opportunity will be not-for-credit, where a student makes a substantial investment in time and energy, it will be recorded on the student’s experience record.

c) Academic Regulations

General academic regulations for micro-diplomas can be found under the Certificate and Diploma Framework; the respective Faculty/College/School academic program regulations; and general academic regulations of the institution. Where different, please indicate the following for the proposed micro-diploma:

The proposed policies and procedures for the ITL program are attached as Appendix G. In general, they mirror the policies and procedures for the JD program, with necessary amendments that reflect the nature of the micro-diplomas.

Academic performance requirements:
Minimum course grades and overall GPA required for progression and graduation.

Minimum course grades in the ITL program will be consistent with the requirements of the JD program and will require:
- A grade point value of 2.0 or higher in any mandatory graded course;
- A grade point value of 1.0 or higher in any other graded course; and
- A Pass in any Pass/Fail course.

Maximum time-to-completion:
Maximum time-to-completion in academic years or terms.

The maximum time allowed to complete the micro-diploma would be 3 years.

*For graduate-level micro-diplomas, append revised supplemental regulations and BFARS.
7. **Entrance Requirements**

For undergraduate-level diplomas, minimum entrance requirements are defined as:

a) for students not enrolled in a degree program at the University of Manitoba, must meet the direct entry or advanced entry entrance requirements for a program at UM (e.g., U1/ First Year requirements);

b) for students currently enrolled in a degree program at UM, must be in good academic standing within their current program of study.

For graduate-level diplomas, entrance requirements are the minimum Faculty of Graduate Studies entrance requirements.

List any additional program specific entrance requirements, including any pre-requisite requirements.

A holistic review will be used to determine an ITL’s admission to the micro-diploma program, similar to the process currently used for JD applicants under the Individual Consideration Category Assessment. To be eligible for consideration for admission, ITLs must:

- have a previously completed common law or civil law degree from an institution recognized by the NCA;
- have a current (no more than 4 years old at the time of application) NCA Assessment Report; and
- provide evidence of proficiency in English by:
  - possessing a university degree from Canada or one of the countries listed on the English Language Proficiency Test Exemption List or
  - successfully completing a recognized English language proficiency test.

The English language proficiency test requirements of the JD program will apply. ITL applicants relying on this option must satisfy one of the following:

- An overall minimum score of 100 with no section lower than 24 on the Internet-based Test of English as a Foreign Language – TOEFL (iBT).
- Minimum score of 7.0 on the Academic model with no less than 7.0 on each section in the International English Language Testing System (IELTS).
- Minimum score of 80 with no subtest below 80 on the Canadian Academic English Language Assessment (CAEL).

Language test results expire two years from the test date and must be valid at the start of classes.

Other material (listed below) provided by an ITL in support of their application is to be considered with the following objectives in mind:

- The material should demonstrate a level of academic, personal and professional achievement that would have satisfied the conditions for admission to the JD program under the Individual Consideration Category Assessment.
- The material should provide evidence of the ITL’s intention to contribute in a meaningful way to the legal profession and/or access to justice in Manitoba.
• The material should confirm that the program fits with the ITL’s stated goals.
• The material should provide evidence that the ITL will enhance the diversity of experiences and perspectives at Robson Hall.

**Application package**

ITLs will provide the following in their application for admission to the program:

- Academic transcripts including annotations of GPA and/or indication of standing
- Evidence of proficiency in English by
  - possessing a university degree from Canada or one of the countries listed on the [English Language Proficiency Test Exemption List](https://umanitoba.ca/governance/forms) or
  - successfully completing a recognized English language proficiency test as described above
- NCA Assessment Report
- NCA Assessment Completion Report (if applicable)
- Personal statement
- Professional writing sample
- Résumé
- 2 letters of recommendation

8. **Recognition for Credit**
   
   Outline how completion of this program may be recognized and used to satisfy requirements in other programs. Describe whether the program is stackable or whether it can be laddered into other programs. Append letters of support, as appropriate. See [SCCCC Consultation form](https://umanitoba.ca/governance/forms).

Completion of the LAW 1002 - Preparation for the Study of Law in Canada course in the micro-diploma in Canadian Public Law will satisfy the requirement to take the same course in the micro-diploma in Canadian Private Law.

Beyond this, currently this program will not be recognized or used to satisfy requirements in other programs. However, should the program prove successful, there is the intent to consider how the program may be stackable with other micro-credentials offered at the Faculty of Law and other options for converting the micro-diploma into a larger credential.

9. **Mode of Delivery**
   
   This program is available: In-person √ On-line □ Combination: □

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5 Credit recognition of a micro-credential in another program is subject to Senate approved program regulations. Units are encouraged to review degree requirements and regulations and submit any necessary revisions concurrent with the program proposal.

6 Stackable credentials are credentials that are modular in nature, and when combined with others, result in the awarding of a larger credential; laddering of credentials is when one credential articulates into another resulting in students receiving established credit within the program, shortening the path to program completion.
Please note that the Faculty of Law will be considering scheduling options for the JD courses incorporated into the program. In particular, consideration of evening offerings to facilitate participation by students with daytime commitments will be undertaken.

Section D: Program Development and Demand

10. Alignment with Strategic Direction and Priorities
Comment on how the program addresses institutional and unit level strategic priorities and plans, including how Accessibility, Equity, Diversity, and Inclusion and Indigenous achievement have been considered in the development of the program.

The mission of the University of Manitoba is: “To create, preserve, communicate and apply knowledge, contributing to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.” UM has identified the following values required to achieve its mission: academic freedom, accountability, collegiality, equity and inclusion, excellence, innovation, integrity, respect and sustainability. In particular, UM has made it a priority to create a more accessible, equitable, diverse and inclusive university. Consistent with UM’s mission, values and priorities, the program will improve access to legal education for ITLs; increase diversity at UM and in the legal profession; and provide support to ITLs that will better enable them to successfully practise law and enhance the well-being of Manitobans. The program addresses current barriers to learning for ITLs.

In its 2022-2025 Strategic Plan, the Faculty of Law’s stated goals and initiatives include developing a strong understanding among students, staff and faculty of the systemic barriers faced by individuals from all underrepresented groups; re-evaluating admissions processes to address Indigenous identity and EDI; deepening an understanding of diverse cultures, perspectives and systemic barriers in legal education and responding with remedial measures; and improving resources for access to justice through legal education. As the only law school in Manitoba, the Faculty of Law has an obligation to identify systemic barriers to legal education and respond with remedial measures and to improve resources for access to justice through legal education. Developing an academic program that is responsive to the unique needs of ITLs will reduce barriers to legal education and licensing currently faced by ITLs and, in so doing, increase the diversity of the legal profession in Manitoba and its capacity to provide culturally informed legal services to under-served Manitobans.

The project is a natural extension of the Faculty of Law’s JD program. With the exception of the prerequisite LAW 1002 - Preparation for the Study of Law in Canada course, all courses in the proposed program will be drawn from the current JD course offerings. Through consultations with the NCA, the Faculty has identified the JD courses that satisfy key competencies that ITLs are required to demonstrate for their CQ, and those courses have been incorporated into the program. Thus, the proposed program is an incremental, focused extension of the strong course offerings in the JD program.

The program also aligns with other access to justice initiatives at the Faculty of Law, including those of the Director of Access to Justice & Community Engagement. Program development and delivery will be enhanced by the guidance and support of the Director of Indigenous Legal Learning and Services.
The proposed program also specifically incorporates training in the delivery of culturally informed legal services. The mandatory LAW 1002 - Preparation for the Study of Law in Canada course will examine what it means to provide culturally competent legal services in the Canadian context and expose students to Indigenous history, culture and legal traditions. These components of the course will be developed in consultation with faculty and community members with experience, expertise and training in these areas.

Further, the development and supervision of the legal practice hub will enhance experiential learning opportunities at the Faculty of Law.

11. Student Demand for Program
   a. Outline expected student demand and interest in the program.

   There has been a steady increase in applications by ITLs for registration with the LSM between 2011 and 2020. Based on data collected by the Fair Registration Practices Office, there has been an average of 26 ITL applicants per year during this time. Applications have been from Canadians and permanent residents who have studied abroad and are now returning to Canada and from non-Canadians. Historically, at least half of the applicants have been Canadians or permanent residents.

   Further, even the Faculty of Law’s currently available, limited, ad hoc option has seen significant level of interest. There has been an average of 13 applicants per year since 2011 despite no marketing of this option.

   b. What is the expected enrolment in the program?

   During the program’s first operational year, it is expected that there will be enrolment of between 6 and 10 students. Given the current uncertainty regarding international students and the effect of the new attestation letter requirement on them, conservative enrolment levels are projected initially. However, this is expected to be a short-term constraint and a sustainable level of enrolment (10-25 students per year) is expected.

   c. What is the maximum capacity, if applicable?

   Defined as first-year enrolment capacity.

   During the program’s development year and its first operational year, it is expected that funding will be provided by the Manitoba Law Foundation. Given the level of funding requested, a cohort of up to 35 students could be supported. This would also represent the going-forward maximum capacity for the program.

12. Community and Industry Need
   Describe the current community and/or industry need for the program. Outline any consultation with community partners, industry partners, and other external stakeholders in the development of this

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program. If external feedback was not sought, comment on why. Append letters of support, as appropriate.

There are two main categories of individuals who are targeted to benefit from the program. The first is the ITLs who wish to be licensed to practise law in Manitoba. The second is the under-served Manitobans who require access to legal services.

Between Toronto and Calgary, there are currently no structured law school options for ITLs hoping to complete studies to obtain their CQ. Consultations with currently practising ITLs and student ITLs at the Faculty of Law revealed that ITLs favour completing a program at the Faculty of Law to obtain their CQ because, among other reasons, such a program provides: i) better opportunities to integrate into the legal community; ii) a higher quality of learning; iii) opportunities for peer support; and iv) access to legal resources and other supports at the Faculty of Law. Both the LSM and MBA have indicated that the absence of a structured program for ITLs, including sufficient student support, and opportunities for ITLs to connect with the legal community are gaps that need addressing. As noted above, the project also furthers the aim of The Fair Registration Practices in Regulated Professions Act to improve professional recognition processes for skilled individuals educated outside Canada.

Graduates of the program will also improve access to justice in Manitoba. As noted above, research has demonstrated that inadequate access to justice is disproportionately experienced by newcomers to Canada, and there is a significantly under-served immigrant population across Manitoba. Effective access to justice requires access to culturally informed legal service providers who can understand the larger context in which newcomers’ legal issues arise. As discussed earlier, while there are many ways to develop legal service providers with this competence, perhaps one of the most efficient is to facilitate the licensing of newcomers with legal training.

The above-described needs for the program were identified through interviews and consultations with the NCA, LSM, MBA (including its section for ITLs), members of the bar and judiciary, the Director of Access to Justice & Community Engagement, currently licensed ITLs and ITL students at the Faculty of Law.

13. Internal Consultation
Outlinethe results of internal consultations, including, (i) faculty, staff, and students within the unit; (ii) relevant academic units in respect to use of courses and/or recognition of credit; (iii) the libraries to determine resource needs; (iv) the Office of the Registrar and Enrolment Services to determine system needs; and (v) other units in relation to resource needs, as appropriate. Append a letter of support from the Registrar and Executive Director of Enrolment Services. Append additional letters of support, as appropriate. See SCCC Consultation form at https://umanitoba.ca/governance/forms.

Between August and October 2023, informal discussions were had with faculty members and staff regarding the development of a program for ITLs. At the November 9, 2023, Law Faculty Council meeting, the “Concept Paper: Program for internationally trained lawyers” was presented for discussion. The proposal was positively received. Following that meeting, additional feedback was obtained from individual faculty members who expressed an interest in providing feedback.
At the January 29, 2024, Academic Affairs meeting, the “Program Outline: Program for internationally trained lawyers” was presented for discussion and endorsement. Subject to removal of a proposed interview step in the admissions process, the outline of the program was endorsed. At the March 7, 2024, Law Faculty Council meeting, a motion brought forward by Academic Affairs that approved the program in principle and authorized the preparation of the proposal for Senate was passed. Finally, at the April 4, 2024, Law Faculty Council meeting, both the Proposal for New Academic Program: Micro-Diploma in Canadian Public Law and the Proposal for New Academic Program: Micro-Diploma in Canadian Private Law were endorsed for submission to Senate.

During the fall 2023 and winter 2024 terms, current ITL students at the Faculty of Law were consulted regarding the proposed program.

The Libraries were consulted and their response is found in Appendix H.

The Office of the Registrar and Enrolment Services was consulted and their response is found in Appendix I.

The Associate Dean, Research & Graduate Studies at the Faculty of Law, was consulted and their response is found in Appendix J.

The Director, Master of Human Rights Program, was consulted and their response is found in Appendix K.

The Dean, Asper School of Business, was consulted and their response is found in Appendix L.

The Acting Director, Peace and Conflict Studies, was consulted and their response is found in Appendix M.

Section E: Resource Requirements

14. Summary of Program Costs

Outline the resource requirements, new and existing, for the program in respect to staffing requirements, capital costs, and operating costs, including consideration of any impact on other academic units providing coursework in support of the program. Units should consult with their Dean’s /Director’s Office, including the unit-level Financial/Business Manager, and the Financial Planning Office when addressing the below.

The program will require a Coordinator to develop, implement and administer it. Subject to student demand, additional sessional instructors may also need to be retained in order to offer additional sections of high-demand courses.

All other incremental demand on services required to support the program can be absorbed within the current staffing and capital constraints of the Faculty of Law. Please see the attached Statement of Resource Implications for SPPC (attached as Appendix N) for additional details.

There is no impact on other academic units.
15. **Summary of Program Funding**

Outline how the program will be funded and indicate whether new funds are required. If new funding is required, please contact the Vice-Provost (Academic Planning and Programs) for more information. If additional revenue will be required to support the program but the Faculty/College/School is not requesting any new funding, identify the revenue source(s) (e.g. tuition, laboratory fees, other fees, etc.) that will be used.

It is expected that the Manitoba Law Foundation will provide a grant that will fund the initial development year and the first year of the program’s offering. The funding will cover the Coordinator’s salary in both years and fees for sessional instructors for 3 courses per term in the first year the program is offered. This should cover all incremental expenses of the program. That said, tuition fees will be applied to cover incremental expenses in the first year of the program’s offering; any surplus funding from the Manitoba Law Foundation would then be returned to the Foundation unless advance written permission were received from the Foundation to reallocate the surplus to another program expense.

On a going-forward basis, it is expected that tuition fees will cover the costs of the program. Please see the attached Statement of Resource Implications for SPPC (attached as Appendix N) for additional details.

16. **Library Resources**

If the program requires new courses or courses that are not offered on a regular basis, comment on the adequacy of existing library resources. Append a letter of support from the Libraries.

Current library resources are sufficient to support the new LAW 1002 - Preparation for the Study of Law in Canada course. The letter of support from the Libraries is attached as Appendix E.

17. **SPPC Statement on Resource Implications**

Complete and append the Senate Planning and Priorities Committee (SPPC) Statement on Resource Implications form at https://umanitoba.ca/governance/forms#senate-committee-forms.

Please see attached Appendix N.

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**Section F: Appendices**

As appropriate, please append the following:

i) Course introduction/change forms.
ii) For graduate-level micro-credentials, revised supplemental regulations and BFARS.
iii) Internal letters of support (see SCCC Consultation form at https://umanitoba.ca/governance/forms), including a letter of support from the Registrar and Executive Director of Enrolment Services and the Libraries.
iv) External letters of support.
v) SPPC Statement on Resource Implications (https://umanitoba.ca/governance/forms#senate-committee-forms)
MICRO-DIPLOMA IN CANADIAN PUBLIC LAW

COURSE DESCRIPTIONS

LAW 1002 – Preparation for the Study of Law in Canada 0 cr

This course will prepare internationally trained lawyers for the study of law in Canada. It will introduce students to the Canadian legal system and legal terminology, expose students to Indigenous history, culture and legal traditions, and examine what it means to provide culturally competent legal services in the Canadian context. In addition, students will be introduced to resources that support their research, academic and professional needs. Depending on the instructor, this course may include a field trip component. The course is restricted to students taking the micro-diploma in Canadian Public Law or the micro-diploma in Canadian Private Law. The course is evaluated on a pass/fail basis.

LAW 1140 – Criminal Law and Procedure 5 cr

A general introduction to criminal law and procedure dealing with principles of criminal liability, common defenses to criminal charges, selected specific offences, anti-Indigenous racism and discrimination in the criminal justice system, and the basic procedures to be followed in the administration of criminal justice in Canada.

LAW 1460 – Constitutional Law 5 cr

An examination of the legal problems arising from the nature of the Canadian political structure and, in particular, the distribution of legislative powers between the federal parliament and the provincial legislatures, Aboriginal rights in Canada, and an introduction to the impact of the Canadian Charter of Rights and Freedoms.

LAW 3530 – Administrative Law 3 cr

An introduction to administrative law generally, with concentration on the judicial review of the exercise of statutory authority by administrative entities. The impact of administrative decisions upon Aboriginal rights may also be considered.

LAW 1530 – Legal System 2 cr

An introduction to the study of law including initial analysis of various aspects of legal history, the structure of the legal system situated in the context of colonialism and Indigenous reconciliation, legal reasoning, statutory interpretation, dispute resolution and the role of the judiciary.
Micro-diploma in Canadian Public Law

Credential Requirements

Students have two options for completing the micro-diploma in Canadian Public Law.

**Option 1**

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<th>Credit hours</th>
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<td>LAW 1460</td>
<td>Constitutional Law</td>
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</tr>
<tr>
<td>LAW 3530</td>
<td>Administrative Law</td>
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<td>Up to 5 credit hours of LAW courses from the Juris Doctor program(^1)</td>
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**Option 2**

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<tr>
<td><strong>Total hours</strong></td>
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<td><strong>15 to 18</strong></td>
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</table>

\(^1\) Based on the student’s NCA Assessment Report, a student may be required to take additional courses in order to obtain a Certificate of Qualification from the NCA. A student may select courses from the Juris Doctor program to satisfy an additional NCA requirement or to explore other legal topics of interest to the student. Registration in any Juris Doctor course is subject to the student satisfying any prerequisites required to take the chosen course in the Juris Doctor program.
INTERNATIONALLY TRAINED LAWYERS PROGRAM

ACADEMIC REGULATIONS

Except where noted below, the Juris Doctor Program Policies and Procedures apply to the Internationally Trained Lawyers Program (ITLP), within the overarching policies and procedures of the University of Manitoba. In particular, the following Juris Doctor Program Policies and Procedures apply:

- Accessibility
- Communication and General Information (as amended below)
- Conduct of Classes
- Evaluation (as amended below)
- Policy and Procedure Review
- Respectful Work and Learning Environment
- Sensitive Information Release (as amended below)

In addition to these policies and procedures, the following program-specific policies and procedures apply to the ITLP.

1. Admission Requirements

Students are eligible to be considered for admission to the Micro-Diploma in Canadian Public Law or the Micro-Diploma in Canadian Private Law if they meet the following requirements:

- Students have completed a common law or civil law degree (LLB or JD equivalent) in a law program approved by the National Committee on Accreditation of the Federation of Law Societies of Canada (NCA).
- Students have a current (no more than 4 years old at the time of submission of the student’s application for admission) NCA Assessment Report.
- Students provide evidence of proficiency in English either:
  - by possessing a university degree from Canada or one of the countries listed on the English Language Proficiency Test Exemption List; or
  - through successful completion of a recognized English Language Proficiency test to the standard required by the JD program.

Students who meet the minimum requirements for admission to the program are not guaranteed admission. The ITLP Admissions Committee, composed of the ITLP Coordinator, the Admissions Officer and a designate from the practising profession in Manitoba, will determine admissions to the ITLP. Applicants will be evaluated based on
their qualifying credential GPA and professional skill and experience as demonstrated through a personal statement, résumé, two letters of recommendation and a writing sample.

Students wishing a reconsideration of an admission decision must direct their request to the ITLP Coordinator within ten business days of the posted decision date. Should the student wish to pursue the reconsideration decision further, an appeal must be made in accordance with the Senate Committee on Admission Appeals Procedure.

2. Program Requirements

In this program, students must complete a minimum of 13 course credits and a maximum of 18 course credits in the Micro-Diploma in Canadian Public Law. Students must complete a minimum of 15 course credits and a maximum of 18 course credits in the Micro-Diploma in Canadian Private Law.

All courses in the Micro-Diploma in Canadian Public Law and the Micro-Diploma in Canadian Private Law must be taught by the Faculty of Law, University of Manitoba. Students may not transfer external credits for use toward completion of either micro-diploma.

3. Progression

Students must obtain:

- a grade point value of 2.0 or higher in any mandatory graded course;
- a grade point value of 1.0 or higher in any other graded course; and
- a pass in any pass/fail course.

A student who earns a grade point value of less than 2.0 in any mandatory graded course may write one supplemental examination or assignment in that course. If, after writing the supplemental examination or assignment, the student still earns a grade point value of less than 2.0 in the course, the student may repeat the course. However, a student may not repeat a course more than once.

A student who earns a grade point value of less than 1.0 in a non-mandatory graded course or a fail in a pass/fail course may repeat the course. However, a student may not repeat a course more than once.

Withdrawal

A student who has twice failed to earn the minimum grade point value in the same mandatory graded course or twice failed to pass the same mandatory pass/fail course will be required to withdraw from the program.
A student who has been required to withdraw may reapply to the program and will be considered on the same basis as a new applicant for admission.

**Time for completion**

Generally, a student must complete the requirements for the relevant micro-diploma within the academic year in which the student first registers for the credential. Where a student is unable to do so, the student may request an extension to complete the credential in a subsequent term. The ITLP Coordinator, in consultation with the Associate Dean of the Juris Doctor Program, will determine whether an extension will be granted and its terms. Where a student has been denied a request to complete the relevant micro-diploma in more than one academic year, the student may appeal that decision to the Academic Standings Committee through the reinstatement process established under the Juris Doctor Program Progression Rules.

The maximum time allowed for a student to complete the relevant micro-diploma is 3 years from the date of registration.

**Courses with prerequisites**

Students in the ITLP will be completing courses offered through the Juris Doctor program. Many of these courses have prerequisites. An ITLP student must have completed any required prerequisite course to be eligible to take a Juris Doctor course with a prerequisite. A list of these courses and a progression chart are available in the University of Manitoba Academic Calendar.

4. **Evaluation**

The Juris Doctor Program Evaluation Policy applies to the ITLP with the following modification:

- Requests for deferrals of exams, papers and assignments must be provided to the ITLP Coordinator, for information purposes, in addition to being provided to the Associate Dean of the Juris Doctor Program.

5. **Practice-Based Learning**

Students in the ITLP will not be eligible to participate in externships offered through the Faculty of Law.

Students will be eligible for not-for-credit practice-based learning opportunities offered through the Faculty of Law. Where a given learning opportunity requires a substantial investment in time and effort by the student, it will be recorded on the participating student's [experience record](#).
6. **Communication and General Information**

The Juris Doctor Program Communication and General Information Policy applies to the ITLP with the following modification:

- The Report on Course Final Grades made by the Associate Dean of the Juris Doctor Program by June 15th of each year will not include the results of ITLP students.

7. **Sensitive Information Release**

The Juris Doctor Program Sensitive Information Release Policy applies to the ITLP with the following modification:

- Where appropriate for the purpose of supporting a student’s academic success, the Associate Dean of the Juris Doctor program may provide notice to the ITLP Coordinator that an ITLP student has requested one or more deferrals or extensions under the Juris Doctor Program Evaluation Policy or appealed a final grade in one or more courses pursuant to that policy.

- Recognizing the duty to protect the release of sensitive personal information and due to the small size of the ITLP, a student’s quartile ranking will not be provided to the student or a student-specified third party.
TO: Richard Jochelson, Dean, Faculty of Law

FROM: Jeff Adams, University Registrar & Executive Director, Enrolment Services

DATE: April 18, 2024

SUBJECT: Letter of support for Micro-Diploma in Canadian Private Law and Canadian Public Law

I have reviewed the proposal from the Faculty of Law to create a Micro-Diploma in Canadian Private Law and a Micro-Diploma in Canadian Public Law. I am in full support of the proposal and can confirm that the Registrar’s Office and the Undergraduate Admissions Office are able to manage all associated processes required to implement the programs.

The Office of the Registrar and Enrolment Services looks forward to supporting the Faculty of Law in the next steps as they work towards implementation.

Cc: Laurie Schnarr, Vice-Provost (Students)
Tamra Alexander, Faculty of Law
Erin Stone, Deputy Registrar and Director, Admissions
Gayle Gordon, Associate Registrar and Director, Systems
SUMMARY OF CONSULTATIONS WITH AND FEEDBACK FROM
INTERNATIONALLY TRAINED LAWYERS

Manitoba Bar Association – Internationally Trained Lawyers Section
September 18, 2023, consultation

The main concerns of internationally trained lawyers (ITLs) as they complete the requirements to obtain their certificate of qualification (CQ) are:

- The challenge of managing the courses/exams while working
- The cost of taking courses
- The lack of connection with the legal community during the process
- The difficulty of finding out what the process is and what supports are available
- The need to obtain practical legal experience in Canada
- The need for a credential that indicates Canadian studies/experience

ITLs require financial support during the process. Some are able to obtain grant funding, but most must work (often in non-law jobs) in order to support themselves through the process.

If they only write the NCA\(^1\) exams, rather than take any courses through a Canadian law school, they have a great deal of difficulty finding sources of support that they know are reliable (like study groups).

A very significant hurdle, even once they have completed their CQ, is the ability to find an articling position. This is hampered by the fact that it is challenging for ITLs to make connections in the legal community.

In addition to or instead of some of the courses required by the NCA, ITLs would be interested in taking courses at law school that are more directly related to their intended areas of practice.

Flexibility in the scope of the required courses is seen as an asset and options for delivery (evening classes, online classes) would also be attractive.

When asked about what level the credential should be, the feedback was that it did not make a difference whether the credential was a post-baccalaureate diploma or a micro-diploma. It was seen as a professional qualification or means-to-an-end for licensing. However, there was significant interest in encouraging the Faculty of Law to introduce a PhD program so that ITLs could enhance their academic credentials.

\(^1\) National Committee on Accreditation of the Federation of Law Societies of Canada (NCA). The NCA assesses the legal education and professional experience of ITLs and identifies the knowledge competencies and other requirements that the ITL must meet in order to obtain their CQ. Substantive law competencies can be satisfied by completing NCA exams or taking courses through a Canadian law school.
March 15, 2024, consultation

When asked directly about whether the program would better respond to ITLs’ needs if it was a larger, post-baccalaureate diploma program rather than a micro-diploma program, concern was expressed that the post-baccalaureate diploma program would take away the option of completing fewer, focused courses and still obtaining a Canadian credential. It was emphasized that there are many, competing demands on ITLs and the more focused and flexible the path to licensing, the better.

The suggestion was that it is the “Canadian” (and specifically, Robson Hall) nature of the credential rather than its “level” that was significant. It was stated that the program is responding to a practical professional need (for licensing) and not an academic/professional need for more significant credentials than the ITL has already obtained.

It was suggested that the program would be very attractive to international students as it would enable them to obtain a study permit. Simply taking the NCA exams does not provide access to a study permit for international students.

It was once again emphasized that the opportunity to build connections with the legal community is seen as a key component of the program.

Currently licensed ITLs

November 16, 22 and 23, 2023, consultations

Managing the CQ process while trying to balance all of their other obligations was identified as the most significant hurdle to ITLs’ success. The flexibility to take some NCA exams while relying on law school courses to satisfy other NCA competencies was seen as attractive. The need for experiences that build connections between ITLs and the legal community and that provide access to academic and professional supports was also identified.

They also identified that there is a need to provide ITLs with an opportunity to take courses that focus on the practice areas that they intend to practice in. Discussion of future micro-credentials focusing on practice areas was positively received.

ITLs in Canada who may pursue licensing in the future

November 29 and 30, 2023, consultations

The need for flexibility and for a focused program was emphasized as ITLs indicated that they need to balance work with the CQ process.

Issues that are holding them back from completing the licensing process include:

- Cost
- Need to work full-time
- Lack of connection/integration with the legal community
• Not really sure where to start and/or overwhelmed by the complexity and length of the process

Benefits that ITLs hope to obtain from a program like that proposed include:

• Connections with the legal community and mentorship
• Access to articling opportunities and career support
• Practical experience
• Licensing

ITLs did not express a preference for completing a post-baccalaureate diploma over a micro-diploma. They indicated that the least onerous path was the preferred path. They emphasized that the cost (in money and time) of the program is going to be a determining factor.

**NCA students currently at the Faculty of Law**

**March 20, 2024, consultation**

Significant concern about ability to balance the proposed program with a job was expressed. This has implications for both the scheduling of the courses and the overall academic load.

It was indicated that the value of being at the Faculty of Law is very significant and includes:

• Better learning opportunities and better retention of material
• Opportunities for experiential learning (the judge-shadowing experience was mentioned in particular)
• Exposure to the broader context of issues examined
• Opportunities to network and attend conferences
• Access to career and articling support

The identified benefits of the proposed program were its flexibility and the option to add a practice-specific course.

In response to the specific question as to whether the credential level (post-baccalaureate diploma or micro-diploma) would impact their decision to take the program, it was indicated that credential level was not a significant factor. How the program will fit within the student’s other obligations will be the most significant factor.

**Conclusion**

In conclusion, the consultations with and feedback from ITLs underscore a clear preference for micro-credentials over post-baccalaureate diplomas in the pursuit of Canadian legal qualifications. The emphasis lies on flexibility, practicality, and the ability to balance the demanding process of obtaining certification with other obligations. ITLs face numerous challenges, including managing costs, navigating the complexities of the
licensing process, and integrating into the Canadian legal community. Micro-credentials offer a more focused and adaptable pathway to licensing, allowing ITLs to target specific areas of practice while building essential connections within the legal profession. Additionally, the proposed program's flexibility in delivery and course options is deemed crucial in accommodating the diverse needs of ITLs. Ultimately, the decision to pursue a micro-diploma or post-baccalaureate diploma is driven by its alignment with individual circumstances and the practical demands of the journey towards licensure rather than the credential's level.
March 13, 2024

Senate Committee on Curriculum and Course Changes
The University of Manitoba
66 Chancellor's Circle
Winnipeg, MB R3T 2N2

Dear Committee Members:

RE: Faculty of Law Curriculum
- Program for Internationally Trained Lawyers

I write this letter in support of the University of Manitoba, Faculty of Law's (Robson Hall's) proposed program for internationally trained lawyers (ITLs) to gain the competencies required to obtain their certificate of qualification (CQ) from the Federation of Law Societies of Canada's National Committee on Accreditation (NCA).

As the regulator of the legal profession in Manitoba, the Law Society's mandate is to ensure the public is served by competent and honourable practitioners. In addition, the Law Society of Manitoba is subject to The Fair Registration Practices in Regulated Professions Act. The intent of this legislation is to see improvements in the recognition of the qualifications of skilled professionals who have been educated outside of Canada so that they can practice their profession in Manitoba. Pursuant to this legislation, the Law Society is required, among other things, to take reasonable measures to collaborate with educators and employers about remedial opportunities for internationally educated applicants.

To practice law in Manitoba, an Internationally trained lawyer must obtain a Certificate of Qualification from the National Committee on Accreditation. To achieve a CQ, the individual's academic training is assessed and must be considered to be the equivalent of a Canadian common law degree. The assessment frequently results in the requirement that the individual first complete a series of examinations and, in some cases, additional legal education.
Once an individual obtains their CQ, they must complete the Manitoba bar admission program (PREP) and a period of articles under the supervision of a practising Manitoba lawyer.

The number of ITLs seeking to pursue their legal career in Manitoba has increased tremendously over the last decade. The evidence obtained over this period of time demonstrates that ITLs experience challenges both in the CQ assessment process and in the completion of the bar admission program. Year over year, the pass rates in the bar admission program are significantly and disproportionately lower for ITLs as compared to Canadian common law graduates. Currently, there are no programs in Manitoba that will assist ITLs to prepare for the NCA assessment or the PREP program or articling. The proposed program would provide much needed support for Manitoba’s ITLs.

The proposed micro-credential courses will provide ITLs with the opportunity to receive in person training on the fundamentals of Canadian law and its processes, rather than resorting to self-study. Learning alongside others in the classroom setting will assist ITLs to prepare not only for the NCA assessment and the PREP program, but will prepare them for the practice of law in Manitoba, including the cultural aspects of practice in the province.

Currently, ITLs are at a competitive disadvantage in the securing of articling positions. Participating in the proposed micro-credentials program also will allow the ITLs to establish relationships with fellow students, professors and members of the profession. As student members of the Faculty of Law, the ITLs will have access to Robson Hall’s career office which has well-established connections to Manitoba’s legal profession.

The Law Society of Manitoba is committed to improving access to justice in the province, a component of which is having a diverse legal profession to provide culturally appropriate service to Manitoba’s diverse community. The Faculty of Law’s proposed micro-credentials program will provide much needed support to ITLs, Manitoba’s legal community and the community at large.

Yours truly,

Leah Kosokowsky

[Signature]

LCK/pb
March 14, 2024

Senate Committee on Curriculum and Course Changes
The University of Manitoba
66 Chancellor’s Circle
Winnipeg, MB R3T 2N2

Dear Committee Members:

RE: Faculty of Law Internationally Trained Lawyers Program

I write this letter in support of the University of Manitoba, Faculty of Law’s proposal to the University Senate to adopt a program for internationally trained lawyers (ITLs).

ITLs, including new Canadians and Canadians returning from studying law abroad, are a growing demographic of the legal profession in Manitoba. The MBA is committed to building inclusion within the legal profession, including supporting ITLs to become productive members of the Manitoba Legal Community. The MBA is also a leader in the development of continuing legal education in the province.

ITLs have a unique set of challenges when entering the legal profession in Manitoba, including having to navigate the process involved in obtaining their certificate of qualification from the Federation of Law Societies of Canada’s National Committee on Accreditation (NCA). This program will help ensure ITLs have a strong start to their legal careers in Manitoba by providing them with the requisite legal training to meet the NCA competencies necessary for qualification and by providing them with the support and mentorship they need to feel included and engaged in the Manitoba Legal Community. In particular, one of the program courses, “Preparation for the Study of Canadian Law”, will connect students with key stakeholders in the MBA and the Law Society of Manitoba and assist in the Faculty of Law’s journey towards reconciliation by addressing the Truth and Reconciliation Commission’s Call to Action #27 in providing students exposure to Indigenous history, culture and legal traditions.

We continue to be an active partner with Robson Hall in providing many educational opportunities within the Manitoba Legal Community, including the annual programming of an educational session for National Day for Truth and Reconciliation (along with the Law Society of Manitoba). The MBA will also continue to partner with Robson Hall in supporting ITLs, particularly through the MBA’s new Internationally Trained Lawyers Section.

The MBA looks forward to seeing how this program will put ITLs on the right path to success in the legal profession in Manitoba and is hopeful that the Faculty of Law’s proposal will be approved.

Sincerely,

[Signature]

Jason Gisser
President
Manitoba Bar Association
BY EMAIL

Senate Committee on Curriculum and Course Changes
The University of Manitoba
66 Chancellor’s Circle
Winnipeg, MB R3T 2N2

Dear Committee Members:

Re: Faculty of Law proposed program for internationally trained lawyers

I write this letter in support of the Faculty of Law at the University of Manitoba’s proposed program for internationally trained lawyers (ITLs).

The Federation of Law Societies of Canada (Federation) is the national coordinating body of Canada’s 14 provincial and territorial law societies. The National Committee on Accreditation (NCA) is a standing committee of the Federation. The mandate of the National Committee on Accreditation (NCA) is to help Canada’s law societies protect the public interest by assessing the legal education and professional experience of individuals who obtained their credentials outside of Canada or in a Canadian civil law program. In other words, the law societies have delegated to the NCA the responsibility of assessing credentials of internationally trained applicants with the expectation that this work will be undertaken in a consistent way for all who apply.

The NCA identifies the knowledge competencies and other requirements that the individual must meet in order to obtain their Certificate of Qualification. The Certificate of Qualification allows an individual to apply to complete the licensing process, also called bar admissions, with any of the law societies of Canadian common law jurisdictions.

The NCA supports initiatives to assist internationally educated lawyers and law graduates as they complete the process to obtain a Certificate of Qualification. The proposed program responds to a need for enhanced academic, professional and community support for ITLs in order to improve their likelihood of success both in completing licensing and as they go on to practise law. There is currently no similar program dedicated to internationally educated lawyers and law graduates between Calgary and Toronto.

The micro-diploma in Canadian public law covers the core subject competencies that are mandatory knowledge competencies for both Canadian common law graduates, including those in the JD
program at the University of Manitoba, and internationally educated lawyers and law graduates. The micro-diploma in Canadian private law covers the additional core subject competencies that internationally educated lawyers and law graduates with a civil law legal education are generally required to demonstrate.

A key strength of the proposed program is the connection that will be built between internationally educated lawyers and law graduates and the broader legal community. The integration of ITLs into the Faculty of Law’s supports and activities, the participation of the Law Society of Manitoba and the Manitoba Bar Association in events in the program, and the development of the practice legal hub will provide ITLs with a sense of belonging in the legal community and allow them to establish valuable relationships to draw on as they build their practice.

The NCA is eager to see the positive impact that the proposed program will have on the success of ITLs as they work through the licensing process, on the diversity of the legal profession, and on access to justice in Manitoba.

Sincerely,

Deborah Wolfe
Executive Director, National Committee on Accreditation and Law School Programs
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 Cassandra Davidson, Academic Programs Specialist, Office of the Provost and Vice-President (Academic) at Cassandra.Davidson@umanitoba.ca or 204.474.7847.

SECTION A – PROPOSAL DETAILS

Institution: University of Manitoba

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

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

Program name: Baccalaureate Program for Registered Nurses (BPRN)

Credential awarded: Bachelor of Nursing (BN)

Proposed start date for permanent cessation: June 30, 2024

Institutional Program Code(s) (PSIS reporting number):
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 BPRN is designed for diploma-prepared Registered Nurses who are interested in attaining a Bachelor of Nursing degree. The program acknowledges and builds on the students’ cumulative nursing knowledge, values, and skills. Because the BPRN recognizes the previous diploma earned by students admitted to the program, the program length is 45 credit hours. Twenty-six credit hours of the program are required core courses in nursing, 10 credit hours are nursing electives and 9 credit hours are non-nursing electives.

Program outcomes
1. Consolidate meanings of caring within the context of nursing
2. Integrate systematic inquiry and research findings into the practice of nursing
3. Value the process of self-discovery in relationship to self and others
4. Engage in systems thinking in caring for the client, family and community
5. Maximize opportunities for optimal health for the client, family and community
6. Support the meaning of health as identified by individuals, families and community
7. Provide holistic nursing care to client family and community
8. Exhibit ethical and social responsibility in service to others
9. Demonstrate leadership behaviours at organizational and social level
10. Integrate new and existing knowledge to construct meaning from new learning experiences
11. Contribute to the advancement of nursing practice
12. Provide culturally competent care within the scope of nursing practice
13. Recognize professional education in relation to lifelong learning skills
14. Demonstrate the use of informatics in nursing practice
15. Engage in evidence-based practice

Curriculum Design
The program consists of 45 credit hours. Twenty-six credit hours of the total are core courses on theory, research and practice. The remaining 19 credits hours are in the student’s chosen focus of study and include 10 credit hours of nursing electives and 9 credit hours of non-nursing electives.

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 program consists of 45 credit hours and can be completed on a full-time or part-time basis. With the full-time option, the program is completed in three academic terms (12 months in length). The program must be completed within five years.

B-3 Provide a description of the intended outcomes of the program being permanently ceased:

Admissions to the BPRN have been suspended since Fall 2019 due to low enrolment. Students previously admitted into the program continued to complete program requirements. All students enrolled have now completed the program.

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

The interest in the BPRN has declined over the past decade. Demand for this program declined as a result of the demographics of the nursing workforce. The majority of Registered Nurses (RNs) in Canada are now degree prepared.
(approximately 55% nationally in 2016 according to the Canadian Nurses Association). Diploma nursing education programs began closing or establishing collaborative arrangements with degree programs in the 1990s and, with the exception of Quebec, a degree in nursing is the minimum qualification for eligibility for initial registration as an RN in Canada. The majority of diploma-prepared RNs still in practice are mid-career or approaching retirement age.

Another factor influencing the decline in admissions and enrolments in the BPRN was the closure of the Diploma Nursing Accelerated Program (DNAP) at Red River College (RRC) in 2012. The DNAP was established by the Government of Manitoba to address a shortage in the RN workforce in the early 2000s, but even at that time, the number of degree-prepared nursing students exceeded the number of diploma-prepared students. However, during its lifetime, the DNAP provided a significant applicant pool for the BPRN. In fact, graduates of the Red River Diploma Nursing Program received additional credits towards the BN degree if they were accepted to the BPRN within 5 years of their graduation from RRC. The closure of this program contributed to the downward trend in applications and enrolments in the BPRN.

B-3.1 - Describe the existing and anticipated post-secondary learning needs of students in Manitoba that this program addresses and responds to.

The BPRN is designed for diploma-prepared Registered Nurses who are interested in attaining a Bachelor of Nursing degree. The program acknowledges and builds on the students’ cumulative nursing knowledge, values, and skills. Because the BPRN recognizes the previous diploma earned by students admitted to the program, the program length is 45 credit hours. Twenty-six credit hours of the program are required core courses in nursing, 10 credit hours are nursing electives and 9 credit hours are non-nursing electives.

B-4 Describe the mode of delivery for this program:

BPRN courses are delivered online.

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.)

Admissions to the BPRN have been suspended since Fall 2019 due to low enrolment. Students previously admitted into the program continued to complete program requirements. All students enrolled have now completed the program. Therefore, the BPRN is being closed permanently.

C-2 If applicable, describe any program reviews, evaluations, or other program review processes that occurred during the temporary cessation of this program:

N/A

C-3 Describe how the permanent cessation of this program aligns with the strategic plans of your institution:

The mission of the College of Nursing is to educate current and future nurses, advance nursing knowledge and foster health and well-being through excellence in practice and research scholarship and teaching innovation. The College of Nursing has an 80 year history of delivering quality nursing education. While the BPRN will be closed, the College has a well established Bachelor of Nursing program that addresses the current requirement for registered nurses to complete a baccalaureate degree for entry to practice. The College of Nursing expanded its Bachelor of Nursing program in Summer 2023 by 120 seats to assist in addressing the critical nursing shortage in Manitoba.
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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<td>Faculty/College/School</td>
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<td>SPPC (if applicable)</td>
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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, the College of Registered Nurses of Manitoba does not approve this program.

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

When the request for temporary cessation of the BPRN program for 2019-20 and 2020-21 was initially approved, the following groups and institutions were consulted and letters of support for the temporary cessation were received:

1. Rady Faculty of Health Sciences
2. Manitoba Nurses Union (MNU)
3. Association of Regulated Nurses of Manitoba
4. Winnipeg Regional Health Authority
5. College of Registered Nurses of Manitoba
6. Interdisciplinary Health Program
7. Centre on Aging

In 2021, we reached out to each of these institutions/groups to notify them of the intent to extend the temporary cessation to allow the students enrolled in the program time to complete the program requirements. The stakeholders were also advised that we would apply for closure of the program at that time. As well, a letter was sent to the Chief Nursing Officer at Shared Health.
On November 9, 2023, the Provincial Nursing Leadership Council, comprised of Chief Nursing Officers and Nurse leaders from across the province was advised that the BPRN program would be closed. The Nursing Subcommittee of Joint Council, comprised of representatives from Shared Health and regional health authorities, was also advised of the planned closure of the BPRN on February 7, 2024.

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

There are no students remaining in the BPRN. The recommendation to approve the permanent cessation of the BPRN was approved by the College of Nursing Council on February 26, 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:

This permanent cessation will have negligible impact on the labour market in Manitoba. BPRN students are already employed in Registered Nurse positions. Ceasing the program will not reduce the number of registered nurses available to the Manitoba labour market.

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:

The permanent cessation of the BPRN will not have any effect on laddering, articulation or credit transfer options. The opportunity for DPRN students from RRC to qualify for additional credits towards the BN degree at UM ended in 2017, five years after the program closed in 2012.

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 permanent cessation of the BPRN will not affect the academic, cultural, social or economic needs and interest of students and the province. Manitoba residents can register in a similar online program at Athabasca University and attain their degree in nursing.

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.

The following 14 courses will be deleted as a result of the permanent cessation:

1. NURS 2110: Health Assessment of Individuals, 3 cr
2. NURS 3200: Nursing of Individuals and Families with Long-Term Illness and Disability, 4 cr
3. NURS 3220: Community Health Nursing I, 4 cr
4. NURS 3230: Perspectives on Mental Health Nursing, 4 cr
5. NURS 3330: Women and Health, 3 cr
6. NURS 3350: Counselling Skills for Nurses, 3 cr
7. NURS 3390: Nursing in Rural Environments, 4 cr
8. NURS 3400: Men's Health: Concerns, Issues and Myths, 3 cr
9. NURS 3430: Seminar in Professional Nursing Foundations, 2 cr
10. NURS 3450: Introduction to Legal and Ethical Foundations of Nursing Practice, 3 cr
11. NURS 4160: Community Health Nursing II, 4 cr
12. NURS 4170: Issues and Trends in Nursing and Health Care, 3 cr
13. NURS 4190: Leadership in Nursing Practice, 3 cr
14. NURS 4210: Independent Study in Nursing, 4 cr

See course deletion forms attached.

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.

The deletion of 14 courses will not have any impact on the delivery of other programs. Admissions to the program have already been suspended for five years.

**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
Year 2  N/A
Year 3  N/A
Year 4  N/A

**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, there are no potential returning students.

**E-2 Will previous graduates of this program be negatively affected by its cessation?**

No, previous graduates will not be negatively impacted.

**E-3 What was the maximum seat capacity of the program that is being permanently ceased?**

Previous to the temporary cessation, the maximum seat capacity of the BPRN program was 100 seats.
E-4 What was the enrolment and graduation rate for this program over the past 5 years?

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SECTION F – FINANCIAL REALLOCATION

F-1 What portion of ongoing funding is allocated to this program?
The BPRN program is funded out of the general operating budget of the College of Nursing. There are no funds specifically allocated to the BPRN program.

F-2 Please provide a detailed description of how these funds will be reallocated:
There are no specific funds to be reallocated.
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 on May 7, 2024, the Senate Committee on Awards approved 11 new offers, 12 revised offers and 5 withdrawals as set out in the Report of the Senate Committee on Awards (May 7, 2024).

Recommendations
On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve 11 new offers, 12 revised offers, and 5 withdrawals as set out in the Report of the Senate Committee on Awards (May 7, 2024). These award decisions comply with the Student Awards Policy.

Respectfully submitted,

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

Alumni Association of the University of Manitoba Bursary

Through a bequest in 2024, Marguerite McDonald generously established an annual fund in the name of the Alumni Association of the University of Manitoba. The purpose of the fund is to provide financial support to students at the University of Manitoba. In 2024-2025, two bursaries of equal value will be offered to undergraduate students who:

(1) are enrolled part-time or full-time in any degree or diploma program offered by any faculty, college, or school at the University of Manitoba;

(2) have a record of satisfactory academic achievement which is defined:
   (a) as first year students, a minimum entering average of 70 percent (students entering their first year of study at the University of Manitoba as a mature student or transfer student are also eligible for this bursary); or
   (b) as current students, a minimum degree grade point average of 2.0; and

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

Preference will be given to students whose assessed financial need has not been met by other bursaries, such as the UMSU Bursaries, the University of Manitoba General Bursaries, or the Manitoba Scholarship and Bursary Initiative Bursary.

The Associate Registrar and Director, Financial Aid & Awards 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.

Drache Scholarship in Art and Architectural History

In recognition of their commitment to outstanding scholarship in art history, Arthur Drache and Judy Young Drache established an annually funded scholarship at the University of Manitoba in 2024. The purpose of this scholarship is to reward the academic achievements of a student in the Master of Arts in Art and Architectural History program offered through the School of Art. Each year, beginning in 2024-2025 and ending in 2026-2027, one scholarship valued at $5000 will be offered to a graduate student who:

(1) is enrolled full-time in the Faculty of Graduate Studies in the Master of Arts in Art and Architectural History program offered through the School of Art; and

(2) has achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study.

The award is not renewable but previous recipients can hold the award more than once.
The Dean of the Faculty of Graduate Studies (or designate) will ask the Director of the School of Art (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. Brock J. Wright Scholarship**

In honour of Dr. Brock J. Wright, his colleagues established an endowment fund with an initial gift of $29,150 at the University of Manitoba in 2021. Dr. Wright has had an illustrious career as a physician and senior administrator and is a highly respected and values-driven visionary leader who always aspired to serve. The purpose of this scholarship is to recognize a student in the Dr. Gerald Niznick College of Dentistry, Max Rady College of Medicine, College of Nursing, College of Pharmacy, or the College of Rehabilitation Sciences with strong academic achievement and a commitment to improving health services for Manitobans through demonstrated service, collaboration and leadership. Each year, beginning in 2024-2025, the available annual income will be used to offer one scholarship to an undergraduate student who:

1. is enrolled full-time (minimum 80% course load) in their final year of study in any undergraduate program offered by one of the following:
   a. Dr. Gerald Niznick College of Dentistry,
   b. Max Rady College of Medicine,
   c. College of Nursing,
   d. College of Pharmacy, or
   e. College of Rehabilitation Sciences;
2. has achieved either:
   a. a minimum degree grade point average of 3.5; or
   b. is in good standing in the College of Medicine; and,
3. has demonstrated service and leadership through collaboration and a commitment to improving health services for Manitobans.

In order to demonstrate how they meet criterion (3), applicants must submit the following:

(i.) a copy of their current *curriculum vitae*;
(ii.) a copy of their current academic transcript;
(iii.) one letter of support from an individual (verified by the University of Manitoba Conflict of Interest Policy and Procedure) who can address how the nominee meets criterion (3) above; and
(iv.) a statement (maximum 500 words) which outlines how the applicant has contributed to one or more of the following:
   - enhancing collaboration among care providers to create a more integrated and effective provincial healthcare system;
   - advancing inter-professional education or practice to ensure healthcare providers across the province are better able to work to their full scopes of practice;
   - improving the cost-effectiveness of health service delivery so that resources can be directed to those services that best meet the health needs of Manitobans; or
increasing access to care for structurally disadvantaged populations to reduce the inequities that exist in health service provision.

The application deadline will be set by the Rady Faculty of Health Sciences. Nomination packages will be submitted to the Vice-Dean (Education) for the Rady Faculty of Health Sciences (or designate).

The Dean of the Rady Faculty of Health Sciences (or designate) will ask the Vice Dean (Education) for the Rady Faculty of Health Sciences (or designate) to name the selection committee for this award.

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

Dr. Jim McGoey Resident Prize

The Walker Wood Foundation established a resident award in the Department of Surgery at the Max Rady College of Medicine in memory of Dr. Jim McGoey. The purpose of the award is to recognize residents who are interested in pursuing a surgical field in a rural locale. Each year, beginning in the 2024-2025 academic year, the Walker Wood Foundation will make an annual gift of $5,000 to offer one prize to a resident who:

1. is a Canadian citizen or permanent resident;
2. was enrolled in the final year of residency in the Post-Graduate Medical Education program in the Department of Surgery, Department of Anesthesia, Perioperative and Pain Medicine, Department of Obstetrics and Gynecology, or the Department of Family Medicine’s Family Practice Anesthesia Enhanced Skills Residency at the University of Manitoba in the year in which the prize was tenable;
3. demonstrated leadership qualities and involvement in extra-curricular activities such as, but not limited to medical research, community participation, music and fine arts;
4. demonstrated leadership and commitment to rural delivery of practice; and
5. demonstrated excellence in the program.

The Postgraduate Medical Education Awards committee will advertise the award and call for applications. Applicants will be asked to submit: (i) a statement (maximum 500 words) about how they meet the criteria, (ii) a curriculum vitae, (iii) a letter of support from a practicing physician.

The Dean of the Max Rady College of Medicine (or designate) will ask the Associate Dean of the Postgraduate Medical Education program (or designate) to name the selection committee for the award. The committee Chair will invite the Vice-President from the Walker Wood Foundation (or designate) to participate in selections.

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. Michael Janusz Bursary

Dr. Michael Janusz (MD’74) made a gift to the University of Manitoba in 2023. The purpose of the gift is to provide financial support to medical students in the Max Rady College of Medicine. Each year, beginning in 2024-2025 and ending in 2026-2027, one bursary valued at $2,500 will be offered to an undergraduate student who:

1. is enrolled full-time (minimum 80% course load) in any year of study in the Undergraduate Medical Education (UGME) program in the Max Rady College of Medicine;

2. is in good standing; and

3. has demonstrated financial need on the University of Manitoba general bursary application form.

The bursary is renewable for up to two years, provided the recipient continues to meet all the numbered criteria outlined above. In years where a renewal is made, no new award will be offered.

The Dean of the Max Rady College of Medicine 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.

Faculty of Agricultural and Food Sciences Fellowships

Through the generosity of many donors, the University of Manitoba was able to establish a trust fund in 2024. The purpose of the fund is to support 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 fellowships to graduate students who:

1. are enrolled full-time in the Faculty of Graduate Studies in any master's or doctoral program offered through the Faculty of Agricultural and Food Sciences; and

2. have achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study.

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 (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.

Manitoba Unions Indigenous Student Bursary in Labour Studies

Manitoba Unions established an annual bursary in 2024. The purpose of the bursary is to support Indigenous students who are pursuing post-secondary education in the Labour Studies department at the University of Manitoba, with the goal of creating more pathways for Indigenous students to pursue opportunities in the labour movement. Manitoba Unions believe that labour studies education helps
prepare students to take on important positions within the labour movement, such as workplace organizers, labour activists, union staff, elected union leaders and more.

Each year, beginning in 2024-2025, and ending in the 2030-2031 academic year, a bursary valued at $5000 will be offered to an undergraduate student who:

1. has self-declared as a First Nations, Métis, or Inuit person from Canada;
2. is enrolled part-time or full-time in either the General Major program or the Advanced major program in Labour Studies in the Faculty of Arts;
3. has completed a minimum of 9 credit hours of Labour Studies courses;
4. has achieved a minimum degree grade point average of 2.5; and
5. has demonstrated financial need on the standard University of Manitoba general bursary application form.

Preference will be given to students who have demonstrated commitment to progressive labour causes and/or campaigns.

Candidates will be required to provide a letter (maximum 500 words) outlining their commitment to progressive labour causes and/or campaigns. Letters are to be submitted care of the Coordinator of the Labour Studies Program.

The Dean of the Faculty of Arts (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.

Margaret (Taylor) Hoke Scholarship

Margaret (Taylor) Hoke generously established an endowment fund at the University of Manitoba with an initial gift of $135,000 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 reward the academic achievements of students in the Human Nutritional Sciences program 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 with a minimum value of $1000 to undergraduate students who:

1. are enrolled full-time in their second year of study or higher in the Bachelor of Science (Human Nutritional Sciences) program in the Faculty of Agricultural and Food Sciences;
2. have achieved a minimum degree grade point average of 3.0; and
3. have demonstrated ethical characteristics and leadership potential throughout their program.

In order to demonstrate how they meet criterion (3), applicants must submit a written statement (maximum 500 words) to the Faculty of Agricultural and Food Sciences.

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 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.

The Bammeke Entrepreneurial Excellence Scholarship

To give back to his alma mater, Mr. Seun Bammeke (B.Comm., Honours'/10) has generously established a scholarship fund at the University of Manitoba for a period of four years with a gift of $10,000 in 2023. The purpose of the fund is to reward the academic achievements of a student studying entrepreneurship in the Asper School of Business. Each year, beginning in 2024-2025, and ending in 2027-2028, one scholarship valued at $2,500 will be offered to an undergraduate student who:

1. is enrolled full-time (minimum 60% course load) in the third year of study or above in the Bachelor of Commerce (Honours) degree program, Entrepreneurship & Innovation Major (or the former Entrepreneurship/ Small Business Major), in the Asper School of Business;
2. has achieved a minimum degree grade point average of 3.0; and
3. has self-declared as an individual belonging to a racially marginalized group*.

* Racially marginalized groups can include Biracial / Multiracial, Black, African, Afro-Caribbean, East Asian, Indigenous, Middle Eastern or North African, Arab, Hispanic or Latino/a/x, Pacific Islanders, South Asian, and Southeast Asian. Students who self-identify as belonging to a racially marginalized group not listed here may also apply.

Candidates will be required to verify how they meet criterion (3) by completing the Asper School of Business application form for this award.

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) and (2).

The Dean of the Asper School of Business (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.

The Canadian Chapter of the International Association of Women Judges Entrance Bursary

The Canadian Chapter of the International Association of Women Judges established an annually funded trust of $15,000 for three years at the University of Manitoba in 2023. The purpose of the fund is to provide financial support to a student in the Faculty of Law. Each year, beginning in 2024-2025, and ending in 2026-2027, the annual available income plus $5,000 from the capital of the fund will be used to offer one bursary to an undergraduate student who:

1. has self-declared as female or as transfeminine;
2. has self-declared as a First Nations, Métis or Inuit person from Canada;
3. is enrolled full-time (minimum 60% course load) in the first year of study in the Juris Doctor program in the Faculty of Law;
4. has achieved a minimum adjusted grade point average of 2.5;
(5) has demonstrated a connection to the Indigenous community; and
(6) has demonstrated financial need on the standard University of Manitoba general bursary application form.

In order to demonstrate how they meet criterion (5), applicants must submit a written statement (maximum 250 words).

In the event that there are no eligible candidates who meet all of the criteria outlined above, or withdraw from or are otherwise unable to continue in their first year of study, the bursary will be awarded to a student who is full-time in the second year or higher of study in the Juris Doctor program who meets criteria (1), (2), (5), and (6), and who has achieved a minimum degree grade point average of 2.5 each year of law.

The Dean of the Faculty of Law (or designate) will name the selection committee for this award, including the Admissions Officer for the Faculty of Law and two members of the Manitoba Bar who self-declare as Indigenous persons from Canada.

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.

Zak Hirshman Men's Basketball Scholarship

In memory of Zachary (Zak) A. Hirshman (B.A./'05), a former Bisons student athlete, friends and family established an endowment fund at the University of Manitoba in 2023. The purpose of this fund is to offer scholarships in his name to a member of the University of Manitoba Bisons Men's Basketball team. Each year, beginning in 2024-2025, the available annual income from the fund will be used to offer one or more scholarships to undergraduate or graduate students who:

(1) are eligible to compete in U Sports;
(2) are members of the University of Manitoba Bisons Men’s Basketball team;
(3) are enrolled full-time in any program in University 1 or any faculty, college, or school at the University of Manitoba;
(4) have achieved:
   (a) as entering undergraduate students, have been accepted as a member of the University of Manitoba Bisons and are enrolled in degree-granting courses as stated in the U Sports Athletic, Financial Awards Policy, or upon successful completion of 18 credit hours with a minimum grade point average of 2.0; or
   (b) as continuing undergraduate students, a minimum grade point average of 2.0 on a minimum of 18 credit hours in the previous year of study at the University of Manitoba; or
   (c) as graduate students, a minimum grade point average of 2.5 based on the last 60 credit hours (or equivalent) of study; and
(5) have demonstrated athletic ability in men’s basketball as determined by the selection committee.

Preference will be given to racialized students and/or students of single parents.

The Dean of the Faculty of Kinesiology and Recreation Management (or designate) will name the selection committee for this award and will include the Athletic Director (or designate) and the Head Coach of the Manitoba Bisons Men’s Basketball team (or designate).
This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

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

2. AMENDMENTS

Berdie and Irvin Cohen Fellowship in Engineering

The following amendments were made to the terms of reference for the Berdie and Irvin Cohen Fellowship in Engineering:

- The title was updated to:
  
  **BERVIN Fellowship in Engineering**

- The preamble was revised to:
  
  *As their son’s tribute to Berdie and Irvin Cohen, an endowment fund was established at the University of Manitoba in 2001. The Manitoba Scholarship and Bursary Initiative has made a contribution to the fund. The purpose of the fund is to reward the academic achievements of graduate students in the Price Faculty of Engineering. Each year, the available annual income from the fund will be used to offer two fellowships to graduate students who:*

  - have a Bachelor of Science in Engineering degree from any post-secondary institution;
  - are enrolled full or part-time in any year of study in the Faculty of Graduate Studies in any master’s program offered by the Price Faculty of Engineering;
  - have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and
  - have demonstrated how the engineering contribution of their research makes the world a better place.

  In order to demonstrate how they meet criterion (4), applicants must submit a written statement (maximum 500 words) that includes a brief description of their research (in plain language) and an overview of the anticipated improvement(s) that their research will provide to their chosen Engineering discipline.

- The selection committee paragraph was revised to:
  
  *The Dean of the Faculty of Graduate Studies (or designate) will ask the Chair of the Graduate Awards Committee of the Price Faculty of Engineering to name the selection committee for this award, which will include the donor contact (or designate).*

- The standard Board of Governors statement was added.
Berdie and Irvin Cohen Scholarship in Medicine
(Bervin Fund)

The following amendments were made to the terms of reference for the Berdie and Irvin Cohen Scholarship in Medicine (Bervin Fund):

- The preamble was revised to:
  
  Through an anonymous donation, an endowment fund has been established at the University of Manitoba in memory of Berdie and Irvin Cohen. The Manitoba Scholarship and Bursary Initiative has made a contribution to the fund. Each year, one scholarship valued at $5,000 will be offered to a student who:

- The numbered criteria were revised to:
  1. has been admitted to the first year of the Undergraduate Medical Education degree program in the Max Rady College of Medicine at the University of Manitoba; and
  2. is one of the ten highest-ranked candidates as identified by the Admissions Committee under the leadership of the Associate Dean (Undergraduate Medical Education) (or designate).

- The following paragraph was added:
  The award will be offered every year for as long as the Dean of Medicine’s discretionary funds are available to match the value of this award. Upon depletion of the matching funds, this award will revert to biennial distribution for the continuation of the scholarship.

- The selection committee paragraph was revised to:
  The selection committee will be the Max Rady College of Medicine Awards Committee.

- The standard Board of Governors statement was added.

Caminetsky Prize in Pharmacology and Therapeutics

The following amendments were made to the terms of reference for the Caminetsky Prize in Pharmacology and Therapeutics:

- The preamble was revised to:
  In memory of Dr. Sydney Caminetsky, a fund was established to support a prize at the University of Manitoba in 1969. The purpose of the fund is to reward the academic achievements of a student in the Max Rady College of Medicine Department of Pharmacology and Therapeutics. Each year, the available annual income from the fund will be used to offer up to two prizes to graduate students who:

- The numbered criteria were revised to:
  1. were enrolled full-time in the Faculty of Graduate Studies in a master’s or doctoral program in the Department of Pharmacology and Therapeutics offered by the Max Rady College of Medicine in the year in which the award was tenable;
  2. have each achieved an adjusted grade point average of 3.0 based on the courses completed in the graduate program in the Department of Pharmacology and Therapeutics; and
  3. have achieved the first or second-highest average on aggregate performance in both General Pharmacology (currently numbered PHAC 7136) and Molecular Pharmacology (currently numbered PHAC 7222).
• The paragraphs following the numbered criteria were added:

In years that two recipients are awarded, the prize will be divided such that the highest aggregate score receives 64% of the available annual income and the 2nd highest aggregate score receives 36% of the available annual income.

Should the Department of Pharmacology and Therapeutics be dissolved or amalgamated with another department or faculty, the prize must continue to be given as an award for candidates pursuing graduate qualifications in the scientific discipline of pharmacology. Pharmacology encompasses the interactions between drugs and biological systems and includes pharmacodynamics, pharmacokinetics and pharmacogenomics.

• The selection committee paragraph was revised to:

The Dean of the Faculty of Graduate Studies (or designate) will ask the Chair of the Department of Pharmacology and Therapeutics Graduate Program Committee to name the selection committee for this award.

• The standard Board of Governors statement was added.

Derek Riley Undergraduate Entrance Bursary

The following amendments were made to the terms of reference for Derek Riley Undergraduate Entrance Bursary:

• The preamble was revised to:

Dr. Derek Riley established an endowment fund at the University of Manitoba with a gift of $750,000 in 2014. The purpose of the fund is to support Indigenous students from a community in Manitoba pursuing their first degree/diploma program. The Manitoba Scholarship and Bursary Initiative has made a matching contribution to the fund. Each year, beginning in 2017-2018, the available annual income of the fund will be used to offer one bursary with a minimum value of $15,000 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) has met the minimum admission requirements (including Mature Student status) for University 1 or any faculty, college or school at the University of Manitoba with a direct entry option; and
(3) has demonstrated financial need on the Derek Riley Undergraduate Entrance Bursary application form.

• The following paragraph was added:

Preference will be given to a student from a community that is north of the 53rd parallel.

Candidates must be enrolled full-time (minimum 60% course load) in their first year of studies in University 1, or any Direct Entry program offered by any faculty, college, or school at the University of Manitoba.

• The following paragraph was revised to:

If there are no students that meet all the numbered criteria, the bursary will be offered to a student who is enrolled full-time (minimum 60% course load) in any program offered at the University of Manitoba with a minimum degree grade point average of 2.0 and who meets criteria (1) and (4).
Any new students applying for the bursary will have to submit a written statement (minimum 500 to maximum 1000 words) of a personal reflection on how the Derek Riley Undergraduate Entrance Bursary will impact/benefit their studies, to the Indigenous Student Awards Committee.

- The renewal paragraphs were revised to:

  The bursary is renewable in the second, third, and fourth (if applicable) years of study at a minimum value of $15,000 per year, provided that the recipient:

  (a) is enrolled full-time (minimum 60% course load) in any faculty, college, or school at the University of Manitoba;

  (b) has achieved either:

   (i.) as a continuing student, a minimum degree grade point average of 2.0 or

   (ii.) as a College of Medicine student, good standing.

  (c) continues to demonstrate financial need on the Derek Riley Undergraduate Entrance Bursary application form; and

  (d) has submitted a written statement (minimum 500 to maximum 1000 words) of a personal reflection on how the Derek Riley Undergraduate Entrance Bursary will impact/benefit their studies, to the Indigenous Student Awards Committee.

- The following paragraph was revised to:

  When the fund can support over four students, the selection committee will have the discretion to determine the number and value of bursaries, with a minimum value of $15,000 per student each year.

- The selection committee paragraph was revised to:

  The selection committee will be the Indigenous Student Awards Committee.

**Drache Scholarship in Art History**

The following amendments were made to the terms of reference for the Drache Scholarship in Art History:

- The preamble was revised to:

  In recognition of their commitment to outstanding erudition in Fine Arts, Arthur Drache and Judy Young Drache established an annually funded scholarship at the University of Manitoba in 2019. The purpose of this annual scholarship is to reward the academic achievements of a student who is pursuing a Bachelor of Fine Arts (Honours) degree in Art History. Each year, beginning in 2024-2025 and ending in 2026-2027, one scholarship of $2,500 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 third year of study or higher in the Bachelor of Fine Arts (Honours) degree in Art History; and

  2. has achieved a minimum degree grade point average of 3.5.
Dr. Biruta A. Osins Scholarship

The following amendments were made to the terms of reference for the Dr. Biruta A. Osins Scholarship:

- The preamble was revised to:
  
  *Dr. Biruta A. Osins generously established an endowment fund at the University of Manitoba with an initial gift of $10,000 in 1992 and later through a bequest in 2018. The purpose of the fund is to recognize the academic achievements of students in the Dr. Gerald Niznick College of Dentistry. Each year, beginning in 1992-1993, 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 their second year of the Doctor of Dental Medicine (DMD) degree program in the Dr. Gerald Niznick College of Dentistry; and*
  
  (2) *have achieved the highest grades in the combined laboratory and didactic components of the course Endodontology-1 (currently numbered RSTD 2520).*
  
- 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 selection committee will be the Awards Committee of the Dr. Gerald Niznick College of Dentistry.*
  
- The standard Board of Governors statement was added.

Dr. Mark Nickerson Graduate Entrance Scholarship in Pharmacology and Therapeutics

The following amendments were made to the terms of reference for Dr. Mark Nickerson Graduate Entrance Scholarship in Pharmacology and Therapeutics:

- The preamble was revised to:
  
  *The Department of Pharmacology and Therapeutics established an endowment fund in 2005 as a lasting tribute to Dr. Mark Nickerson’s energy and vision in developing the discipline of pharmacology in Canada. Each year, the available annual income from the fund 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 a thesis-based master’s or doctoral program specializing in pharmacology offered by the Max Rady College of Medicine; and*
  
  (2) *have achieved a minimum grade point average of 3.75 based on the last 60 credit hours (or equivalent) of study.*
  
- The paragraphs following the numbered criteria was revised to:
  
  *At least one scholarship will be awarded to a Master of Science student and at least one scholarship will be awarded to a direct-entry or transferring doctoral student.*

  *For the purpose of this entrance award, the academic year will be defined as beginning January 1 and continuing through December 31. A final recommendation for these awards will be made by the Dean of the Faculty of Graduate Studies once the final admissions are approved for the*
fall term of each year (normally in August or September). All students admitted or transferred to Pharmacology and Therapeutics master or doctoral programs dating back to January 1 of each year will be automatically eligible for consideration.

If in a given year, upon the recommendation of the selection committee, there is no acceptable recipient the scholarship will not be awarded and the funds will be reinvested into the capital fund. The award intends to select recipients who will enter the discipline of Pharmacology. The selection committee will consider the potential for service and dedication to pharmacology or related biomedical sciences.

- The following paragraph was added:

  Should the Department of Pharmacology and Therapeutics be dissolved or amalgamated with another department or faculty, the prize must continue to be given as an award for candidates pursuing graduate qualifications in the scientific discipline of pharmacology. Pharmacology encompasses the interactions between drugs and biological systems and includes pharmacodynamics, pharmacokinetics and pharmacogenomics.

- The selection committee paragraph was revised to:

  The Dean of the Faculty of Graduate Studies (or designate) will ask the Chair of the Graduate Studies Committee of the Department of Pharmacology and Therapeutics to name the selection committee for this award.

**Flying Officer George Finkle Memorial Bursary**

The following amendments were made to the terms of reference for the Flying Officer George Finkle Memorial Bursary:

- The preamble was revised to:

  In memory of Flying Officer George Finkle, an endowment fund was established in his name at the University of Manitoba with an initial gift of $15,000 in 1996. The purpose of this fund is to provide financial support to students in the Asper School of Business or the Clayton H. Riddell Faculty of Environment, Earth, and Resources. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund.

  Each year, the available annual income from the fund will be used to offer one or more bursaries with a minimum value of $650 to students who:

- The numbered criteria were revised to:

  1. are either:
     
     (a) as an undergraduate student, enrolled full-time (minimum 60% course load) in any year of study in the Department of Supply Chain Management in the Asper School of Business; or
     
     (b) as an undergraduate student, enrolled full-time (minimum 60% course load) in any year of study in the Department of Geological Sciences in the Clayton H. Riddell Faculty of Environment, Earth, and Resources; or
     
     (c) as a graduate student, enrolled full-time in the Faculty of Graduate Studies in a master’s program offered by the Asper School of Business or the Clayton H. Riddell Faculty of Environment, Earth, and Resources;

  2. are members of the Regular Canadian Armed Forces or Primary Reserve (or are members of the immediate family of a Regular Force member) who are residents in Manitoba or Northwestern Ontario;

  3. have achieved either:
(a) as an undergraduate student, a minimum degree grade point average of 2.0 or if a first-year student, has met the minimum requirements for admission; or
(b) as a graduate student, a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study;
(4) best demonstrate the qualities of George Finkle, including a love of country, a love of family, decency and morality, strength, intelligence, courage, determination and hard work; and
(5) has demonstrated financial need on the standard University of Manitoba Armed Forces general bursary application form.

- The following paragraph was added:
  
  In order to demonstrate how they meet criterion (4), applicants must submit a statement (maximum 250 words).

- The following paragraph was revised to:
  
  If there are no suitable applicants, any unspent revenue may be held over to offer the award the following year. If no suitable candidates are found for two consecutive years, the bursaries can be offered to students from any Faculty and School at the University of Manitoba who meet criteria (2), (3), (4), and (5).

- The following paragraphs were added:
  
  This award is not renewable, though previous recipients may reapply in a subsequent year.
  
  The selection committee will have the discretion to determine the number of awards offered each year based on the available funds, as outlined in the criteria above and the level of financial need demonstrated by candidates for this bursary.
  
  In any year that a student in the Faculty of Graduate Studies is selected, Financial Aid and Awards will consult with the Dean of the Faculty of Graduate Studies (or designate) on the selection.

- 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.

**G. Clarence Elliott Fellowship**

The following amendments were made to the terms of reference for the G. Clarence Elliot Fellowship:

- The preamble was revised to:

  
  Friends and colleagues of Mr. G. Clarence Elliott established an endowment fund to support a graduate fellowship at the University of Manitoba in 1994. The fellowship is in honour of Mr. G. Clarence Elliot former Vice-President, and Treasurer of The Great-West Life Assurance Company who also made his mark as a real estate pioneer. The Manitoba Scholarships and Bursaries Initiative has made a contribution to this fund. The fund will be used to support multiple initiatives for fellowship recipients, a portion of the fund will be used to reimburse expenses for a celebratory dinner, certificate, and annual update of the G. Clarence Elliott Fellowship Plaque located by the Faculty of Graduate Studies office.

  
  Each year, 95% of 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 graduate program offered through the following departments:
   - Agricultural Economics (Faculty of Agricultural and Food Sciences)
   - Architecture (Faculty of Architecture)
   - Business Administration/Management (Asper School of Business)
   - City Planning (Faculty of Architecture)
   - Economics (Faculty of Arts)
   - Statistics (Faculty of Science);
2. have achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study; and
3. have demonstrated their academic interest(s) and study focus, extra-curricular activities, and their interest in commitment to their community.

The paragraphs following the numbered criteria were revised to:

Applicants must submit a statement (maximum 500 words) outlining how they meet criterion (3). Preference will be considered for candidates who may originate from a rural background. This fellowship is not renewable but previous recipients can hold the award more than once. The remaining 5% of the available annual income will be used to reimburse the expenses to host the annual recipient congratulatory dinner which is organized by the donor representative. This funding will also be used for the Fellowship certificates that are presented at the annual recipient congratulatory dinner and to add the recipient(s) names on the current G. Clarence Elliott Fellowship Plaque displayed by the Faculty of Graduate Studies office.

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 Deans (or designates) of the Faculties of Agricultural and Food Sciences, Architecture, Arts, Science, and the Asper School of Business and will also include three external members appointed by the Dean of the Faculty of Graduate Studies (or designate).

The standard Board of Governors statement was added.

John W. Clay Scholarship (Western Canada Dental Society)

The following amendments were made to the terms of reference for the John W. Clay Scholarship:

The preamble was revised to:

In honour of Dr. John W. Clay, a distinguished dental practitioner and citizen of Calgary, the Western Canada Dental Society established an endowment fund at the University of Manitoba in 1962. The purpose of the fund is to reward the academic achievements of a graduate student in the Dr. Gerald Niznick College of Dentistry. Each year, the available annual income from the fund and the unspent revenue will be used to offer one or more scholarships with a maximum value of $3000 to graduate students who:

1. are enrolled full-time in the Faculty of Graduate Studies, in any year of study, in any master or doctoral program offered by the Dr. Gerald Niznick College of Dentistry; and
have demonstrated an outstanding aptitude for graduate study and a sense of professional and community responsibility.

- The paragraphs following the numbered criteria were revised to:

  In order to demonstrate how they meet criterion (2), applicants must submit a written statement (maximum 500 words) and a current curriculum vitae to the selection committee for this award. The selection committee will have the discretion to determine the number and value of awards offered each year based on the available funds, as outlined in the criteria above.

- The selection committee paragraph was revised to:

  The Dean of the Faculty of Graduate Studies (or designate) will ask the Dean of the Dr. Gerald Niznick College of Dentistry (or designate) to name the selection committee for this award.

- The standard Board of Governors statement was added.

**Physics and Astronomy Centennial Graduate Fellowship**

The following amendments were made to the terms of reference for the Physics and Astronomy Graduate Fellowship:

- The preamble was revised to:

  The Department of Physics and Astronomy established an endowment fund at the University of Manitoba with an initial gift of $30,000 in 2015. The purpose of the fund is to reward the academic achievements of a graduate student in the Department of Physics and Astronomy. Each year, beginning in 2015-2016, the available annual income from the fund will be used to offer one fellowship to a graduate student who:

- The numbered criteria were revised to:

  1. is enrolled full-time in the Faculty of Graduate Studies in any master’s or doctoral program offered through the Department of Physics and Astronomy;

  2. has achieved a minimum grade point average of 3.75 based on the last 60 credit hours (or equivalent) of study; and

  3. has demonstrated outstanding academic and research accomplishments.

- The paragraphs following the numbered criteria were revised to:

  In order to demonstrate how they meet criterion (3), applicants must submit a brief description of their research (maximum 500 words) and their curriculum vitae to the Department of Physics and Astronomy.

  Preference will be given to a student who is in their second year of study in any master’s or doctoral program offered through the Department of Physics and Astronomy.

- The selection committee paragraph was revised to:

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

- The standard Board of Governors statement was added.
Professional Interior Designers Institute of Manitoba Thesis/Practicum Prize

The following amendments were made to the terms of reference for the Professional Interior Designers Institute of Manitoba Thesis/Practicum Prize:

- The preamble was revised to:
  
  The Professional Interior Designers Institute of Manitoba (PIDIM) established an annually funded prize at the University of Manitoba in 1949 to recognize a graduating student with the most outstanding practicum project and report in the Department of Interior Design. Each year, one prize valued at $2500 will be offered to a graduating student who:

- The numbered criteria were revised to:
  
  (1) was enrolled full-time in the Faculty of Graduate Studies in the Master of Interior Design program offered by the Faculty of Architecture in the year in which the prize was tenable; and
  
  (2) has completed the most outstanding practicum project and report for that academic year.

- The selection committee paragraph was revised to:
  
  The Dean Faculty of the Faculty of Graduate Studies (or designate) will ask the Head of the Department of Interior Design (or designate) to name the selection committee for this award and will include the President of PIDIM (or designate).

- The standard Board of Governors statement was added.

3. WITHDRAWALS

Canadian Academy of Periodontology Award of Excellence
As per the donor's request.

K. Smimou Bursary for Indigenous Students in the Asper School of Business
As per the donor's request.

Post-Secondary Club (PSC)/ Rec and Read Entrance Bursary
As per the donor's request.

Wawanesa Mutual Insurance Company Bursary
As per the donor's request.

Wawanesa Insurance IBEP Bursary
As per the donor's request.
In May 2020, Senate approved a new program review policy which commits to conduct reviews of all undergraduate and graduate programs every eight years to help ensure program quality. Under this policy, where deemed appropriate, undergraduate and graduate programs may be reviewed concurrently in order to provide a more holistic, integrated and comprehensive review process, as well as to better assess the overall quality of our programs. This report summarizes the current implementation status of the academic program reviews at the university. Details around individual reviews can be found in the reports to Senate by the Senate Committee on Academic Reviews (SCAR).

1. Review of Policy and Procedure

Since the approval of the current policy and procedure in May 2020, six undergraduate reviews, ten graduate reviews, eight combined program reviews, and two joint program reviews have been initiated.

In response to the Academic Program Review Policy and Procedure, the Vice-Provost (Academic Planning and Programs Office) has worked with the Office of Institutional Analysis to develop a standardized data workbook that covers the basic data required to complete the Self Evaluation Report. This workbook is customized for each program review including details specific to the programs under review such as enrollment trends, faculty load and rank distribution, and course grade distribution tables. The Office of Institutional Analysis provides raw data tables as well for units who wish to review data which is supplemental to the narrative of the program review. This workbook is provided along with a customized Self Evaluation Report Template that is unique to the academic program(s) under review. The Self Evaluation Report Template provides guiding text and open-ended questions for the units to use as reflection points during the writing of the report, it will also direct units to refer to specific tables and ask units to speak to those data points. The Vice-Provost (Academic Planning and Programs) created the Academic Review Coordinator role to support the Academic Program Specialist with the initiation of the academic program reviews each term and continues to work with the units’ program review team to provide guidance and assistance in collecting individual faculty research and
publication data, or analyzing the supplied data from OIA. The faculty data forms are used in lieu of the unit collecting faculty member CVs.

The goal of this additional support during the self-evaluation report writing process is to allow more dedicated time for self-reflection and critical review of the programs by the units themselves.

The Vice-Provost (Academic Planning and Program) Office provides logistical support to the units under review for the site visit component of the process. This support is intended to remove the administrative burden from the units to finalize the site visit planning and allows for budget oversight of the site visits.

Within the new External Reviewer’s Report, the reviewers are specifically requested to address their experience with the Academic Program Review and suggest any process improvements. To date we have received eight completed external review reports site visits that took place between Winter 2023, and Winter 2024. From the reports received, and follow-up discussions with each of the review committee members during the debrief meetings, the following adjustments to the site visit process have been incorporated:

i. Faculty member meeting times have been increased to allow for a more fulsome discussion during the site visit.

ii. It is strongly recommended that units not rely on hybrid meetings, which cannot proceed without the virtual participation due to potential issues with technology.

iii. It is strongly encouraged to have a diverse group of students with sizes of ~10 students per meeting. Units have been advised to work closely with their student groups to ensure representation and full discussion with the review committee members. It is also stressed to units that the itinerary can be adjusted to ensure that student meeting times are taking place during an appropriate time of day when students will be available to participate.

iv. In the case of faculty members, if teaching courses prohibit a faculty member in participating, it can be arranged for that member to participate in a lunch or the dinner with the review committee as a unit representative.

v. We recommend that the Unit leadership team not participate in lunch meetings with review members. We strongly encourage units to invite members who may not have the opportunity to meet with the review committee members during the site visit scheduled meeting and to include student representatives.

vi. It is recommended that a senior unit representative participate as the dinner host due to the nature of UM hospitality policies and procedures.

vii. For larger units, reviewers have asked for additional time during the site visit to allow for debrief meetings and report group writing times, as the combined reviews do not allow for many breaks or committee-only meeting times. To accommodate this, we are strongly encouraging external members to fly out the day after the review rather than the night of the last day when site visits are tightly scheduled. We also work with the supporting contact for the unit to ensure meetings are not running overtime and that review committee members break times are being taken.

viii. Units are encouraged to engage in a collegial and consultative process in creating the SER with faculty, staff, and students. The final SER should be shared with those
participating in the site visit, allowing for questions and internal discussion to take place. This allows for questions and internal discussion to take place prior to the site visit. This, along with confirming the focus and intent of the site visit meeting and specific participation, will allow for meetings to be more effective.

ix. Structured breaks are scheduled throughout the site visit days to help ensure that the meeting schedules remain on time.

x. In cases where virtual site visits take place, ensure there are informal meeting times, ‘coffee breaks’, scheduled for faculty, staff, and students with the review committee members. These meetings can simulate the lunch and dinner discussions that would occur during an in-person site visit.

2. **Status of Academic Program Reviews**

Commencement of the current cycle of reviews, originally scheduled to begin in the 2020-2021 academic year, was delayed due to the operational changes resulting from the COVID-19 pandemic. The cycle started in the 2021-2022 academic year.

The following is a list of programs currently undergoing an academic program review; the list has been sorted by where the review stands in the new process as of April 30, 2024.

**Stage 1: Self-Evaluation**

- **Initiated in Fall 2023**
  - Asian Studies, Undergraduate Program
  - Biochemistry, Undergraduate Program
  - Chemistry, Combined Program
  - Law (JD), Undergraduate Program
  - Medical Microbiology and Infectious Diseases, Graduate Program
  - Peace and Conflict Studies, Joint Masters Program
  - Sociology and Criminology, Combined Program

- **Initiated in Winter 2024**
  - Animal Sciences, Graduate Program
  - Law (LLM), Graduate Program
  - Plant Sciences, Graduate Program
  - Religion (B.A. and PhD), Combined Program
  - Religion, Joint Masters Program

- **Outstanding from 2022/2023**
  - Icelandic, Combined Program
  - Economics, Combined Program

**Stage 2: External Review**

- Site Visits took place in Winter 2023
  - Canadian Studies, Undergraduate Program, virtual site visit
  - Environmental Design, Undergraduate Program
  - Peace and Conflict Studies, Graduate Program
### Stage 3: Program and Dean/Director Responses
- Faculty of Kinesiology and Recreation Management, Combined Program
- Oral Biology, Graduate Program
- Physiology and Pathophysiology, Graduate Program
- Disability Studies, Graduate Program
- Canadian Studies, Undergraduate Program
- Environmental Design, Undergraduate Program

### Stage 4: Provost and Faculty of Graduate Studies Response
- Faculty of Agricultural and Food Sciences, Undergraduate Program
- Microbiology, Combined Program

### Stage 5: Review by SCAR (May 2024 Meeting)
- Faculty of Agricultural and Food Sciences, Undergraduate Program

### Stage 6: Review Follow-up
- Master of Public Administration, Joint Master Program

### Stage 7: Completed (Follow-up presented to SCAR, May 2024)
- N/A

3. **Accredited Programs and Regulatory Bodies by Faculty**

<table>
<thead>
<tr>
<th>Faculty of Agricultural and Food Sciences</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>B.Sc., Food Science (Science Option)</td>
<td>Institute for Food Technologists (IFT) 2020-2025</td>
</tr>
<tr>
<td>B.Sc. (Human Nutritional Sciences) (Nutrition Option); and Human Nutritional Sciences (Second Degree Option – Dietetics Prep.)</td>
<td>Partnership for Dietetic Education and Practice (PDEP) 2018-2025</td>
</tr>
</tbody>
</table>

Faculty of Architecture – extensions due to covid
- **Master of Architecture (M.Arch.)**
  - Canadian Architectural Certification Board (CACB) 2018-2025
- **Master of City Planning (M.C.P.)**
  - Canadian Institute of Planners (CIP) 2020-2025
- **Master of Interior Design (M.I.D.)**
  - Council for Interior Design Accreditation (CIDA) 2018-2025
- **Master of Landscape Architecture (M.L.A.)**
  - Canadian Society of Landscape Architects (CSLA) 2021-2028

Faculty of Arts
- **Ph.D., Psychology (Clinical Stream)**
  - Canadian Psychological Association (CPA) 2018-2024
I.H. Asper School of Business, Faculty of Management

**B. Comm. (Hons.)**
Chartered Professional Accountants of Canada (CPA Canada) (Accounting Major) 2015-Yearly
Association of Chartered Certified Accountants (ACCA) (Accounting Major) 2023-2027
Association to Advance Collegiate Schools of Business (AACSB) 2024-2027
Co-operative Education and Work-Integrated Learning Canada (CEWIL) 2018-2024
Chartered Professional in Human Resources (CHPR) (Human Resources major) 2020-2025

**M.B.A.**
Association to Advance Collegiate Schools of Business (AACSB) 2024-2030

**M.Sc., Ph.D., Management**
Association to Advance Collegiate Schools of Business (AACSB) 2024-2030

**B.Sc. (Hons.), Actuarial Mathematics** *(joint program with Faculty of Science)*
Canadian Institute of Actuaries (CIA) 2022-2027
Centre of Excellence (CEA), Society of Actuaries (SOA) 2019-2024

Price Faculty of Engineering

**B.Sc. (Biosystems Engineering)**
Canadian Engineering Accreditation Board (CEAB) 2019-2026

**B.Sc. (Civil Engineering)**
Canadian Engineering Accreditation Board (CEAB) 2019-2026

**B.Sc. (Computer Engineering)**
Canadian Engineering Accreditation Board (CEAB) 2019-2026

**B.Sc. (Electrical Engineering)**
Canadian Engineering Accreditation Board (CEAB) 2019-2026

**B.Sc. (Mechanical Engineering)**
Canadian Engineering Accreditation Board (CEAB) 2019-2026

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

**Bachelor of Environmental Science (B.Env.Sc.)**
Canadian Environmental Accreditation Commission and ECO Canada 2020-2027

Rady Faculty of Health Sciences

**DR. GERALD NIZNICK COLLEGE OF DENTISTRY**

**Doctor of Dental Medicine (D.M.D.)**
Commission on Dental Accreditation of Canada (CDAC) 2022-2029

**M.Dent., Dental Diagnostic & Surgical Sciences (Oral & Maxillofacial Surgery)**
Commission on Dental Accreditation of Canada (CDAC) 2022-2029
M.Dent., Dental Diagnostic & Surgical Sciences (Periodontics)
Commission on Dental Accreditation of Canada (CDAC) 2022-2029

M.Dent., Preventive Dental Science (Pediatric Dentistry)
Commission on Dental Accreditation of Canada (CDAC) 2024 (Pending)

M.Sc., Preventive Dental Science (Orthodontics)
Commission on Dental Accreditation of Canada (CDAC) 2022-2029

M.Sc., Prosthodontics
Commission on Dental Accreditation of Canada (CDAC) 2023-2030

Dental Internship, Dental Diagnostic & Surgical Sciences
Commission on Dental Accreditation of Canada (CDAC) 2021-2025

Diploma, Dental Hygiene
Commission on Dental Accreditation of Canada (CDAC) 2022-2029

B.Sc., Dental Hygiene
Commission on Dental Accreditation of Canada (CDAC) 2022-2029

MAX RADY COLLEGE OF MEDICINE

Undergraduate Medical Education – UGME (M.D.)
Committee on Accreditation of Canadian Medical Schools (CACMS) 2019-2027

Post-graduate Medical Education - PGME
Canadian Residency Accreditation Consortium (CanRAC) 2021-2029
Canadian Academy of Clinical Biochemistry
(Clinical Biochemistry Training) 2021-2026
Canadian College of Medical Geneticists
(Molecular Genetics. & Cytogenetics) 2019-2024
Canadian Psychological Association (CPA)
(Clinical Psychology Training Program) 2018-2024

Physician Assistant Studies (M.P.A.S.)
EQual (Accreditation Canada) 2022-2028

M.Sc., Genetic Counselling
Accreditation Council for Genetic Counseling (ACGC) 2021-2027

Continuing Professional Development (C.P.D.)
Committee on Accreditation of Continuing Medical Education (CACME) 2024 (Pending)

COLLEGE OF NURSING

Bachelor of Nursing (B.N.)
College of Registered Nurses of Manitoba (CRNM) 2024-2029
Canadian Association of Schools of Nursing (CASN) 2021-2028

Master of Nursing (M.N.) – Nurse Practitioner Stream
College of Registered Nurses of Manitoba (CRNM) 2019-2025
Canadian Association of Schools of Nursing (CASN) 2020-2025

Bachelor of Midwifery (B.M.)
Canadian Association for Midwifery Education (CAMed) 2024-2029
COLLEGE OF PHARMACY
Pharm.D., Pharmacy
Canadian Council for Accreditation of Pharmacy Programs (CCAPP) 2023 (Pending)

COLLEGE OF REHABILITATION SCIENCES
Bachelor of Respiratory Therapy (B.R.T.)
EQual (Educational Quality) program, Health Standards Organization (HSO) and Accreditation Canada
(replaces CoARTE) 2021-2027
Master of Occupational Therapy (M.O.T.)
Canadian Association of Occupational Therapists (CAOT) 2019-2026
Master of Physical Therapy (M.P.T.)
Physiotherapy Education Accreditation Canada (PEAC) 2020-2026

Faculty of Kinesiology and Recreation Management
Bachelor of Kinesiology (B.Kin.)
Canadian Council of Physical Education & Kinesiology Administrators (CCUPEKA) 2019-2026
Bachelor of Kinesiology (B.Kin.), Athletic Therapy
Canadian Athletic Therapists Association (CATA) 2022-2025

Faculty of Law
Juris Doctor (J.D.), Common Law
Federation of Canadian Law Societies
(programs reviewed annually) 2024-2025

Faculty of Science
B.Sc. (Hons.), Actuarial Mathematics (joint program with Faculty of Management)
Canadian Institute of Actuaries (CIA) 2022-2027
Centre of Excellence (CEA), Society of Actuaries (SOA) 2019-2024
B.Sc. (Maj.), B.Sc. (Hons.), Chemistry
Canadian Society for Chemistry (CSC) 2024-2029 (Pending)
Co-operative Education Programs
Co-operative Education and Work-Integrated Learning Canada (CEWIL Canada) 2021-2026
B.Sc. (Maj.), B.Sc. (Hons.), Statistics (3000-4000 level courses)
Statistical Society of Canada 2012-2017 (Re-applying)
M.Sc., Ph.D. – Physics (Medical Physics)
Commission on Accreditation of Medical Physics Education Programs, Inc. (CAMPEP) 2018-2022 (Pending)
Faculty of Social Work

**Bachelor of Social Work (B.S.W.)**
Canadian Association for Social Work Education (CASWE) 2023-2027

**Master of Social Work (M.S.W.)**
Canadian Association for Social Work Education (CASWE) 2023-2027
AGENDA ITEM:
2023 Public Sector Compensation Disclosure Report

RECOMMENDATION:
THAT the Board of Governors approve the Public Sector Compensation Disclosure Report of the University of Manitoba for the year ended December 31, 2023.

PURPOSE and KEY CONSIDERATIONS:
The Public Sector Compensation Disclosure Act (the Act) requires that:

Within six months after the end of each fiscal year or calendar year, a public sector body shall disclose to the public in accordance with the Act the amount of compensation it pays or provides in the fiscal year or in the calendar year, directly or indirectly:

(a) to, or for the benefit of, the chairperson of its board of directors or equivalent governing body, if any, if the chairperson's compensation is $85,000 (indexed) or more;

(b) in the aggregate, to, or for the benefit of, its board members, if any;

(c) individually, to, or for the benefit of, each of its officers and employees whose compensation is $85,000 or more.

The Act stipulates that a public sector body shall disclose the information required in one of the following ways:

(a) in its audited financial statements for the fiscal year;

(b) in a statement prepared for the purpose and certified by its auditor to be correct; or

(c) in any other manner that is authorized in the regulations.

The public sector body must also publish the information on its website.

The University has adopted option b and will also be including the report on its website for the second year. The report can be found at: https://umanitoba.ca/governance/accountability-and-transparency

The Office of the Auditor General has indicated that it is prepared to issue an unqualified opinion on the report subsequent to Board of Governors’ approval.
EXECUTIVE SUMMARY and BACKGROUND:
This year, the threshold for reporting has increased from $75,000 to $85,000 as determined by the Provincial Comptroller’s Office. This resulted in approximately 240 fewer individuals being reported.

RESOURCE REQUIREMENTS and IMPLICATIONS:
Approval of the Public Sector Compensation Disclosure Report does not impact resource requirements.

*The Public Sector Compensation Disclosure Act* requires that we issue the report by June 30th.

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:
Issuing the Public Sector Compensation Disclosure Report relates to our core value of integrity and UM’s commitment to maintaining high ethical standards and ensuring ethical stewardship. As well as UM’s commitment to human dignity, open dialogue, transparency, professionalism, accountability, and collegial governance.

RISKS and OPPORTUNITIES:
Failing to comply with mandatory government reporting can lead to significant risks, including legal penalties. Additionally, there may be professional consequences, such as damage to UM’s reputation and credibility. It is crucial to understand and adhere to these reporting obligations to avoid such risks.

CONSULTATION:
The report has been reviewed by the Chief Financial Officer and Comptroller and audited by the Office of the Auditor General of Manitoba.
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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<tr>
<td>☒</td>
<td>☒</td>
<td>Mike Emslie</td>
<td>CFO / Comptroller</td>
<td>2024-05-22</td>
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<td>Naomi Andrew</td>
<td>Vice-President (Administration)</td>
<td>2024-05-31</td>
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<td>Michael Benarroch</td>
<td>President and Vice Chancellor</td>
<td>2024-06-06</td>
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<tr>
<td>☒</td>
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<td>Audit and Risk Management Committee</td>
<td>2024-06-18</td>
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</table>

SUBMISSION PREPARED BY: Gord Pasieka, Associate Comptroller

ATTACHMENTS:

Attachment A - 2023 Public Sector Compensation Disclosure Report
Schedule of Public Sector Compensation
2023 Report
INDEPENDENT AUDITOR’S REPORT

To the Legislative Assembly of Manitoba
To the Board of Governors of the University of Manitoba

Opinion

We have audited the schedule of public sector compensation of the University of Manitoba (the University) for the year ended December 31, 2023 (the schedule).

In our opinion, the financial information in the schedule of the University for the year ended December 31, 2023 is prepared, in all material respects, in accordance with Section 2 of The Public Sector Compensation Disclosure Act.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Schedule section of our report. We are independent of the University in accordance with the ethical requirements that are relevant to our audit of the schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter: Basis of Accounting

We draw attention to the schedule, which describes the basis of accounting. The schedule is prepared to assist the University to meet the requirements of Section 2 of The Public Sector Compensation Disclosure Act. As a result, the schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of this schedule in accordance with Section 2 of The Public Sector Compensation Disclosure Act and for such internal control as management determines is necessary to enable the preparation of the schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the University’s financial reporting process.
**Auditor's Responsibilities for the Audit of the Schedule**

Our objectives are to obtain reasonable assurance about whether the schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial information.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University’s internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Office of the Auditor General  
Winnipeg, Manitoba  
Date:
SCHEDULE OF PUBLIC SECTOR COMPENSATION
FOR THE YEAR ENDING DECEMBER 31, 2023

This report was prepared by the University of Manitoba to meet the requirements of The Public Sector Compensation Disclosure Act (The Act). The Act requires public sector bodies to disclose compensation paid:

1. to, or for the benefit of, the chairperson of its board of directors or equivalent governing body, if any, if the chairperson's compensation is $85,000 or more;
2. in the aggregate, to, or for the benefit of, its board members, if any;
3. individually, to, or for the benefit of, each of its officers and employees whose compensation is $85,000 or more.

For the year ended December 31, 2023:
1. Compensation paid to the chairperson of the Board was nil
2. The aggregate compensation paid to all other Board members, acting in their capacity as Board members, was nil
3. Compensation paid to officers or employees in excess of $85,000 are disclosed following the Basis of Accounting.

BASIS OF ACCOUNTING

This report lists in alphabetical order all employees who received compensation of $85,000 or more for the year ended December 31, 2023, and their position title.

Compensation includes University earned compensation and compensation paid on behalf of other organizations. Compensation paid on behalf of other organizations is related generally to the clinical academic staff in the Rady Faculty of Health Sciences who have joint responsibilities at the University of Manitoba and the teaching hospitals. These staff are paid by the University, and the hospitals reimburse the University for their share of these payments.

Compensation is calculated in accordance with The Act which means compensation pursuant to any arrangement, including an employment contract, calculated to include the total value of all cash and non-cash salary or payments, allowances, bonuses, commissions and perquisites, including:

a) all overtime payments, retirement or severance payments, lump sum payments and vacation pay-outs,
b) the value of loan or loan interest obligations that have been extinguished and the value of imputed interest benefits from loans,
c) long term incentive plan earnings and pay-outs,
d) the value of the benefit derived from vehicles or allowances with respect to vehicles,
e) the value of the benefit derived from living accommodation or any subsidy with respect to living accommodation,
f) payments made for exceptional benefits not provided to the majority of employees of the public sector body,
g) payments for memberships in recreational clubs or organizations, and
h) the value of any other payment or benefit that may be prescribed in the regulations.
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The University of Manitoba
Schedule of Public Sector Compensation
for the calendar year ended December 31, 2023

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# Schedule of Public Sector Compensation

for the calendar year ended December 31, 2023

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The University of Manitoba
Schedule of Public Sector Compensation
for the calendar year ended December 31, 2023

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The University of Manitoba  
Schedule of Public Sector Compensation  
for the calendar year ended December 31, 2023

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AGENDA ITEM:
Attestation Authorization – Bill S-211 Supply Chains Act Annual Report

RECOMMENDATION:
THAT the Board of Governors approves UM’s Bill S-211 Supply Chains Act Annual Report submission.

PURPOSE and KEY CONSIDERATIONS:
Effective January 1, 2024, government institutions must, on or before May 31 of each year, submit a report to the Minister of Public Safety on:

- The steps the government institution has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods produced, purchased or distributed by the government institution
- Its structure, activities and supply chains
- Its policies and due diligence processes in relation to forced labour and child labour
- The parts of its activities and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk
- Any measures taken to remediate any forced labour or child labour
- Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains
- The training provided to employees on forced labour and child labour
- How the government institution assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains

In addition, completing an online questionnaire is also mandatory. The questionnaire is designed to collect information necessary to satisfy the requirements of the Act and includes mandatory and optional questions. Some mandatory questions collect identifying information about the government institution, such as the financial year for which the report was completed.

The measures introduced through former Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff (the Act), aim to increase industry awareness and transparency and drive businesses to improve practices. It is understood that this reporting will evolve and improve over time. As this is the first year for reporting, UM’s report focuses on the steps currently in place. While we have many steps in place to ensure purchases made by UM do not support forced or child labour, future reports will reflect additional steps that we adopt to further enhance our processes. Board approval of the annual report is required under the Act.
EXECUTIVE SUMMARY and BACKGROUND:

This is the first year the reporting is required. In order to meet the reporting deadline, the questionnaire and report were submitted to the Minister of Public Safety and posted to the UM website on May 31, 2024, prior to Board of Governors’ approval.

RESOURCE REQUIREMENTS and IMPLICATIONS:

The University has followed the instructions and guidance described within the Public Safety Canada – Forced Labour in Canadian Supply Chains website.

This report supports UM’s compliance with the mandatory requirements and reporting obligations as described within the Public Safety Canada website related to the Act coming into force on January 1, 2024. The report was prepared using existing resources. Improvements to internal processes are being worked on by various units involved in procurement at UM with existing resources.

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:

This report relates to our core value of integrity and UM’s commitment to maintaining high ethical standards and ensuring ethical stewardship. As well as UM’s commitment to human dignity, open dialogue, transparency, professionalism, accountability, and collegial governance.

RISKS and OPPORTUNITIES:

Failing to comply with mandatory government reporting can lead to significant risks, including legal penalties. Additionally, there may be professional consequences, such as damage to UM’s reputation and credibility. It is crucial to understand and adhere to these reporting obligations to avoid such risks.

CONSULTATION:

Consultation with UM representatives from: the Office of Sustainability, Ancillary Services (UM Bookstore), Human Resources and the Office of Legal Counsel.

Gennaro Pellegrino, Interim Director of Procurement Services, has also consulted with Public Safety Canada, Supply Chains Act Inquiries support email representatives, as well as local sustainability governmental institutions group members and CAUBO forum discussions.
ROUTING TO THE BOARD OF GOVERNORS:

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SUBMISSION PREPARED BY: Gennaro Pellegrino, Interim Director, Procurement Services

ATTACHMENTS:
Attachment A – UM’s Bill S-211 Supply Chains Act 2024 Annual Report Submission
GOVERNMENT OF CANADA – PUBLIC SAFETY CANADA
FORCED LABOUR IN CANADIAN SUPPLY CHAINS
BILL S-211 SUPPLY CHAINS ACT TO ENACT THE FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS AND TO AMEND THE CUSTOMS TARIFF (THE ACT)

2024 ANNUAL REPORT – UNIVERSITY OF MANITOBA
*GOVERNMENT INSTITUTION SUBMISSION DEADLINE DATE: MAY 31, 2024

REPORT PREPARED BY: GENNARO PELLEGRINO, INTERIM DIRECTOR PURCHASING SERVICES, UNIVERSITY OF MANITOBA. Email: Gennaro.Pellegrino@umanitoba.ca

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DEFINITIONS

“AASHE” – Association for the Advancement of Sustainability in Higher Education

“Best Value” – The most advantageous combination of cost, quality, and sustainability to meet customer requirements

“CETA” – Comprehensive Economic and Trade Agreement

“CFTA” – Canadian Free Trade Agreement

“EPIC” – Electronic Procurement and Information Centre

“ERP” – Enterprise Resource Planner

“MASH” sector - refers to regional, local, district or other forms of Municipal government, publicly funded Academics, School boards, Health, and social service entities.

“NWPTA” – New West Partnership Trade Agreement

“PS” – UM Purchasing Services

“STARS” – Sustainability Tracking, Assessment & Rating System

“UM” – University of Manitoba
A Traditional Territory Acknowledgement is a reflection and expression of gratitude that recognizes the Indigenous land we occupy as a community, while promoting a shared commitment to understanding historical events that have led us to the present day.

All major events at UM include an acknowledgement of the traditional territories on which our campuses are located: the original lands of the Anishinaabeg, Ininiwak, Anisininewuk, Dakota Oyate and Denesuline, and the National Homeland of the Red River Métis. Sharing this acknowledgement publicly is also an opportunity for the UM community to increase their awareness of Indigenous history and perspectives.

While a general acknowledgement has been written and is available below, members of the UM community are encouraged to personalize their acknowledgement and share their gratitude in a manner that honours their own reflections.

General Acknowledgement:

“The University of Manitoba campuses are located on original lands of Anishinaabeg, Ininiwak, Anisininewuk, Dakota Oyate and Denesuline, and on the National Homeland of the Red River Métis.

We respect the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of Reconciliation and collaboration.”
UNIVERSITY OF MANITOBA MISSION, VISION, and VALUES
https://umanitoba.ca/about-um

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.

VALUES

To achieve our vision, we require a commitment to a common set of ideals. The University of Manitoba Core Values:

• Belonging
We foster trust, acceptance, and mutual respect, rooted in human rights and dignity of all. We strive to create the conditions for all to be their authentic selves. We change systems and structures that exclude. We empower success through our dedication to decolonization and Reconciliation, and to a university community that centers equity, accessibility, diversity, and inclusion.

• Curiosity
We value the pursuit of knowledge and uphold academic freedom. We celebrate curiosity and its essential role in learning, research, scholarly work, and creative activity. We empower the creation and sharing of knowledge in all its forms, including Indigenous knowledges and ways of knowing, to foster deeper understanding, create new connections, and address society’s most pressing issues.

• Impact
We partner to find solutions to societal, cultural, economic, health, and environmental issues. Through collaboration, inclusivity, empathy, and valuing diverse ways of knowing, we create global citizens. We centre community as we participate in the process of Reconciliation, and contribute to positive and meaningful change in Manitoba, Canada, and the world.

• Integrity
We maintain high ethical standards and ensure ethical stewardship. We share a commitment to human dignity, open dialogue, transparency, professionalism, accountability, and collegial governance.

• Well-being
We advance the personal and professional growth and academic success of our community members. Grounded in respect and compassion for each other and our community, we cultivate a supportive environment that embraces the values of mino-pimatisiwin (good life) and mino-ayawin (good health).
UNIVERSITY OF MANITOBA STRATEGIC PLAN

UM STRATEGIC PLAN [2024-2029] – HOW WE GET THERE: LEADING CHANGE TOGETHER
https://umanitoba.ca/strategic-plan

Our community’s aspirations as captured under creating knowledge that matters, empowering learners, and reimagining engagement are accompanied by a collective desire and acknowledgement of UM’s responsibility to be leaders of change.

We take action to address societal issues and meaningfully contribute to the overall well-being of our internal and external communities. These actions are articulated as three fundamental commitments that encompass what we do and how we move forward—they guide us in framing our goals under each strategic theme and measuring our success in implementing this plan.

UNIVERSITY OF MANITOBA FINANCIAL STATEMENTS AND SUPPLEMENTARY LINKS

UM 2023 Annual Financial Report

The university's most recent annual financial report, which contains annual financial statements, a discussion and analysis of the year in review, the university's statement of management responsibility for financial reporting and an independent auditor’s report.

UNIVERSITY OF MANITOBA ADMINISTRATIVE ORGANIZATIONAL CHART

UNIVERSITY OF MANITOBA FACTS AND FIGURES
https://umanitoba.ca/about-um/facts-figures

UNIVERSITY OF MANITOBA SUSTAINABILITY POLICY, STRATEGY AND REPORTS
https://umanitoba.ca/sustainability/policy-strategy-reports#our-sustainability-policy

SUSTAINABILITY STRATEGY 2019-2023

SUSTAINABILITY TRACKING, ASSESSMENT AND RATING SYSTEM (STARS)
https://reports.aashe.org/institutions/university-of-manitoba-mb/report/2022-08-05/
UNIVERSITY OF MANITOBA SUPPLY CHAIN OPERATIONS

UM Supply Chain operations currently resides primarily within the Purchasing Services (PS) department which falls within the Financial Services business area unit as per (UM Administrative Organizational Chart, found on page 5).

UM Purchasing Services department is organized with four primary Goods & Services Categories and one Support Services area. The four PS categories consist of: Operating & General, Research & Sciences, Construction & Renovation, and Information Technology.

UM Purchasing Services - Support Services section coordinates all the PS email enquiries and handles day to day new vendor requests and maintains the active vendor database.

UM currently has two ERP systems that we use and maintain for Supply Chain operations; Ellucian BANNER and an SAP Ariba e-Procurement system named EPIC.

UM currently has over 38,000 active vendors with 75% headquartered in Canada, 15% in the United States and 10% overseas.

As a government institution the UM primarily purchases goods and services both in Canada and outside Canada.

UM is considered part of the MASH sector, and we abide by and follow the conditions listed within three trade agreements: NWPTA, CETA and CFTA.

UM Purchasing Policy states that purchases of goods and services shall be consistent with public tendering principles. Purchasing procedures shall ensure compliance with applicable legislation; selection of goods and services based on the best value taking into consideration such criteria as price, total life-cycle cost, product, or service quality, bid compliancy, supplier qualifications, experience, and reputation; and where appropriate, consideration given to the impact on the environment, human health, and social well-being.

https://umanitoba.ca/governance/sites/governance/files/2021-05/Purchasing%20Policy%202014_03_12%20RF.pdf
DESCRIPTION OF FORCED LABOUR AND CHILD LABOUR IN CANADIAN SUPPLY CHAINS [BILL S-211] ACT MANDATORY INFORMATION REQUIREMENTS FOR GOVERNMENT INSTITUTIONS

Annual report mandatory requirements within subsections 6(1) and 6(2) of the Act
Effective January 1, 2024, government institutions must, on or before May 31 of each year, submit a report to the Minister of Public Safety on:

Annual report
6 (1) The head of every government institution must, on or before May 31 of each year, report to the Minister on the steps the government institution has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods produced, purchased or distributed by the government institution.

Supplementary information
6 (2) The report must also include the following information in respect of the government institution:

(a) its structure, activities and supply chains;
(b) its policies and due diligence processes in relation to forced labour and child labour;
(c) the parts of its activities and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk;
(d) any measures taken to remediate any forced labour or child labour;
(e) any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains;
(f) the training provided to employees on forced labour and child labour; and
(g) how the government institution assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains.
UNIVERSITY OF MANITOBA FORCED LABOUR AND CHILD LABOUR RISKS AND MEASURES

UM has implemented the following measures to prevent and reduce risks of forced labour and child labour:

- Implemented sanction screening software applications (August 2023) for screening our new and existing vendors (both individuals or companies) to determine if they have been identified with forced labour sanctions or activities.

- Participate in a STARS (a program of AASHE), transparent, self-reporting framework for colleges and universities to measure their sustainability performance. UM has been scored and awarded a GOLD rating which was submitted on August 5, 2022, and valid through to September 22, 2025. [https://reports.aashe.org/institutions/university-of-manitoba-mb/report/2022-08-05/](https://reports.aashe.org/institutions/university-of-manitoba-mb/report/2022-08-05/)

- In 2018, the UM Bannatyne campus was designated Canada’s 33rd Fair Trade Campus. Today, it is the only designated campus in Winnipeg, Manitoba, Canada. [https://fairtradeprograms.ca/fair-trade-campuses/](https://fairtradeprograms.ca/fair-trade-campuses/)

- At the UM Fort Garry BookStore they believe in fair labour practices and have implemented a No Sweat Policy. They require clothing vendors who use the (UM/Bisons) brands to follow the Fair Labor Association’s Code of Conduct. [https://umanitoba.ca/bookstore/sites/bookstore/files/2021-12/fair-labor-association-code-of-conduct.pdf](https://umanitoba.ca/bookstore/sites/bookstore/files/2021-12/fair-labor-association-code-of-conduct.pdf)

UM is actively working on remediation measures to remedy, mitigate and potentially eliminate the ongoing supply chain risks from forced labour and child labour. UM community is engaged into creating an awareness of the Bill S-211 Supply Chains Act.

UM is currently and subsequently assessing the various types of purchases performed by the University to identify any purchases that are at elevated risk of forced or child labour.

UM plans to revisit our current Sanction screening software applications and look for enhancements that can be applied to increase the level of screening datasets and watchlists that we can gain access to. In addition, the UM will be revisiting all of our policies and ensure that we incorporate forced labour and child labour protocol where it would best apply.

UM currently does not offer any formal training courses to evaluate the awareness on forced labour and child labour and how it may take place in a range of various forms.
REFERENCES


