BOARD OF GOVERNORS

Monday, October 27, 2025

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

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

OPEN SESSION

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

OFFICE OF THE UNIVERSITY SECRETARY

University of Manitoba

Traditional Territories Acknowledgement

The University of Manitoba campuses and research spaces are located on original lands of Anishinaabeg, Ininiwak, Anisininewuk, Dakota Oyate, Dene and Inuit, and on the National Homeland of the Red River Métis.

UM respects 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.

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

Mission

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

Vision

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

Core Values

Belonging – Curiosity – Impact – Integrity – Well-being

Strategic Themes & Foundational Commitments

2025/26 Board of Governors Priorities and Goals

- In collaboration with management, define the Board's role for overseeing "Student Learning and Experience" and "Research and Innovation" and related risks ("strategic enrolment, recruitment and graduation" and "competitive advantage as a top tier university in Canada"), as recommended by the Board's 2022 Governance Working Group. Form a small team of Board representatives and UM Executive to collaborate and determine focus and include recommended material on the Board's agenda for the 2025-26 year.

- Monitor the implementation of the *MomentUM* Strategic Plan, focusing on measurement and communication of progress.

- Review and discuss UM's identified top 11 risks and mitigation strategies, assessing the implications to UM's long-term strategy and sustainability.

- Monitor continuing progress on building community and reinforcing a culture of transparency and belonging at UM.

- Set the tone in advancing Indigenous achievement, equity, inclusion, anti-racism, and anti- ableism.

BOARD OF GOVERNORS OPEN SESSION

Monday, October 27, 2025 at 4:00 p.m.

	AGENDA	Action	Presenter	Page	Est. Time
Call to Order			Chair	-	4:00 p.m.
ANNOUNCEMENTS			Chair	-	4:00 p.m.
1.	**APPROVAL OF THE AGENDA (Open Session)**	Approval	Chair	4	4:05 p.m.
2.	**MINUTES (Open Session)**				
2.1	Approval of the Minutes of the June 24, 2025 Meeting, as circulated or amended	Approval	Chair	6	4:05 p.m.
2.2	Business Arising - none	-	Chair	-	4:05 p.m.
3.	**PRESENTATION**				
3.1	The Role of the Board of Governors and Board Members	Information	J. Leclerc	14	4:05 p.m.
4.	**NEW BUSINESS**				
4.1	President's Report	Information	President	18	4:15 p.m.
4.2	Anti-Racism Strategy	Endorsement	T. Chen	37	4:25 p.m.
5.	**COMMITTEE REPORTS**				
5.1	Report of the Executive Committee	Information	M. Robertson	58	4:55 p.m.
6.	**UNANIMOUS CONSENT AGENDA**	Approval	Chair	-	5:00 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.

6.1	***From Senate for Approval***				
6.1.1.	*Reports of the Senate Committee on Awards (dated May 21, June 18, and August 20, 2025)*	*Approval*	*Chair*	*66*	*(consent)*
6.1.2.	*Establishment of the Department of Women's and Gender Studies, Faculty of Arts*	*Approval*	*Chair*	*91*	*(consent)*
6.1.3.	*Establishment of the Centre for Business Serving Community, Asper School of Business*	*Approval*	*Chair*	*101*	*(consent)*

6.2 From Senate for Information					
6.2.1.	*Report from Senate (October 1, 2025)*	*Information*	*Chair*	*59*	*(consent)*
6.2.2.	*Request to extend the suspension of admissions to the Bachelor of Human Ecology (Family Social Sciences) degree and After Degree programs – President's Approval*	*Information*	*Chair*	*64*	*(consent)*
6.2.3.	*Request for an admission target increase for the Master of Nursing, Nurse Practitioner program – Provincial Approval.*	*Information*	*Chair*	*64*	*(consent)*
MOTION TO MOVE TO CLOSED & CONFIDENTIAL SESSION		Approval	Chair	-	5:05 p.m.

SHORT BREAK

Minutes of the OPEN Session of the
Board of Governors
June 24, 2025 at 4:00 p.m.

Present:	L. Magnus, Chair J. Leclerc, Secretary			
D. Angus	M Benarroch	D. Brown	J. DeSouza-Huletey	S. Ferris
I. Fakankun	D. Finkbeiner	H. Kaur	T. Oluwajuyitan	R. Patel
G. Parent	M. Robertson	B. Shearer	P. Singh	D. Roussin
Regrets:	J. Caithness C. Yendt	C. Dreilich-Girard	P. Nickerson	R. McKay
Assessors:	O. Dingwall	R. Thalhammer		
Officials:	N. Andrew M. Pinto	A. Bruce M. Watson	D. Hiebert-Murphy	V. Koldingnes
Others attending:	C. Buchanan G. Pasieka	C. Davidson	M. Emslie	T. Faurschou

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 to 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 welcomed Chancellor Angus, Dr. Ferris, and Ms. Brar to their first Board of Governors meeting. She congratulated Ms. Roussin and Ms. Dreilich-Girard on their recent reappointment to the Board and welcomed Mx. Yendt back to the Board as he was recently appointed by Order of Lieutenant Governor in Council.

DRAFT

The Chair asked Board members if they had any conflicts of interest that had not been previously disclosed and reminded members that conflicts of interest should be declared to the Office of the University Secretary as they arise. No new conflicts of interest were declared.

FOR ACTION

1. **APPROVAL OF THE AGENDA**

It was moved by Dr. Ferris and seconded by Mr. Robertson:
THAT the agenda for the June 24, 2025 Open Session be approved.

CARRIED

2. MINUTES (Open) Session

2.1 Approval of the Minutes of the May 27, 2025 Open Session as circulated or amended.

It was moved by Mr. Robertson and seconded by Mr. Parent:
THAT the minutes of the May 27, 2025 Open Session be approved as amended.

CARRIED

2.2 Business Arising

There was no business arising from the minutes.

3. NEW BUSINESS / DISCUSSION

3.1 Report of the President

Dr. Benarroch shared that a Reconciliation Advisory Committee has been established, and in working close with the Strategic Plan Implementation Committee, has incorporated Reconciliation indicators and evaluation measurements within the Strategic Plan. He also shared that the Strategic Research Plan is well underway, and that faculties continue to be encouraged to align their own strategic research initiatives with the Strategic Research Plan.

In speaking about emerging opportunities, Dr. Benarroch noted that the next phase of the University's reputational campaign will focus on the impact of research undertaken at the University of Manitoba. He informed Board members that Homecoming this year will include a Bison Block Party and welcomed all Board members to attend. Dr. Benarroch shared that preliminary conversations are underway in generating ideas for celebrating the institution's 150th birthday in 2027 and spoke about the exciting collaborative work with the Mastercard Foundation.

Dr. Benarroch explained that the University continues to focus on student recruitment, sharing that there has been a good amount of traffic through the University's website and advertisements. He explained that the University's reputational and recruitment campaigns have

proven to be extremely successful, with an 18% increase in favorable overall impression of the University of Manitoba. He also made special mention of Dr. Dahl-Jensen, Canada Excellence Research Chair in Arctic Ice, who recently received the BBVA Foundation Frontiers of Knowledge Award in the climate change category.

Dr. Benarroch informed Board members that UM's "What's the Big Idea" podcast was a top 3 finalist for the Quill Podcast Award. He spoke to the exciting collaborative initiative, *Grow Our Own Specialists Through Education* (GOOSE), between UM's School of Rehabilitation Sciences and Opaskwayak Cree Nation that will work to address the shortage of rehabilitation health-care professionals in the north. He shared that UM's sweat lodge at the Fort Garry Campus was recently rebuilt and shared that the University has raised $8.72 million towards its philanthropic goal of raising $78 million for 2025-2026.

Dr. Benarroch shared that in partnership with Global Affairs Canada, the Province of Manitoba, and Red River College, the University of Manitoba hosted the first Indigenous Diplomacy Forum, with attendance from over 100 Indigenous students across seven institutions. He informed Board members that TedX Winnipeg was held at the Fort Garry Campus for the first time, serving as a great way to support innovation and show off UM's research initiatives. He also spoke to the annual recognition events held to celebrate UM's dedicated faculty, student teachers, and the Indigenous Campus Community.

In response to a question, Dr. Hiebert-Murphy confirmed that recognition events include tenure recognition, however not promotions. Dr. Benarroch shared that he would investigate why this was.

3.2 MomentUM: Leading Change Together – Implementation Plan

Dr. Hiebert-Murphy explained that an Implementation Steering Committee was developed to oversee the implementation of the Strategic Plan and ensure alignment with institutional goals and priorities. She noted that in collaboration with the Truth and Reconciliation Action Committee, the Implementation Steering Committee along with the implementation sub-committees worked to monitor progress and identify challenges and actions that can be taken to advance the institutional goals within the Truth and Reconciliation Framework.

She provided an overview of the implementation process timeline, and in collecting data and consulting with numerous groups across the university community, shared several key indicators and action items that will guide the continued implementation of the Plan. She spoke about the value of using qualitative and quantitative metrics in measuring success, as well as transactional and transformational indicators guided by the three strategic themes within the Plan. Dr. Hiebert-Murphy reminded Board members that the key indicators are a work in progress and will be updated and modified as required.

DRAFT

Dr. Hiebert-Murphy shared that an extensive repository of guiding or sample action items was developed to help units advance their individual and shared goals, adding that this tool is available to faculty and staff on UM's Intranet site. She explained that this listing of action items is searchable and will be updated as the institution continues through the implementation process.

In conclusion, Dr. Hiebert-Murphy explained that next steps include the continuation of data collection and the development of templates that will be used as part of the annual budget planning cycle to identify units targets and goals that align with the Plan. She explained that the key indicators and targets will be updated based on data collected and will form the annual report on progress that will be made available to the university community.

In response to a question, Dr. Hiebert-Murphy explained that the University will be establishing a baseline for data collection and will work to understand and identify gaps to ensure effective monitoring of key indicators and action items. She explained that units are at different stages in developing their own strategic goals and plans and using the broader goals within the University's Strategic Plan as a guiding tool.

Mr. Robertson shared his appreciation that Board members receive updates on progress on development of unit level strategic plans. The Chair asked management to consider the frequency of updating Board members on the implementation process for the year ahead.

Ms. Roussin asked whether the University has considered other approaches that could help guide how progress is earmarked and shared overtime, in addition to the useful data driven processes currently in place. Ms. Bruce shared that the witnesses, as part of the Truth and Reconciliation Advisory Committee, and reporting back to the community on progress, will contribute to this.

Dr. Brown encouraged the University to build on the software tools utilized to implement and track the implementation process, to ensure this can become more robust and utilized for many years ahead.

The Chair thanked Ms. Davidson, and she left the meeting room.

3.3 Board Committee Scorecards for 2024 – 2025

The Chair explained that the annual Board Committee scorecards promote accountability and continuous improvement within the governance framework, allow Board members to reflect on what has been accomplished over the past year and identify areas where continued focus may be required. She also noted that the scorecards will be used in developing the Board and Committee work plans for the year ahead.

The Chair spoke to the continued work of the Board and its standing committees for the year ahead. She shared that she is pleased with what the Board and committees have accomplished this past year, focusing on their respective mandates and fulfilling their responsibilities. She thanked members of the Board and committees, Dr. Benarroch and his team, as well as Mr. Leclerc and his team for their continued engagement and support over this past year.

3.4 Request to Extend Suspension of Admissions to the Bachelor of Human Ecology (Family Social Sciences) Degree and After-Degree Programs, Max Rady College of Medicine

Dr. Benarroch explained that eleven students remain in this program, and the request to extend suspension of admissions will allow those students to complete their studies within the program. He shared that many of these individuals are part-time students with the planned completion for all eleven students by 2029.

4. COMMITTEE REPORTS

4.1 Report of the Audit and Risk Management Committee

The Chair shared that the Committee met on June 17th and a detailed report can be found within the meeting materials. She informed Board members that the Committee provided feedback on the Management Discussion and Analysis (MD&A) section of the Annual Financial Report, and therefore this portion has been removed from the Audited Financial Statements to allow management to incorporate the suggested updates. The final Annual Financial Report, including revisions to the MD&A, will be shared with the Committee and Board members prior to finalization and publication.

a) 2024-2025 Annual Financial Statements

Ms. Andrew shared that this is Mr. Emslie's last Board meeting, as he will be leaving his role as CFO and Comptroller at the University of Manitoba. She thanked him for his contributions to the University.

Mr. Emslie shared that the Office of the Auditor General has audited the University's financial statements and has issued a clean audit opinion upon approval by the Board of Governors.

In speaking to the financial statements, Mr. Emslie shared that the University has a $91.9 million surplus before endowment activities and split between operating and non-operating funds. He explained that the operating surplus of $53.8 million was driven by a combination of factors, including funding for health program expansions, unused budget contingencies and higher than anticipated investment income.

He explained that for the 2025-2026 fiscal year, contingency funds have been reduced by $7 million, increasing funds available to faculties and units and offsetting the impact of the recent UMFA agreement settlement and reduced international student enrolments.

Mr. Emslie shared that the University continues to be strategic and deliberate with the deployment of funds over the next two to three years for the medical expansion at the Bannatyne campus, and the related surplus is being used to invest in capital and one-time investments to support the program expansion, including a new building at the Bannatyne campus.

Mr. Emslie explained that the remaining operating surplus will be used to address significant capital and deferred maintenance deficit on campus, adding that the new carryover protocol centralized nearly $32 million for strategic investment and leveraging those funds to have a significant impact on the University's research and teaching mission.

He shared that the University's financial health remains strong, with reserves nearly 25% higher than the minimum recommended amounts. He provided an overview of the accumulated surplus, sharing that with the new carryover protocol and the related changes in reporting, the University can better understand what funds are being retained.

In speaking to the non-operating surplus funds, Dr. Benarroch explained that the non-operating surplus will remain over the next few years due to the timing that it takes to spend those funds on their allocated initiatives. For the operating surplus funds, a very large portion of these surplus funds are earmarked for the Faculty of Health Sciences. He explained that the University was able to sustain, at last for this past year, the drop in international student enrolment. Mr. Emslie explained that the central contributors, such as the institution becoming more aggressive with tuition and investment income assumptions in addition to reduction in contingencies, will help to reduce the surplus.

It was moved by Mr. Finkbeiner and seconded by Ms. Desouza-Huletey:
THAT the Board of Governors approve the Audited Financial Statements for the University of Manitoba for the year ended March 31, 2025.

CARRIED

The Chair thanked Ms. Buchanan, Mr. Emslie and Mr. Pasieka and they left the meeting room.

4.2 Report of the Human Resources and Compensation Committee

The Chair shared that the Committee met on June 13th and a detailed report can be found within the meeting materials.

5. UNANIMOUS CONSENT AGENDA

It was moved by Mr. Patel and seconded by Ms. Desouza-Huletey:
THAT the Board of Governors approve and receive for information the following:

THAT, subject to Senate approval on June 25, 2025, the Board of Governors approve the:

- **Report of the Senate Committee on Awards (April 23, 2025).**

- **Micro-Diploma in Leadership (Leadership in Action), Department of Business Administration, Faculty of Management.**
- **Establishment of the School of Biomedical Sciences as a School of the Max Rady College of Medicine, Rady Faculty of Health Sciences.**
- **Richardson Centre for Food Technology and Research, Faculty of Agricultural and Food Sciences.**
- **Professorship in Indigenous Law and Economic Reconciliation, Faculty of Law.**
- **Research Chair in Aerospace Technology, Department of Mechanical Engineering, Price Faculty of Engineering.**
- **Revisions to the Student Discipline Bylaw and Related Tables and Procedures.**
- **Proposal to change the name of the Faculty of Graduate Studies to "Faculty of Graduate and Postdoctoral Studies."**

THAT the Board of Governors approves the Public Sector Compensation Disclosure Report of The University of Manitoba for the year ended December 31, 2024.

THAT the Board of Governors approves the revised Internal Audit Services Charter dated June 2025.

THAT the Board of Governors approves the amendments to the University of Manitoba Pension Plan (1986) (Plan) Governance Document.

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

THAT the Board of Governors approves revision of the President Policy to delegate authority to the President to approve suspension with or without pay for academic staff.

THAT the Board of Governors approve the Audited Financial Statements for the University of Manitoba for the year ended March 31, 2025.

The Board received for information/consultation the following:

- Report of the President
- MomentUM: Leading Change Together – Implementation Plan
- Board Committee Scorecards for 2024-2025
- Request to Extend Suspension of Admissions to the Bachelor of Human Ecology (Family Social Sciences) Degree and After-Degree Programs, Max Rady College of Medicine
- Report of the Audit and Risk Management Committee
- Report of the Human Resources and Compensation Committee
- Report of Senate (June 25, 2025)
- Annual Report on the Status of Academic Program Reviews and Accredited Programs
- HR Policy Review and Revitalization Update

CARRIED

DRAFT

MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION

It was moved by Mr. Robertson and seconded by Mr. Singh:
THAT the meeting move into Closed and Confidential Session.

CARRIED

Chair	University Secretary

DRAFT

The Role of the Board of Governors and Board Members
October 27, 2025

At the first meeting of the Board last fall, I was asked to share some thoughts on the Role of the Board and Board members as a way to foster shared understanding and level-set for the year ahead. At that meeting, the Board suggested that we include it annually at the first meeting of the fall.

Whether you are at the Board table, as a voting member, a member of the University's management team, or a non-voting assessor from the Faculty Association or elected by support staff to bring additional perspective to the Board's work, I hope this reflection serves as an opportunity for some reflection and insight into the important role you play in the governance of the University of Manitoba.

Role of the Board

The Board of Governors is entrusted to act in the best interests of the University of Manitoba as a whole (fiduciary duty). In an overarching way, the Board serves to steward the assets of the University to enable the University to advance its mission in a sustainable, long-term way. To do that the Board's primary functions include:

- Establishing and maintaining a relevant mission and keeping the mission alive by ensuring that strategy and planning align with the mission
- Ensuring the mission reflects and protects the public interest
- Supporting behaviours and decision-making that are aligned with the University's values.
- Hiring, overseeing, and supporting the President
- Ensuring the establishment of a sound strategic plan and monitoring progress to the plan and how progress is measured
- Ensuring that there is a university risk management program and monitoring it
- Promoting a positive, equitable, diverse and inclusive university culture
- Ensuring financial sustainability and adequate controls
- Supporting and engaging in university advancement, promotion, and advocacy
- Protecting academic freedom and defending autonomy
- Understanding and considering the interests of University stakeholders
- Setting the tone at the top with respect to university values, ethics and integrity

(adapted from Foy, 2021)

To fulfill these functions, ideally the Board will engage in four lines of sight – hindsight, oversight, insight, and foresight. Jardine et al (2022) framed these four lines of sight in the form of four questions:

HINDSIGHT – Reflect and learn from the past
How did we do and how can we grow?

OVERSIGHT - Monitor the execution of strategy
Are we meeting our goals and commitments?

INSIGHT - Interpret and respond to the present
How is the Board using the perspectives and expertise of Directors to understand the situation at hand and support the President?

FORESIGHT - Anticipate and prepare for the future
How can we ensure that our organization will be meeting its purpose in

the long term?

In an ideal situation, at least half of the Board's time should be spent engaging in Insight (including gaining insight into the work of the University) and foresight.

Responsibilities of Individual Board Members
(Adapted from *Principles of Trusteeship,* Association of Governing Board, 2021)

The Association of Governing Boards (AGB) in its *Principles of Trusteeship* publication, outlines three key principles or responsibilities of highly effective university Board members. I like these broad principles as I think they capture well [with a couple of additions for our context] the key responsibilities individual board members are entrusted with.

Understand Governance
- Embrace the full scope of your responsibilities as a board member.
- Respect the difference between the Board's role and the administration's role [and Senate's role as well].
- Be an ambassador for your institution and higher education.

Lead by Example
- Conduct yourself with impeccable integrity.
- Think independently and act collectively.
- Champion justice, equity, and inclusion. [and Reconciliation]

Think Strategically
- Learn about your institution's mission, constituents, culture, and context.
- Focus on what matters most to long-term sustainability.
- Ask insightful questions and listen with an open mind.

I have included AGB's two-page overview of the principles. I hope they will help you as you undertake the important collective work that is entrusted to you as members of the Board of Governors. Thank you for your commitment to the University of Manitoba and your dedication to the work of the Board.

Jeff Leclerc,
University Secretary

Principles *of* Trusteeship

Attitudes and Actions of Effective Board Members

The future of higher education depends on consequential board governance. Great colleges and universities start with great governing boards.

The Association of Governing Boards of Universities and Colleges (AGB) shares and supports your commitment. Our mission is to help you fulfill

your fiduciary duties and exemplify the highest ideals of trusteeship.

Explore our resources: **AGB.org**

AGB
ADVANCING BOARD EXCELLENCE

Adapted from *Principles of Trusteeship*. **Washington, D.C.: AGB, 2021.**

Principles *of* Trusteeship

How to Become a Highly Effective Board Member for Colleges, Universities, and Foundations

	FIDUCIARY	TEAM MEMBER	INDIVIDUAL
UNDERSTAND GOVERNANCE			
1. Embrace the full scope of your responsibilities as a board member.	Fulfill your fiduciary responsibilities.	Recognize that governance is a collective endeavor.	Prepare in advance, show up fully present, and participate productively.
2. Respect the difference between the board's role and the administration's role.	Honor the academic norm of shared governance, which includes the president, administration, and faculty.	Be humble and respect your partners in governance and leadership.	Provide advice and counsel but leave operational decisions to the administration.
3. Be an ambassador for your institution and higher education.	Advocate on behalf of your institution and higher education.	Represent the institution proudly and recognize who speaks for the board and for the institution.	Engage actively and appropriately.
LEAD BY EXAMPLE			
4. Conduct yourself with impeccable integrity.	Act in the institution's best interests, putting them ahead of your personal preferences and political allegiances.	Preemptively disclose conflicts—actual and perceived—and dualities of interest.	Uphold the highest ethical standards.
5. Think independently and act collectively.	Constructively challenge and support the president, administration, and committees.	Speak up on important issues, even if they are uncomfortable or unpopular.	Express your concerns diplomatically to the appropriate person(s) at an appropriate time.
6. Champion justice, equity, and inclusion.	Protect and promote justice and equity throughout the enterprise.	Seek diversity and model inclusion on the board.	Be mindful of how your experience shapes your assumptions.
THINK STRATEGICALLY			
7. Learn about your institution's mission, constituents, culture, and context.	Shape your institution's vision and strategy based on its unique purpose and constituents.	Understand the present state of the enterprise and focus on its future needs.	Become a student of higher education.
8. Focus on what matters most to long-term sustainability.	Make decisions based on the strategy and vitality of the entire enterprise.	Help define what constitutes success for your institution.	Focus your personal and professional talents on significant strategic issues.
9. Ask insightful questions and listen with an open mind.	Pose the right questions, rather than prescribe answers.	Listen actively and seek to understand.	Bring genuine curiosity and an open mind to board service.

© 2024, AGB.

PRESIDENT'S REPORT TO THE BOARD
October 27, 2025

Progress on President's Priorities

Legend:

Complete	*On track and / or has met milestones and / or is complete*	*Delayed or behind schedule and / or is encountering other risk and / or requires heightened monitoring*	*Deferred or halted and / or has been significantly affected and / or requires additional intervention*	*Not yet started*

Priority 1: Pursue and guide the implementation of UM's Strategic Framework: MomentUM – Leading Change together, University of Manitoba Strategic Plan 2024 – 2029; Change Through Research – Strategic Research Plan 2024 – 2029; Time for Action – University of Manitoba Truth and Reconciliation Framework.

Milestones and Commitments	Updates	Timing
Ensure the Strategic Plan Implementation Committee, under the leadership of the Provost, receives the necessary institutional support to complete the development of the implementation plan for MomentUM: Leading Change, with the initial plan being presented to the BOG in June, 2025.	• The implementation plan was presented to the Board of Governors in June 2025, and published. • Starting with the budget process for the 2026/27 fiscal year, academic and administrative units both are reporting through this process on actions taken in their units to support strategic priorities and commitments. • A key next step is the identification of baseline data for key indicators to establish a clear starting point.	Complete / ongoing
Provide strategic direction in leading and integrating UM's strategic, institutional, operational, capital, and resource planning activities.	• The fourth annual Budget Town Hall, held October 10, provided the UM community with an update on the 2025/26 budget, particularly the operating budget, as guided by the UM's strategic framework (strategic plan, strategic research plan, Truth and Reconciliation Framework). It also signalled the pending launch of the UM 30-year capital plan.	Ongoing

	• The Vice Provost (Learning, Analytics, and Academic Infrastructure) and AVP (Administration) redeveloped the process for review & recommendation of Minor and Major Capital Projects.	
Ensure that UM's dedication to advancing Reconciliation and Indigenous engagement and excellence is fully integrated into the actions of UM's leadership team and in their portfolios, as we work toward strengthening UM's leadership presence in Manitoba, Canada and internationally.	• OVPI is delivering 'Partnering for Indigenous Excellence' presentations to Faculty councils to build understanding of units' responsibility to integrate the commitments of the Framework into their respective strategic and/or Reconciliation action plans. They highlight opportunities to partner/ support/ advise academic and administrative units in their work to advance Reconciliation as well. • The Vice Provost (Health Sciences) hosted "Reimagining Recruitment and Retention of Indigenous Scholars". • The Vice Provost (Academic Affairs) is co-presenting with a leader from the OVPI a 90-minute workshop titled "Feeding the wolves and the twins: Conflict, balance, and community in Indigenous teachings" (date TBD but in winter 2026). Workshop is designed for faculty in building inclusive, relational, and culturally respectful academic communities.	Ongoing
Ensure that the values and priorities outlined in UM's strategic framework documents form the basis for decision making at UM, and this is demonstrated through alignment amongst the priorities in institutional planning documents and with the workplan priorities agreed to with each member of the President's Executive Team.	• MomentUM and the Truth and Reconciliation Framework: Integrated Implementation Plan have been completed with guidance and tools posted on a dedicated intranet website. The office of the Provost and the OVPI will offer workshops to support units in their planning efforts. • Student Affairs released *Reimagining the Student Experience at UM: The Student Affairs Strategic Plan 2025-2030* in September and the Vice-Provost (Students) and Student Affairs leadership team is visiting faculty	Ongoing

	council meetings throughout the Fall and Winter terms to discuss the student experience, priorities, and areas for collaboration. • The Centre for the Advancement of Teaching and Learning developed a five-year plan based on UM Strategic Framework (strategic and operational)	
Ensure that environmental sustainability informs UM plans, initiatives, and priorities.	• The Vice Provost (Learning, Analytics, and Academic Infrastructure) and AVP Administration co-chair the UM Sustainability Committee. The Sustainability Action Plan, a comprehensive framework designed to embed sustainability across all facets of the University, is nearing completion. It aligns with the UM Strategic Plan, ensuring full integration so that both operate in concert to advance UM's highest priorities and long-term vision. • A 30 year decarbonization plan has been created for UM which includes adoption of a zero carbon building design. UM is also currently exploring an anaerobic digestor facility. If advanced, UM could become the first emission free University in the U15.	Ongoing
Continue to encourage the members of the leadership team to strive for excellence in advancing UM priorities, foster a culture of innovation, encourage creativity, and demonstrate a willingness to embrace new ideas and technologies.	• The Vice Provost (Health Sciences) proposed a revised model for recruitment focused on streaming faculty into four categories: Instructor (Educator), Professorial (Educator/Pedagogical Scientist), Professorial (Educator/Team Scientist), or Professorial (Research Scientist/Educator).	Ongoing

<u>Priority 2:</u> Continue to empower the President's Executive Team to advance the UM mission, reaching high in achievement of both the university's and their objectives and goals.

<u>Milestones and Commitments</u>	**<u>Updates</u>**	**<u>Timing</u>**

Continue to foster a collaborative and supportive environment for the President's Executive Team, ensuring accountability of each member for their goals.	• The weekly meetings of the President's Executive Team (PET) are used in part for important information-sharing and also as a forum to ensure that all dimensions of the issues at hand have been considered. This includes the implications of any matter for others with connected responsibility, alignment with UM priorities and institutional values, building shared understanding and buy-in.	Ongoing
Continue to provide strategic leadership and mentorship to ensure that the team remains cohesive, collaborative, and accountable to our community while advancing the university's mission of learning, discovery and engagement, ensuring alignment between operational execution and the broader strategic direction of UM, and pursuing priority initiatives within their own portfolios.	• The practice of meeting weekly with the Provost and ED of the President's Office, bi-weekly with the remaining Vice-Presidents, University Secretary and ED (Government Relations), and annually with Vice-Provosts, Associate Vice-Presidents and Deans, continues to be effective.	Ongoing
Work with all members of the executive team to ensure that they incorporate the values found in the new strategic plan in their decision-making processes.	• The Vice Provost (Academic Planning & Programs) has updated academic program review outcomes and recommendations to now align with the UM strategic plan.	Ongoing

Priority 3: Increase Effectiveness of Government Relations.

Milestones and Commitments	**Updates**	**Timing**
Continue to work with the Executive Director of Government and Community Relations to	• The Executive Director, Government and Community Relations left UM in June. A recruitment process is ongoing.	Ongoing

ensure they are positioned for success within the senior executive team, the wider university, and the broader community.		
Pursue a significantly elevated profile for UM with the new federal government and both identify and successfully pursue new institutional opportunities for federal partnerships, funding and connections.	• UM will host the next Canada-Mexico Roundtable on Indigenous Higher Education in June 2026, with support from Global Affairs Canada. The Roundtable will deepen academic partnerships, advance research collaboration, and strengthen institutional linkages in support of Indigenous post-secondary education, with a focus on robust participation by Indigenous scholars and students. • On July 14, Canada's Minister of Health, Marjorie Michele, attended the Bannatyne campus for a tour of new teaching and learning space. This was followed by a meeting with representatives from Ongomiizwin – Indigenous Institute of Health and Healing to discuss shared priorities and further opportunities for collaboration. • The President hosted the President of the Canada Foundation for Innovation at UM on August 28, 2025, for a meeting and tour of innovation research spaces. This was followed by a meeting with Joelle Foster, Manitoba member of the CFI board, on October 6. • On September 11, Senator Gigi Osler attended UM for a meeting and tour with representatives from the Centre for Earth Observational Science. • The Vice-President (Research and International) (VPRI), supported by the GCR team, attended meetings in Ottawa on October 1, 2025, with Environment and Climate Change, National Defense, MP Cory Hogan and MP Terry Duguid. Information was	Ongoing

	shared related to the Port of Churchill and a proposal for research presented. • MP Raquel Dancho attended campus for a meeting with VPRI followed by a tour of research and innovation spaces.	

Continue to prioritize opportunities to engage and strengthen UM's relationships with provincial, Indigenous, and municipal governments, including both elected and unelected officials, with the intent of building on the success of the past year.	• In the first half of the summer UM:
	  ○ Provided housing and meals for up to 54 wildfire evacuees in University College Residence in addition to a smaller number (10-12) for a shorter period at St. John's College.
	  ○ Provided stop-over housing for over 500 emergency firefighters arriving in Manitoba from Quebec, BC, New Brunswick, Newfoundland, USA and France, serving over 1000 meals.
	• In the second half, UM made available 160 beds in University College Residence (UCR) for Canadian and American Red Cross staff.
	• The Vice-President (Indigenous) has met with the ADMs of Advanced Education and Training and Education and Early Childhood Learning to discuss UM's role and expertise in Indigenous Languages, resulting in contact with the Winnipeg School Division to pursue support for UM students to do practicum placements in their language programs.
	• On September 15, the President and GCR attended a meeting with Manitoba's immigration minister and the minister for advanced education and training to discuss impacts of federal immigration policy on UM, specific to extended education program impacts and international students across UM.
	• The Associate Vice-President (Administration) and GR Officer met with the new Chief Administrative Officer for the City of Winnipeg on
		Ongoing

	October 9, 2025, to discuss opportunities for enhanced future collaborations and to address outstanding business with the city. • The President attended an announcement related to agriculture on campus with RBC President David McKay on October 9, 2025. Premier Kinew was also present.	
Over the next year, significant attention will be paid to advocacy with both the provincial and federal governments, with some areas requiring particular attention (e.g. international student recruitment; Indigenous excellence; capital and research funding, northern and arctic, AI and digital technologies).	• The President and VPRI will meet in Ottawa on November 19 & 20 with representatives from within the federal government. • In March 2026, UM will host a reception for parliamentarians in Ottawa and will showcase the valuable research work of some of UM's top researchers who will also be present. The reception will be complimented by a series of meetings with the federal government throughout the week.	Ongoing
Engage with the provincial government in discussions on tuition fees at UM. With limited provincial resources allocated to base funding increases, higher tuition fees will be required to offset rising costs. UM also expects to engage the province in discussions on infrastructure and research funding.	• To supplement work undertaken by the Post-Secondary Presidents' Council, UM submitted a report outlining the many discrepancies and anomalies at UM related to tuition rates. To date a response has not been received. • UM has begun to prepare for the annual Estimates presentation Treasury Board; UM's official notice to appear has not yet been received. • The President, GCR and AVP Admin met with provincial officials to advance new daycare spaces at Fort Garry and on the Bannatyne campus. • A provincial funding commitment for the Prairie Biologics Accelerator project remains an ongoing point of discussion with the province. • UM submitted a comprehensive proposal to the province's Task Force on Productivity for an expansion of	Ongoing

	engineering and new quantum computing capacity. The proposal also included expanded support for Indigenous students.	

<u>Priority 4:</u> Continue to advance our commitment to transparent and responsive decision-making processes and a positive approach to building enhanced relationships with UM stakeholders (internal and external), including improved communications.

<u>Milestones and Commitments</u>	**<u>Updates</u>**	**<u>Timing</u>**
Continue to engage openly and in a transparent manner with all stakeholders at UM and respond in a timely manner to issues of importance to our community.	• The VPI was the keynote at Reimagining Recruitment & Retention of Indigenous Scholars at the Rady Faculty of Health Sciences on Sept 25th. • The University Secretary and team developed and offered a workshop on university governance and preparing reports and documentation for governing bodies that was attended by over 70 leaders across portfolios. This is part of on-going efforts to build communities of practice and educate the community about governance.	Ongoing
Including: continued meetings with each faculty council on an annual basis.	• The Provost and Acting CFO/ Comptroller are visiting with Faculty/ School Councils to discuss budget. • The President and Provost will once again be visiting all Faculty/School Councils throughout the winter term to provide updates on university activities and answer questions. • OVPI senior leaders attended 11 faculty councils as of Oct. 24. The purpose is to build understanding of units' responsibilities to the commitments of the Truth and Reconciliation Framework into their respective strategic/ Reconciliation action plans.	By end of Winter term
Including: formal annual meetings with Elders and Knowledge Keepers	• The President and VPI met with the Elders-in-residence May 27 and a follow-	Early summer

	up meeting with OVPI leadership is planned for Nov 27.	
Including: budget townhalls	• The annual Budget town hall occurred on October 10. Faculty-specific budget town halls with the Provost and CFO are underway and will wrap up in December.	Fall
Including: an annual meeting with each dean	• During Summer 2025, the President met with all deans, directors, Vice-Provosts and AVPs to engage on issues and priorities within their respective units.	Summer
Including: quarterly meetings with student leadership.	• Meetings were held with both the UMSU and UMGSA executives in June and again in October. The President also spoke at the annual Student Leaders reception, attended by approximately 40 elected and appointed student representatives.	Ongoing
Including: regular meetings with UMFA leadership.	• The Provost and President continue to meet regularly with UMFA leadership to connect on matters of common interest, discuss matters of potential contention, and discuss major institutional initiatives.	Ongoing
In my leadership and engagement at the Board of Governors and its committees and with Senate and Senate Executive, I will foster a governance environment where strategic matters are proactively brought forward for discussion and where the Board and its committees are well-supported in achieving their goals and priorities.	• Regular meetings take place between the President and BOG Chair, and between the President and the Chancellor, to support sharing of information between Board meetings and ensure that the Board's needs and interests are met. • The Board Chair, President and University Secretary have established high-level preparatory meetings in advance of engagement with the Board. • A Senate Assessment Survey was conducted in Spring 2025 to gauge views on the operations of Senate. Senate Executive reviewed the results in October 2025 to determine what may be brought forward.	Ongoing
Continue to lead and demonstrate transparency and open communication,	• At each Senate meeting, the President reports to Senators on the key issues facing UM in an open and transparent	Ongoing

collaboration, and respectful dialogue within our community, and encourage adherence to these principles by the extended leadership team.	manner. Similar discussions take place both at the BOG, or at Board Executive meetings (between BOG meetings). • The previously-described series of engagements with the UM community (e.g. town halls, meetings with Elders, faculty councils, etc.) are important means to support open and transparent communication, as are the meetings of the VPI with Faculty Councils, and the VPRI's engagement with Associate Deans (Research).	
Continue to demonstrate, encourage, and expect transparent and respectful communication between UM and its bargaining associations, to support the effective resolution of issues between rounds of bargaining, to expect UM to be a more proactive 'first communicator' with its employees, and to ensure that the university contributes positively to establishing effective conditions for bargaining.	• The latest campus safety education sessions took place October 20 and 21, and covered UM's emergency response plan, how to respond to an active threat on campus, and demonstrated the UM Safe App. • Significant improvements to the UM intranet have been made, shaped by feedback from over 1,000 faculty and staff. This led to the August launch of a renewed site that improved search and navigation and added tools for sharing information and faculty and staff news and events information. • The President met with multiple individuals and groups before and following the National Day for Truth and Reconciliation to discuss the UM approach to the event.	Ongoing

<u>Priority 5: Continue</u> to build and foster ongoing mutually beneficial relations with donors, alumni and community.

<u>Milestones and Commitments</u>	**<u>Updates</u>**	**<u>Timing</u>**
With the Vice-President (External), work to effectively position UM with alumni, donors, and the broader community, in anticipation of launching UM's next major	• Homecoming took place from September 18-20. ○ The Distinguished Alumni Awards dinner was sold out with 440 attendees and 29 sponsors.	

philanthropic campaign and pursuing continued growth in our annual fundraising goals.	○ The Desautels Homecoming Concert featured incredible UM talent and drew 250 attendees. ○ The inaugural Bisons Block Party was held. Over 15,000 tickets were claimed, however with inclement weather, 4,000 attended. The event featured 26 interactive booths, celebrated Billy's birthday, and ended with a Bisons win. • Season four of the "What's the Big Idea?" podcast launched on Oct 1. The first episode, Nation-Building in the Sky: How UM is Shaping Space Stewardship with Philip Ferguson, hit more than 2600 total downloads in the first week, which puts it in the top 5% of podcasts worldwide. The second episode with Bruno Dyck comes out on November 4. UM is holding a live event on Economic Reconciliation on Nov 13 with guest host Angie Bruce. • The Honorable Dr. Pat Bovey [LLD/21] is the new Chair of the Alumni Association Board of Directors.	
With the Vice-President (External), work to establish a campaign team to provide volunteer leadership to UM's next major philanthropic campaign. Together we will identify high priority fundraising initiatives for UM that will guide conversations with alumni and donors and our institutional marketing efforts, identify prospective campaign donors, and engage with them to generate principal and major gifts for UM.	• The President's Campaign Team has recruited 20 members, and a Chair has been selected. Additional recruitment efforts are ongoing. The kick-off meeting will be held in November. • UM's institutional case for support has been developed, with broad fundraising priorities outlined that will advance UM's mission and vision.	Recruitment to be complete by Nov/25

Continue to support work to enhance UM's strategic positioning and brand narrative and to guide UM's creative and communications strategies.	• Enhancements to UM's Intranet launched in late August. The goal is for the Intranet to be the hub for employee and faculty communications. In the first 30 days there was a 236% increase in visits to the site.	Ongoing
With the Vice-President (External), work to launch the second phase of UM's reputational marketing campaign to highlight the value of UM research.	The second phase of UM's reputational campaign launched Sept. 21 – "Bisons at the Centre of Bold Ideas". The launch included a letter to Manitobans and a four-page wrap of the Winnipeg Free Press. This phase of the campaign runs until spring 2026 and will have presence in Winnipeg, Toronto, Ottawa, Calgary and Vancouver. • With recent major gift announcements, ads have been run in the Globe and Mail nationally to recognize key donors.	Ongoing through Spring 2026
With the Vice-President (External), work to develop a proactive media engagement strategy to enhance UM's presence and profile nationally.	• 103 unique stories were generated between June and September, resulting in 262 pieces of covered over a wide range of local and national outlets. Coverage highlighted UM's research excellence and thought leadership, particularly in science and technology. • National media showed strong interest in UM-led stories related to AI and intimacy, the discovery of a prehistoric fish fossil, and Rady Faculty's summer science camps for youth, all of which positioned UM as a hub of innovation and public engagement. • Coverage of the Churchill Marine Observatory reached national audiences through CBC National, RDI Canada, and CTV National News, showcasing UM's contributions to Arctic and climate research. • UM successfully wrote and placed op-eds in both the *Winnipeg Free Press* and *The Globe and Mail*, from the VPRI on Canada's nation-building projects and the Port of Churchill. These	Ongoing

	placements delivered tens of thousands of dollars in earned media value and reinforced UM's leadership in areas of national importance.	
With the Vice-President (External), enhance UM's brand presence on campuses and across Winnipeg.	• A new partnership with Winnipeg Jets started during 2025 NHL playoffs and will continue through 25/26 season. • A partnership was launched with local and UM alumni-owned Mondetta – a new heritage and bison apparel line. • New branded elements on Fort Garry and Bannatyne campuses have been installed, including elevator wraps, new flags/banners, and applications in campus tunnels.	Ongoing

Priority 6: Strengthen Community Relations for the benefit of UM.

Milestones and Commitments	**Updates**	**Timing**
Continue to prioritize work to strengthen UM's relationship with community organizations, expanding UM's profile across Winnipeg and the entire province including the Chambers of Commerce and rural municipalities, and in partnership with the Vice-President (Indigenous) to enhance and build relationships with First Nations, Métis, and Inuit leaders and communities, including through enhanced intercultural learning in community.	• The VPI teams engage with Indigenous communities and organizations through education, recreation and volunteer opportunities including Post-Secondary Club, the Indigenous Youth Mentorship Program, community-based Learning Hubs, and leadership and cultural programming. Several upcoming engagement sessions are in the works, focusing on developing an Indigenous mental wellness strategy, an Indigenous student ecosystem, a framework for researching in good ways, and general sessions to inform the continued co-creation and evolution of efforts to advance Indigenous excellence. • UM was the presenting partner for the Manitoba Innovation & Productivity Report launch event on October 31. • The Winnipeg Chamber of Commerce and Manitoba Chamber of Commerce are both participating in the "Bisons at the Centre of Bold Ideas" campaign	Ongoing

	through custom communications to members, speaking opportunities, and social media. • UM supported *La Nuit des Idées 2025*, a thought-provoking evening exploring Indigenous connections to water and ocean with Miriama Bono, a renowned Polynesian curator and lecturer. The panel conversation following the keynote was moderated by UM professor Jean-Eric Ghia and featured Mme. Bono, Raymond Frogner of the National Centre for Truth and Reconciliation, and Miguel Uyaguari-Diaz Assistant Professor, Indigenous Scholar, Microbiology. • UM & Winnipeg Chamber of Commerce are co-presenting a panel discussion: From Profit to Purpose (Nov. 4). • UM hosted the President of Iceland, Halla Tómasdóttir, on August 1, 2025, reinforcing the strong connection between Iceland and the Manitoba community.	
Engage in my roles as co-chair of the Post-Secondary Presidents of Manitoba, as a member of the U15 Executive Heads, and as a member of the Board of Directors of Universities Canada to pursue advocacy that links to UM issues and priorities.	New U15 CEO Robert Asselin visited UM in July as part of a broader effort to develop a fulsome understanding of its member institutions and their strengths and priorities. Asselin met with the President, the Vice-Provost (Academic Planning and Programs), the GR team, visited the labs of Drs. Phil Ferguson, Andrea Charron and Fei Wang, and with the Assoc. VP (Reconciliation) and ED of the NCTR. • The Post-Secondary Presidents Council submitted a report to Advanced Education and Training stressing the urgency of address Manitoba's far-below national average tuition rates.	Ongoing
The President's Advisory Council (PAC) was established in the 2022/23 academic year and has	• Eleven community leaders were recruited and the terms of reference for a renewed PAC finalized during summer 2025. The newly constituted PAC met	Ongoing

completed its initial mandate. With the establishment of the President's Campaign team, a renewed PAC will focus on offering advice and insight from leaders within our community on matters of importance to the future of the University. • Establish membership and TOR for renewed PAC. • Engage PAC in discussions of potential future impact on UM. • Bring expertise and insights from diverse fields to help inform the president's decision-making.	October 16, 2025, its first engagement since it was established. • PAC engaged in dialogue on navigating the increasingly complex environment for post-secondary education, and also were briefed on UM's long-term capital needs and future plans. Council members brought forward a range of stakeholder perspectives, sharing considerations for how the organization can remain responsive, inclusive, and forward-looking in its approach.	

<u>Priority 7:</u> Provide oversight in the management of UM's longer term financial sustainability.

<u>Milestones and Commitments</u>	**<u>Updates</u>**	**<u>Timing</u>**
Assess the efficacy of the revised budget model and carryover policy.	• Sub-group of Executive Budget Committee (EBC) met with all Deans and budget officers to review year-end unit budget variances and assess action on carryover planning in line with the new carryover protocol.	Ongoing
Continued focus on an enterprise risk management program and implementation of a risk mitigation strategy.	• UM recently presented its refreshed Enterprise Risk Register and Enterprise Risk Management Program to the Board of Governors (BOG). Work is now underway to complete risk profiles for each of the top 11 risks as well as creating key risk indicators for each of those risks. This information will be presented to the BOG at the Winter 2025 ARMC meeting.	Winter 2025 ARMC meeting

	• A session is planned in February 2026 with senior leaders to provide information on the University's Enterprise Risk Management Program as a first step in developing a culture of risk awareness across the institution. • BOG submissions include a connection to the Enterprise Risk Register similar to the connection to the UM Strategic Plan.	
Continued focus on the implementation of the audit recommendations regarding capital planning.	• UM has developed comprehensive Capital Plan and Prioritization Process to guide infrastructure investment and support institutional strategies such as Moment**UM**, the Truth and Reconciliation Framework, and the Climate Action Plan. • Built on three key pillars—governance, project prioritization, and a thirty-year capital and decarbonization plan—the framework ensures transparency, alignment, and long-term sustainability. Governance enhancements include formalizing capital project committees, aligning planning with the budget cycle, and establishing new policies to improve oversight for both major and minor capital projects. A robust prioritization framework standardizes how projects are evaluated based on strategic, campus, and operational impact, and will initially focus on projects over $1M. • All UM campuses each have tailored thirty-year capital plans that address deferred maintenance, optimize space use, and guide future development. A decarbonization strategy includes installing electric boilers, expanding electrical capacity, adopting low-carbon building standards, and integrating Indigenous Design Principles. These initiatives aim to reduce Scope 1 and 2 emissions by 40% while positioning UM	

	to meet provincial and federal funding criteria. • Individual meetings were held with all faculties and units to collect capital needs throughout the institution. This is the first time the UM has a full understanding of all the capital needs. The Major Capital Projects Committee has had two full day meetings to prioritize all capital projects over $1 million. All priorities will be presented at the January 20, 2026 capital plan launch. • The new capital plan and prioritization process has been endorsed by the Board of Governors and is now being operationalized throughout the organization. This includes one-on-one meetings with each unit lead to review the new process in detail and assist units with their capital planning needs. Overall, this forward-looking plan strengthens UM's capacity to address aging infrastructure, support academic growth, and advance sustainability and Reconciliation goals.	
Enhanced focus on optimizing the use of unspent endowment funds.	• The revised Trust and Endowment policy and procedure was approved by the Board of Governors in May 2025. We are now implementing a student awards reporting system across Faculties which will facilitate dispersing student awards funded through endowments.	Ongoing

Strategic Plan Implementation Update

- Following the launch of the UM Strategic Implementation Plan in June, implementation work is ongoing in conjunction with the UM: Time for Action: Truth and Reconciliation Framework commitments. The UM Community Experiences Survey was released to the UM community as one of the tools to inform key indicators that reflect shared experiences and satisfaction levels of UM faculty, staff, and students. In addition, as part of this year's planning cycle, academic and central units were required to identify their unit priorities, which include actions and intended outcomes. In their submission, units were asked to indicate how each of these priorities and its associated actions align with MomentUM: Leading Change Together and Time for Action: UM's Truth and Reconciliation Framework.

- MomentUM and the Truth and Reconciliation Framework: Integrated Implementation Plan have been completed with guidance and tools on a dedicated intranet website. In support of the integrated implementation approach, the Provost's Office and the OVPI will offer workshops to support units in their planning efforts.

- This fall, the Provost's Office will be collecting and compiling the first data set related to the key indicators in the implementation plan. Once this is complete, MomentUM Implementation Steering Cttee, the Truth and Reconciliation Framework Implementation Advisory Committee and the sub-committees will review and comment on the findings to inform a progress report to the community.

- The VPRI has kicked off a 6-month Organization, Optimization, and Change project which aims to address one of the 4 'Ps' in the SRP: providing more efficient processes for research-related administration. The project outcomes will include recommendations and solutions for optimizing and innovating current processes, and recommendations to support the provision of new, integrated, and automated online systems to meet researcher and funder demand.

Major Institutional Achievements

- Indigenous student enrolment at UM has increased by 10.7% from 2,933 students in Fall Term 2024 to 3,248 in Fall Term 2025 and Indigenous Student Centre hosted the largest Indigenous student orientation to date.

- Three new Indigenous scholars were appointed as Canada Research Chairs over the summer.

- The fundraising goal for FY 25/26 is $78M. To date, we have raised over $69M and welcomed 11 new members to the Isbister Legacy Society, UM's Planned Giving Society.

- The following gifts of $100,000 or more have been secured since the last update to the Board of Governors:
  - The Mastercard Foundation gave $30,000,000; $25,000,000 in support of the National Centre for Truth and Reconciliation and $5,000,000 in support of advancing Indigenous excellence at UM
  - $20,000,000 from the Province of Manitoba in support of the new home for the National Centre for Truth and Reconciliation
  - $3,000,000 from an anonymous donor in support of a Chair in Indigenous Health and Wahkohtowin
  - $2,563,814 from the Bill & Melinda Gates Foundation for the Max Rady College of Medicine
  - $1,500,000 from the Joyce Family Foundation for The Joyce Family Foundation Tuition Grant
  - $1,000,000 from the Rideau Hall Foundation for the Manitoba Indigenous Teacher Education Partnership (MITEP)
  - $220,000 from the Schulich Foundation in support of the Schulich Leader Scholarships
  - $151,019 from the Winnipeg Foundation for the Alexander Gibson Professorship
  - $131,379 from The Winnipeg Foundation in support of Surgery Education Grants
  - $100,218 from Dr. John Embil for the Embil Family Bursary for Parents with Children
  - $100,000 from Lyle and Anna Silverman in support of the Pharmacy Class of 1966 Scholarship

- The UM total research revenue has increased to $246M (The UM is now ranked #12 in the U15).

Board of Governors Submission

AGENDA ITEM:

Anti-Racism Strategy

RECOMMENDATION:

THAT the Board of Governors endorse the UM Anti-Racism Strategy

PURPOSE and KEY CONSIDERATIONS:

At the March 2025 meeting, the Board received an update on the work on Anti-Racism at the University. At that time, the Board asked for a presentation of the Anti-Racism Strategy and the opportunity to endorse it.

Dr. Tina Chen, Vice-Provost (Equity) will present to the Board and engage in a conversation, and the Board will have an opportunity to endorse the strategy. This aligns with the Board's priority to "set the tone in advancing Indigenous achievement, equity, inclusion, anti-racism, and anti-ableism.

ATTACHMENTS:

Attachment 1 - UM Anti-Racism Strategy Update Presentation
Attachment 2 - UM Anti-Racism Strategy

UM Anti-Racism Strategy Update

Board of Governors Presentation, October 2025

Tina Chen (Vice-Provost Equity)

Anti-Racism Task Force - Timeline

- Anti-Racism Task Force established in 2022, with interim report including immediate actions presented in November 2022
- Interim report included 7 main recommendations and recommended themes for Anti-Racism Strategy
- **Recommendations Completed with Ongoing Implementation:**
    - Measurable targets, clear accountability structure, and institutional lead and resources
        - → ARTF recommendations incorporated into *MomentUM* Implementation Plan and key indicators
        - → Vice-Provost (Equity) acts as UM Anti-Racism Lead
    - Anti-racism education for decision-makers
        - → Anti-racism learning framework established, includes mandatory foundational training
        - → Anti-racism workshops within Academic Administrators Workshop series
        - → Topic specific anti-racism learning delivered to Deans & Directors Council
    - Common terminology that reflects ongoing community recommendations for evolving language
        - → Office of Equity Transformation terminology page established
    - Anti-Racism Communication Plan that begins with webpage
        - → UM Anti-Racism webpage established

ARTF Recommendations In Process

- Establish an overarching UM Anti-Racism Policy
  - → Anti-Racism Policy Committee established, beginning in ceremony
  - → Considerable discussion about merits of stand-alone Anti-Racism Policy versus overarching Human Rights Policy to be accompanied by specific resources on how racism is addressed in the policy and what it means for those who experience racist behaviours as members of UM community
  - → Decision to develop Human Rights Policy + resource on Racism and Anti-Racism in relation to Human Rights Policy
  - → Currently drafted and under review with VP-Administration
- All UM Senate and Board approved policies be reviewed through racial equity impact assessment with intersectional lens
  - → Coordination with Dismantling Ableism Initiative, emphasis on intersectionality, and alignment with Human Rights Code
  - → Comprehensive Impact Assessment Tool for Policy and Procedure Assessment created and incorporated into Governing Document Development and Review Policy
- Establish process to collect demographic data and distribute data information with goal of identifying and closing diversity gaps
  - → Coordination with development of data warehouse, data governance framework, and data justice education across UM
  - → Demographic data questions updated for staff and faculty, with updated student data collection to be released in January 2026

Anti-Racism Strategy

Timeline

- 2023-24: ARTF members discussed, drafted, and reviewed themes and key content for Anti-Racism Strategy
- Drafting of Anti-Racism Strategy informed by changing contexts and UM community voices on impacts of various forms of racism, including religious-based racisms
- Anti-Racism Strategy draft presented to Anti-Racism Task Force and PET in in Spring 2025 for feedback
- Revised Anti-Racism Strategy presented to PET and BoG in September/October 2025
- Anti-Racism Strategy amplifies how racial justice is embedded in work across UM, and provides visibility to relevant ***MomentUM*** strategic commitments, goal, objectives, and key indicators
- **Fall 2025: Release and Roll-out (mid-November 2025 thru early 2026)**

Anti-Racism Strategy

Overview Statement

The UM Anti-Racism Strategy sets an ambitious goal of combatting institutional racism and moving towards racial justice. The strategy amplifies the significance of racial justice for the UM community, enhances visibility of ongoing anti-racism efforts, and provides a framework to continue this work. It highlights the need for intentional anti-racist actions to dismantle systemic racism and to mitigate the harms caused by all forms of racism.

Aligned with *MomentUM: Leading Change Together* (UM Strategic Plan 2024 – 2029) and the *Truth and Reconciliation Framework: Time for Action*, the UM Anti-Racism Strategy provides a foundation to meet our collective commitments to advance Reconciliation for transformative change and to foster a vibrant community.

Commitments

Our commitment to anti-racism is a collective responsibility. Based in the enduring principles of human rights, we engage as a community in learning, dialogue and actions necessary to transform UM.

We commit to:

- remaining attentive, responsive, and adaptive to the evolving challenges and impacts of racism.
- recognizing different forms of racism have their own specific histories, and impact racially marginalized communities in unique ways.
- working together as we take action to counter racism so that we mitigate lateral violence and foreground shared humanity, human rights, equity, care and respect
- applying an intersectional lens to racialization and its impacts on individuals and communities

Based on these commitments, together we confront anti-Indigenous racism, anti-Black racism, anti-Asian racism, and religious-based racisms that target Jewish, Muslim, and other marginalized religions.

Actions

In taking action, we recognize:

- Racial diversity --including diversity within racially marginalized communities-- is a reality and this diversity enriches the intellectual, social, and cultural fabric of UM.
- Dismantling systemic racism across all university systems demands a comprehensive approach that goes beyond any one faculty, office or policy.
- The path to dismantling all forms of racism is intergenerational and must honour the work of Elders and knowledge keepers, community leaders, and anti-racist activists, researchers and teachers who have long been doing anti-racism work across UM campuses.
- Anti-Racism work must include and acknowledge those UM community members subject to systemic racisms who have shared the negative impacts of racism, and for whom racial justice is essential to make UM a vibrant community.

Anti-Racism Strategy Objectives

The UM Anti-Racism Strategy is a living document that acknowledges the University's history of perpetuating racisms; and the current reality of students, staff, and faculty who experience racism targeted at Indigenous, Black, Asian, and other racially marginalized groups, as well as racism directed at Jewish, Muslim and other marginalized and racialized religions.

The strategy is grounded in an understanding of the need for urgent transformative institutional action. We are seeking to lay the foundation for something new and sustainable – an approach rooted in racial justice that moves beyond small adjustments and surface-level fixes.

Objectives

- Provide a framework for action and accountability with the goal of dismantling all forms of racism.
- Amplify and support anti-racism work across UM campuses
- Facilitate coordination of diverse anti-racism initiatives.
- Advance communication about and collaboration between anti-racism initiatives to realize university-wide impacts.
- Adopt an intersectional approach that recognizes the interconnectedness between anti-racism work and work to address other entrenched systemic institutional inequities.
- Promote understanding of the ways different forms of racism are intertwined.
- Build actions and strategies rooted in mutual understanding and meaningful solidarities.
- Inform broader UM equity and anti-oppression work so racial justice is embedded in university-wide initiatives.
- Recognize and appreciate the diversity and complexity of different racisms and forms of racial marginalization, including religious-based racisms, and resist conflation of the diversity and complexity of the histories, communities, and peoples of those who are racially marginalized.

Anti-Racism Strategy Themes

Five interconnected themes organize our work toward the goal of overcoming institutional racism and moving toward racial justice. Each theme is critically important to dismantling systemic racism at UM. They are bound together by numerous overlapping elements and must be addressed collectively as five interdependent parts of a whole. These themes are also reflected in UM's fundamental commitment to fostering a vibrant community, as outlined in MomentUM: Leading Change Together, UM's Strategic Plan and corresponding Implementation Plan .

Each theme has a guiding vision that empowers UM offices, academic and non-academic units, and community members to develop plans and actions that advance anti-racism within and across the thematic areas in ongoing ways.

Themes: Representation and equity; Research and academic programs; Leadership transformation; Education and empowerment; Safety and well-being

Actions. Shared Pathways. Accountability

Action and transparent accountability are crucial. The Anti-Racism Strategy exists as a distinct framework to ensure visibility and awareness of the importance of racial justice as one component of our collective work to advance Reconciliation for transformative change and to foster a vibrant community.

MomentUM: Leading Change Together embeds anti-racism across all goals and strategies. To support the actioning of anti-racism in meaningful ways aligned with core activities of units, sample actions by level of responsibility are outlined in the *MomentUM* Implementation Plan.

To ensure accountability, the Implementation committee developed key indicators informed by the Anti-Racism Task Force Interim Report, the Anti-Racism Strategy, and the *Truth and Reconciliation Framework: Time for Actio*n. The key indicators also reflect UM responsibilities as signatories to the Scarborough Charter.

Discussion Questions

- The UM Anti-Racism Strategy sets an ambitious goal of combatting institutional racism and moving towards racial justice.
  - If you were asked by a UM Community member how we're doing this, what would you highlight or talk about?
  - Looking forward 3 to 4 years, what actions for racial justice at UM would you be proud to share and to have been part of?
- The Anti-Racism strategy is framed as a collective responsibility, rooted in enduring human rights principles. How can we put this approach into practice to 'call people in' for shared goals, while being attentive to specific histories and ways individuals and groups experience different racisms?

UM Anti-Racism Strategy

Overview

The UM Anti-Racism Strategy sets an ambitious goal of combatting institutional racism and moving towards racial justice. The strategy amplifies the significance of racial justice for the UM community, enhances visibility of ongoing anti-racism efforts, and provides a framework to continue this work. It highlights the need for intentional anti-racist actions to dismantle systemic racism and to mitigate the harms caused by all forms of racism.

Aligned with *MomentUM: Leading Change Together* (UM Strategic Plan 2024 – 2029) and the *Truth and Reconciliation Framework: Time for Action*, the UM Anti-Racism Strategy provides a foundation to meet our collective commitments to advance anti-racism and Reconciliation for transformative change and to foster a vibrant community.

DRAFT

"Systemic racism is when the system itself is based upon and founded upon racist beliefs and philosophies and thinking and has put in place policies and practices that literally force even the non-racists to act in a racist way."

-*The late Honourable Murray Sinclair Mazina Giizhik-iban*

UM's commitment

Our commitment to anti-racism is a collective responsibility. Based in the enduring principles of human rights, we engage as a community in learning, dialogue and actions necessary to transform UM.

We commit to:

- remaining attentive, responsive, and adaptive to the evolving challenges and impacts of racism.
- recognizing different forms of racism have their own specific histories, and impact racially marginalized communities in unique ways.
- working together in ways that mitigate lateral violence and that foreground shared humanity, equity, care and respect, while taking action to counter all forms of racism.

- applying an intersectional lens to racialization and its impacts on individuals and communities

Based on these commitments, together we confront anti-Indigenous racism; anti-Black racism; anti-Asian racism; and religious-based racisms, including antisemitism and Islamophobia, that target Jewish, Muslim, and other marginalized religions.

Anti-racist action

In taking action, we recognize:

- Racial diversity, including diversity within racially marginalized communities, is a reality and this diversity enriches the intellectual, social, and cultural fabric of UM.
- Dismantling systemic racism across all university systems demands a comprehensive approach that goes beyond any one faculty, office or policy.
- The path to dismantling all forms of racism is intergenerational and must honour the work of Elders and knowledge keepers, community leaders, and anti-racist activists, researchers and teachers who have long been doing anti-racism work across UM campuses.
- Anti-Racism work must include and acknowledge those UM community members subject to systemic racisms who have shared the negative impacts of racism, and for whom racial justice is essential to make UM a vibrant community.

DRAFT

Background and informing frameworks

The UM Anti-Racism Strategy reflects the collective work and voices of the members of the Anti-Racism Task Force, as well as the many members of the UM community who have shared their experiences, knowledge, and expertise on various forms of racism, including religious-based racisms. This input has been formal and informal. It includes feedback heard in consultations and web-based feedback through the Anti-Racism Forum, development of the *Truth and Reconciliation Framework: Time for Action* and *MomentUM: Leading Change Together* (UM's strategic plan).

The UM Anti-Racism Strategy is informed by past and ongoing work by the Office of Equity Transformation, UM Anti-Racism Policy Committee, Office of Human Rights and Conflict Management, and Rady Faculty of Health Sciences Dismantling all Forms of Racism Policy.

UM also has a stated commitment to advance Reconciliation. This obligation requires taking action to combat anti-Indigenous racism and oppression, acknowledging the unique experiences and realities of Indigenous Peoples that are distinct from those of other systemically disadvantaged and marginalized groups. As such, the Anti-Racism Strategy

walks alongside, complements, and supports the *Truth and Reconciliation Framework: Time for Action*.

Anti-Racism Strategy objectives

The UM Anti-Racism Strategy is a living document that acknowledges the University's history of perpetuating racisms; and the current reality of students, staff, and faculty who experience racism targeted at Indigenous, Black, Asian, and other racially marginalized groups, as well as racism directed at Jewish, Muslim and other marginalized and racialized religions.

The strategy is grounded in an understanding of the need for urgent transformative institutional action. We are seeking to lay the foundation for something new and sustainable – an approach rooted in racial justice that moves beyond small adjustments and surface-level fixes.

DRAFT

Key objectives for the Anti-Racism Strategy

- Provide a framework for action and accountability on anti-racism with the goal of dismantling all forms of racism.
- Amplify and support anti-racism work across UM campuses by units leading in this space
- Facilitate coordination of diverse anti-racism initiatives.
- Advance communication about and collaboration between anti-racism initiatives to realize university-wide impacts.
- Adopt an intersectional approach that recognizes the interconnectedness between anti-racism work and work to address other entrenched systemic institutional inequities.
- Promote understanding of the ways different forms of racism are intertwined.
- Build actions and strategies rooted in mutual understanding and meaningful solidarities.
- Inform broader UM equity and anti-oppression work so that racial justice is embedded in university-wide initiatives.
- Recognize and appreciate the diversity and complexity of different racisms and forms of racial marginalization, including religious-based racisms, and resist conflation of the diversity and complexity of the histories, communities, and peoples of those who are racially marginalized.

Anti-Racism transformation: Themes

Five interconnected themes organize our work toward the goal of overcoming institutional racism and moving toward racial justice. Each theme is critically important to dismantling systemic racism at UM. They are bound together by numerous overlapping elements and must be addressed collectively as five interdependent parts of a whole. These themes are also reflected in UM's fundamental commitment to fostering a vibrant community, as outlined in MomentUM: Leading Change Together, UM's Strategic Plan and corresponding Implementation Plan.

Each theme has a guiding vision that empowers UM offices, academic and non-academic units, and community members to develop plans and actions that advance anti-racism within and across the thematic areas in ongoing ways.

DRAFT

Themes:

- Representation and equity
- Research and academic programs
- Leadership transformation
- Education and empowerment
- Safety and well-being

Representation and equity

Guiding vision:

- The presence of a diversity of peoples and perspectives, when meaningfully engaged, benefits academic, educational, and organizational excellence.
- Diversity is a fact in our current world.
- Representation and equity are essential for academic excellence and innovation, and for diverse people to thrive and flourish.

Diversity is proactively prioritized through addressing systemic inequities in recruitment and retention practices in ways that support and value excellence for all employees, both staff and faculty. Racially marginalized staff and faculty are seen as potential leaders, and they are provided opportunities for skill development for leadership roles. All UM community members are empowered to envision and realize an anti-racist future.

Mobilizing a full spectrum of ideas, talent and experiences is essential to creating post-secondary educational institutions and research ecosystems that respond to changing Canadian demographics and global challenges. A fundamental respect for human rights and shared humanity ensures that UM contributes to: building an innovative, prosperous and inclusive society; creating institutions that are responsive; and empowering the next generation to navigate a fast-paced changing world.

Research and academic programs

Guiding vision:

- Multi-disciplinary and interdisciplinary teaching and collaboration on racism and anti-racism is valued and supported
- Excellence in research on racial justice is valued and supported, with UM contributing to an evidence-based research ecosystem in this field
- Across UM, diverse experiences are reflected in research methodologies, training, pedagogies, and academic programs
- Research policies, processes, and practices strive to remove systemic inequities impacting racially marginalized researchers and communities, and to advance accessibility in research

Research and academic learning are at the heart of the University's purpose. Critically assessing pedagogical approaches, curriculum content, and research methodologies is one step toward establishing anti-racist ways of knowing and working in academia. This process is collective, collegial, and respects academic freedom, as we build understanding across UM campuses through different perspectives, and in ways that encourage us to think with and across diverse ways of knowing.

Leadership transformation

Guiding vision:

- Leaders and changemakers exist across the university community. We need to create spaces for meaningful participation in decision-making that move beyond those holding institutional positions of power.
- Responsibility and accountability for anti-racism work belongs with everyone at UM.
- Institutional leaders have unique opportunities to advance anti-racism work and systemic change

DRAFT

Transforming leadership to dismantle racism means both redefining who we perceive as leaders and ensuring a commitment to anti-racism among those holding institutional positions of power.

Broadening our view of pathways to leadership allows us to look for leaders across UM. By seeing strengths and excellence of individuals who may not hold conventional positions of authority, we expand the ability of these individuals to participate, motivate, encourage, and collaborate.

Anti-racism champions at all levels and from all areas at UM will collectively lead and guide the work, with the fundamental recognition that each of us has the power to create positive change.

Education and empowerment

Guiding vision:

- Every individual, regardless of their role at UM, is provided with learning opportunities to unlearn the norms of racism.
- UM views anti-racism learning as a continuous journey.
- Anti-racism education must encompass diverse perspectives to ensure that the specific histories and current manifestations of different racisms, including religion-based racisms, are understood and the impacts of different forms of racism recognized.

DRAFT

Education to unlearn the norms of racism is transformational; it empowers everyone in the University community to recognize and interrupt racisms, and to support anti-racist principles and actions. Anti-racism education must be integrated into the fabric of the University's activities through ongoing anti-racism learning opportunities for students, staff, and faculty. As a community, we need to support learning at various levels and ensure anti-racism education is rooted in evidence-based research that is historically accurate, as we well as addressing ongoing practices of racism.

Safety and well-being

Guiding vision:

- Wellbeing and safety must be approached through a lens of racial justice.
- Clear and consistent responses to acts of racism, coupled with culturally responsive support to those impacted by racisms, are required.

- Physical and virtual spaces where every individual can flourish need to be intentionally created.
- A community that values diverse cultural traditions and respects the histories and lived experiences of racially marginalized communities is nurtured.

The wellbeing and safety of racially marginalized community members should be understood holistically, with attention to the physical, cultural, and mental wellbeing of individuals and communities.

Building anti-racism through education

Anti-racist transformation requires lifelong individual and institutional commitments rooted in consistent effort, resilience and a commitment to learning and growth. To this end, UM has also set out shared pathways to guide progress and accountability for our institution and collective community through UM's Anti-Racism Learning Framework.

Actions, shared pathways, and accountability for an anti-racist future

Action and transparent accountability are crucial. The Anti-Racism Strategy exists as a distinct framework to ensure visibility and awareness of the importance of racial justice as one component of our collective work to advance Reconciliation for transformative change and to foster a vibrant community.

MomentUM: Leading Change Together embeds anti-racism across all goals and strategies. To support the actioning of anti-racism in meaningful ways aligned with core activities of units, sample actions by level of responsibility are outlined in the *MomentUM* Implementation Plan resources (LINK).

To ensure accountability, the Implementation committee developed key indicators informed by the Anti-Racism Task Force Interim Report, the Anti-Racism Strategy, and the Truth and Reconciliation Framework: Time for Action. The key indicators also reflect UM responsibilities as signatories to the Scarborough Charter. The biennial UM Community Experiences Survey (UMCES) will provide disaggregated data to identify racial inequities and barriers faced by Indigenous, Black and other racially marginalized groups, including those who are impacted by religious-based racism. UMCES, along with other key indicators, will ensure voices of UM Community members inform future actions for racial justice. Together, the goals, strategies, and key indicators of the UM Strategic Plan keep us focused on, and accountable for:

DRAFT

- Removing systemic barriers that prevent racially marginalized UM students, staff, and faculty from flourishing
- Providing mentorship and support for racially marginalized UM community members to develop skills, talent, and leadership potential
- Implementing ongoing anti-racism learning opportunities, scaffolded education, and resources that promote understanding of the impacts of racism, discrimination and violence and build capacity for allyship, solidarities, and anti-racist action
- Engaging and reflecting diverse perspectives and experiences to enrich teaching, learning, research, and service in ways that value the knowledges, cultures, histories and aspiration of Indigenous and other racially marginalized communities
- Employing a racial equity lens in policy development and review
- Developing guidelines and standards for race and ethnicity data collection
- Fostering an environment where everyone, regardless of title or tenure, feels empowered to challenge racism, offer solutions and work collaboratively for a university that thrives on equity, inclusion, and justice.
- Integrating inclusivity and accessibility in the creation, modification, and use of university spaces, ensuring they respect and reflect the rich tapestry of a racially diverse UM community.
- Implementing a comprehensive network of support services that address the unique challenges faced by racially marginalized community member, including psychological, academic and social support structures that acknowledge racially diverse lived experiences..

DRAFT

Supports and Reporting Racism at UM

To be added

Report of the Board Executive Committee

to the Open Session of the Board of Governors

The Board Executive Committee met on September 2, 2025 and approved one item on behalf of the Board of Governors in addition to one item for discussion, as part of the Open session.

Review of Board Executive Terms of Reference (for information)

As part of the 3-year review of all Board Committees, Committee members reviewed and discussed in detail the Board Executive Committee Terms of Reference and provided feedback to inform the review that will be undertaken by the Governance and Board Development Committee.

Within the consent agenda, the Committee also approved, on behalf of the Board of Governors, the following motion:

THAT the Executive Committee, on behalf of the Board of Governors, approves the Report of the Senate Committee on Awards (dated May 21, June 18 and August 20, 2025)

Board of Governors Submission

AGENDA ITEM:

Report from Senate (October 1, 2025): Items for approval and for information

RECOMMENDATION:

THAT the Board of Governors approve the:

- Reports of the Senate Committee on Awards (dated May 21, June 18, and August 20, 2025).
- establishment of the Department of Women's and Gender Studies, Faculty of Arts.
- establishment of the Centre for Business Serving Community, Asper School of Business.

THAT the Board of Governors receive, for information, notifications concerning:

- request to extend the suspension of admissions to the Bachelor of Human Ecology (Family Social Sciences) degree and After Degree programs – President's Approval
- request for an admission target increase for the Master of Nursing, Nurse Practitioner program – Provincial Approval.

Reports of the Senate Committee on Awards (dated May 21, June 18, and August 20, 2025) (Attachments A, B, and C)

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 21, 2025, the Committee approved two new award offers, seven amended award offers, and the withdrawal of eight award offers, as set out in the Report of this date.

At its meeting on June 18, 2025, the Committee approved two new award offers, four amended award offers, and the withdrawal of three award offers, as set out in the Report of this date.

At its meeting on August 20, 2025, the Committee approved two new award offers, eight amended award offers, and the withdrawal of five award offers, as set out in the Report of this date.

RESOURCE REQUIREMENTS and IMPLICATIONS:

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

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:

A strong awards program and the individual student award proposals included in the Report support the strategic theme, empowering learners.

RISKS and OPPORTUNITIES:

These award decisions are consistent with the *Student Awards* policy.

A strong awards program can support student recruitment, retention, and success through merit-based academic scholarships, fellowships, and prizes and reduce barriers to postsecondary education through student bursaries offered based on financial need.

Annually funded awards involve the potential for financial risk where a donor may either become unable to or fail to provide pledged funds to cover monetary awards disbursed to students, which would require that the University identify funds to cover the cost or cease to offer the award.

CONSULTATION:

The terms of reference for the various awards proposed in the Reports 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 meetings on May 21, June 18, and August 20, 2025.

The Senate Executive Committee received the Reports, for information, at its meeting on September 17, 2025. Senate received the Reports, for information when it met on October 1, 2025.

Proposal for a Department of Women's and Gender Studies, Faculty of Arts (Attachment D)

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 Board of Governors approves changes in academic units, normally on recommendation of Senate.

Sections 2.6 (a) through (c) of the *Definitions of Academic Units* policy specify that:

(a) An Academic Department is an organizational sub-division of the University established by the Board of Governors, normally on the recommendation of the Senate and is responsible for the development and offering of academic programs, scholarship; research and creative work in fields and disciplines represented within the Department; and for community service and outreach. A Department may be a sub-division of a Faculty or School of the University, or College or School of a Faculty or College.

(b) Departments are led by Heads, who report to Deans or Directors of Faculties, Schools of the University, Colleges, or Schools of Faculties or Colleges. The Head is the senior academic and administrative officer of the Department. Heads are responsible for general supervision over and direction of the work of the department.

(c) The academic affairs of a Department are governed by a Department Council that is established by Faculty, School, or College bylaw. A Department Council's powers to act and to recommend on matters are conferred by the Faculty, School or College Council, according to a general guideline approved by Senate. Prior to approval by the Faculty Council, all Department Council bylaws shall be reviewed by the Senate Committee on Rules and Procedures.

Matters for consideration by the Board of Governors:

- Alignment of the proposal with the policy on *Definitions of Academic Units*.
- The need for the proposed academic structure, which would see the creation of a new Department of Women's and Gender Studies within the Faculty of Arts, to offer undergraduate degree courses and

programs that are currently being offered by the Women's and Gender Studies Program and, potentially, to develop graduate-level courses and programming in the discipline.

EXECUTIVE SUMMARY and BACKGROUND:

Women's and Gender Studies is a stand-alone feminist inter-discipline often understood as the academic branch of feminist community-based organizing and activism, with unique and defined bodies of knowledge, questions of inquiry, standards of evidence, and communities of practice. Scholarship in Women's and Gender Studies was initially concerned with uncovering and examining the contributions and concerns of women across academic disciplines and broader societies. The field of inquiry and associated social justice advocacy have broadened, taking the concept and practice of intersectionality as a starting point, to include research in the areas of feminist epistemologies, feminist community organizing, feminist transnationalism, feminist histories, and feminist methodologies. The field is rooted in social justice studies and connects with Indigenous, Black, and disability studies, history, economics, community health, and other adjacent social sciences and humanities.

At its meeting on October 1, 2025, Senate recommended that the Board of Governors approve the establishment of the Department of Women's and Gender Studies in the Faculty of Arts. The Department would be formed by transitioning the existing Women's and Gender Studies Program that was established thirty-five years ago, to an academic department of the Faculty. The Program has grown since its inception, and it is comparable in size to small- and mid-size academic departments in the Faculty in terms of degree program enrolments (Majors), number of full-time equivalent (FTE) faculty, and the ratio of Majors to FTE faculty, as detailed in the proposal.

The proposed Department would continue to deliver the undergraduate degree courses and programs that are currently offered by the Program, including the B.A.(General), B.A.(Single Advanced Major), B.A.(Double Advanced Major), B.A.(Single Honours), and B.A. (Double Honours) in Women's and Gender Studies, and the Minor in Women's and Gender Studies. The Department would also continue to provide service teaching, including to offer several Women's and Gender Studies (WOMN) courses required in degree programs delivered by other Faculties and Schools, and several that meet the University's Written English course requirement, which can be completed by students in any undergraduate degree program. In any given year, more than 1,600 students register in 1000-level WOMN courses, and there is strong demand for the 2000- and 3000- level courses, which are fully subscribed and, in some cases, over-subscribed.
Faculty members in the Program have established broad research programs that reflect the interdisciplinarity of the women's and gender studies discipline, that contribute to local transnational social justice initiatives, as detailed in the proposal.

RESOURCE REQUIREMENTS and IMPLICATIONS:

The Faculty of Arts has indicated that the transition of the Women's and Gender Studies Program to an academic department can be accomplished largely with resources currently allocated to the Program, including existing revenue for salaries and operating ($880,000), academic and support staff positions, and office space in the Isbister Building.

The Program's current complement of academic and support staff include:

- eight FTE academic staff, including four Professors, three Associate Professors, and one tenure-track Assistant Professor. Four these of these positions are cross-appointments with other departments or programs in the Faculty of Arts.
- six to twelve Sessional Instructor appointments per year.
- one FTE support staff position, for an Administrative Assistant, which is shared with the Labour Studies Program, in the Faculty of Arts.
- one Visiting Scholar.
- one unit-funded postdoctoral research fellow.

The proposal anticipates the creation of new support staff position for an Undergraduate Student Advisor.

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:

Proponents of the proposal in the Women's and Gender Studies Program observe in the proposal that the interdisciplinary scholarship and pedagogy of the discipline align with several of the strategic themes in *MomentUM: Leading Change Together, University of Manitoba Strategic Plan 2024-2029*, including:

- creating knowledge that matters, by supporting the goal to connect diverse ways of knowing to identify innovative solutions that address major challenges faced today and tomorrow.
- reimagining engagement by supporting the goals to create a culture of belonging, well-being, and inclusion and to identify and work to dismantle systemic and structural inequities to foster an environment that encourages full participation of systemically marginalized groups and individuals.

RISKS and OPPORTUNITIES:

The transition from a program to an academic department would create opportunities for the unit to:

- provide more extensive and attentive in-unit advising and student-centred initiatives.
- develop feminist graduate courses that, potentially, would be offered as part of an interdisciplinary Master of Arts degree program.
- develop graduate-level degree programming in Women's and Gender Studies, which would be the first such program to be offered by a postsecondary institution in the province and would facilitate the retention of Manitoba students in Manitoba, and a wider body of individuals qualified to lead, engage, and generally understand more deeply, ongoing equity, diversity, inclusion, and accessibility (EDIA) work in the province.
- support the retention and expansion of influence of, and supports for, two SSHRC Canada Research Chairs who currently hold appointments in the Program.

CONSULTATION and ROUTING TO THE BOARD OF GOVERNORS:

Endorsed and recommended to Senate by: Faculty Council of the Faculty of Arts (May 21, 2025); Senate Executive Committee (September 17, 2025).

Approved and recommended to the Board of Governors by Senate (October 1, 2025).

Proposal for Centre for Business Serving Community, Asper School of Business (Attachment E)

PURPOSE and KEY CONSIDERATIONS:

Section 2.1(a) of the policy on *Research Centres, Institutes and Groups* specifies that:

> [a] research centre/institute is a formally structured organizational unit of the University. It is established under the authority of the Board of Governors, normally on the recommendation of the Senate of the University. The purpose of a research centre/institute is to focus and sustain research in specific areas and to encourage research collaborations among disciplines and between Departments, Faculties and Schools. Research centres/institutes also provide unique training opportunities for students and serve as a valuable information source for the community at large.
>
> Research centres/institutes normally provide for the strengthening, coordination or facilitation of research scholarly activities not readily undertaken within the University's department structure, building upon the expertise, competence and staff interest existing at the University.

Matters for consideration by the Board of Governors:

- Whether the proposal aligns with the policy and procedure on *Research Centres, Institutes and Groups*.
- Whether the mission, objectives, and activities of the proposed research Centre advance the academic and research priorities of the University and / or the proposing unit, including those established in *MomentUM: Leading Change Together, University of Manitoba Strategic Plan 2024-2029* and *Change Through Research, University of Manitoba Strategic Research Plan 2024-2029.*

EXECUTIVE SUMMARY and BACKGROUND:

The Asper School of Business is proposing to establish the Centre for Business Serving Community.

The mission and objectives for the proposed Centre are to become a nationally recognized research centre focussed on improving the understanding and practice of fully harnessing the power of business models to enhance social impact and foster community, care and compassion; to foster culture change in capitalism via promoting business models that address social and ecological crises facing humanity; and to provide a support system for scholars to work together to address new and emerging area of research related to utilizing business models to enhance social impact.

The Director or Directors (hereafter the Director) of the Centre will be appointed by the Dean, Asper School of Business, and will hold a tenured faculty appointment in that Faculty. They will report to the Dean or to the Associate Dean (Research) as the Dean's delegate. An advisory board, with members drawn from the University, corporate and non-profit sectors, and the broader community, will provide advice to the Director on research questions to be addressed by the Centre and its planning priorities and other activities, as detailed in section 3.2 of the proposal. Members of the advisory board will be appointed by the Dean based on a recommendation from the Director.

Any faculty or graduate student researcher at the University with a demonstrated interest in research and/or instruction, pedagogy, and promotion of business models that support the mission and objectives of the Centre, as detailed in section 3.3. of the proposal, will be eligible for membership. Members will be appointed by the Dean based on a recommendation of the Director and advice from other members.

RESOURCE REQUIREMENTS and IMPLICATIONS:

The Centre will be housed in the Asper School of Business. The Faculty has indicated that it has sufficient office and meeting space to accommodate the Centre's operations and activities, including office space for the Director and one support staff member.

The Centre's operations and activities will be supported by the annual revenue ($200,000) earned on a $5.4 million endowment fund established with a gift from a private donor. The revenue will be used to cover various costs, including:

- salary and benefits for one support staff position ($90,000).
- stipend for the Director ($10,000).
- five research grants (Centre Research Fellows program) ($50,000).
- research ($35,000).
- events ($10,000).
- other activities ($5,000).

CONNECTION TO THE UNIVERSITY STRATEGIC PLAN:

The proposal aligns with the University's strategic planning priorities established in *MomentUM: Leading Change Together, University of Manitoba Strategic Plan 2024-2029*. Specifically, the strategic theme creating knowledge that matters, by inspiring knowledge creation, by supporting and promoting an environment of excellence and by building reciprocal relationships with communities to anticipate and to identify solutions to emerging societal, cultural, economic, health, and environmental needs of Manitoba and beyond.

RISKS and OPPORTUNITIES:

Establishment of the Centre will facilitate researchers, including faculty and graduate student researchers across the UM, academics at other institutions, and leading practitioners in the field, to develop, carry out, and disseminate multi-disciplinary research on business models that enhance social impact and foster community, and to share best practices. Additionally, it will provide training, mentoring, and research opportunities for undergraduate and graduate students, as well as financial support for graduate students engaged in Centre-related research.

CONSULTATION and ROUTING TO THE BOARD OF GOVERNORS:

In accordance with the University's procedure on *Research Centres, Institutes and Groups*, the proposal was reviewed and endorsed by the Senate Committee on University Research (May 29, 2025); the Senate Planning and Priorities Committee (August 25, 2025); the Senate Executive Committee (September 17, 2025).

Approved and recommended to the Board of Governors by Senate (October 1, 2025).

For information

Request to Extend the Suspension of Admissions to the Bachelor of Human Ecology (Family Social Sciences) Degree and After Degree Programs – President's Approval

PURPOSE and KEY CONSIDERATIONS:

The Board policy on *Admission Targets* specifies that it is the President who has authority to approve changes to, or the introduction of, admission targets following consultation and discussion with the dean or director, with Senate and with the Board of Governors, subject to the provisions of the provincial *Programs of Study Regulation*.

EXECUTIVE SUMMARY and BACKGROUND:

The President has approved a request from the Rady Faculty of Health Sciences to extend the temporary suspension of admissions to the B.H.Ecol. (Family Social Sciences) degree, including the After-Degree program for an additional two years, pending approval by the province. President consulted the Board on this request when it met on June 24, 2025.

RESOURCE REQUIREMENTS and IMPLICATIONS:

The implications remain as outlined in the Senate submission to the Board of Governors (for consultation, dated June 25, 2025) and included with the June 24, 2025, Board agenda.

ROUTING TO THE BOARD OF GOVERNORS:

Senate was informed of the President's decision at its meeting on October 1, 2025.

For information

Requests for Admission Target Increase, Master of Nursing, Nurse Practitioner Program, College of Nursing (Five Seats) - provincial approval

PURPOSE and KEY CONSIDERATIONS:

The Board policy on *Admission Targets* specifies that it is the President who has authority to approve changes to, or the introduction of, admission targets following consultation and discussion with the dean or director, with Senate and with the Board of Governors, subject to the provisions of the provincial *Programs of Study Regulation*.

EXECUTIVE SUMMARY and BACKGROUND:

The University received notification on May 26, 2025. that the Department of Manitoba Advanced Education and Training has approved a request for to increase the admission target for the Master of Nursing, Nurse Practitioner Program by five (5) seats, to increase the overall admission target from forty-five (45) to fifty (50) seats in the Program. The admission target increase is effective for the 2026 Winter Term.

RESOURCE REQUIREMENTS and IMPLICATIONS:

The implications remain as outlined in a previous submission to the Board of Governors from Senate (Report from Senate, October 2, 2024). The University did not request, and the province has not provided, additional operating funds to support the five (5) additional seats in the program.

The province previously approved a request for capital funding ($694,000) to create office space in the Helen Glass Centre for Nursing for new faculty and staff.

CONSULTATION:

The President had previously consulted with the Senate (October 2, 2024) and with the Board of Governors (October 15, 2024) and had approved the request.

ROUTING TO THE BOARD OF GOVERNORS:

Senate was informed of the provincial approval at its meeting on October 1, 2025.

SUBMISSION PREPARED BY: University Secretary

ATTACHMENTS:

Attachment A –
Report of the Senate Committee on Awards (May 21, 2025)

Attachment B –
Report of the Senate Committee on Awards (June 18, 2025)

Attachment C –
Report of the Senate Committee on Awards (August 20, 2025)

Attachment D –
Proposal for a Department of Women's and Gender Studies, Faculty of Arts

Attachment E –
Proposal for Centre for Business Serving Community, Asper School of Business

REPORT OF THE SENATE COMMITTEE ON AWARDS

Preamble

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

On behalf of the Senate, approve and inform the Senate of all new offers and revised offers of awards that comply with the Student Awards Policy.

Observations

At its meeting on May 21, 2025, the Senate Committee on Awards approved 2 new offers, 7 revised offers and 8 withdrawals as set out in the Report of the Senate Committee on Awards (May 21, 2025).

Recommendations

On behalf of the Senate, the Senate Committee on Awards recommends that the Board of Governors approve 2 new offers, 7 revised offers, and 8 withdrawals as set out in the Report of the Senate Committee on Awards (May 21, 2025). These award decisions comply with the Student Awards Policy.

Respectfully submitted,

Dr Todd Duhamel

Chair, Senate Committee on Awards

SENATE COMMITTEE ON AWARDS

May 21, 2025

1. NEW OFFERS

KGS Group Indigenous Engineering Student Scholarship

KGS Group established an annually funded scholarship at the University of Manitoba in 2025 to recognize the academic achievements of Engineering Access Program (ENGAP) students in the Price Faculty of Engineering. Each year, beginning in 2025-2026 and ending in 2027-2028, one scholarship valued at $2,500 will be offered to an undergraduate student who:

(1) is a member of ENGAP;

(2) is enrolled full-time as defined by ENGAP (including ENGAP upgrading courses) in the second, third or fourth year of study in either Biosystems, Civil, Electrical or Mechanical Engineering in the Price Faculty of Engineering; and

(3) has achieved a minimum degree grade point average of 2.5.

The selection committee will be the ENGAP Scholarships, Bursaries, and Awards Committee of the Price Faculty of Engineering.

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 Prize in Labour Studies

Manitoba Unions established an annual award in 2024. The purpose of the prize is to support Indigenous students who are pursuing post-secondary education in the Labour Studies Program 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 2025-2026, and ending in the 2030-2031 academic year, a prize 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) has either:

(a) selected a General Major or the Advanced Major program in Labour Studies in the Faculty of Arts; or

(b) a declared Minor in Labour Studies in the Faculty of Arts;

(3) is either full- or part-time and has successfully completed at least 9 credit hours in courses leading toward this degree in the year in which the prize is tenable; and

(4) has achieved a minimum degree grade point average of 2.5.

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 no later than June 1.

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.

2. AMENDMENTS

B.A. Baryla Environment and Geography Graduate Student Travel Award

The following amendments were made to the terms of reference for the B.A. Baryla Environment and Geography Graduate Student Travel Award:

The title was updated to:

B.A. Baryla Environment and Geography Graduate Student Travel

The preamble was revised to:

Mr. B.A. Baryla (B.Sc./'62) established an endowment fund at the University of Manitoba with an initial gift of $10,000 in 2008. The purpose of the fund is to support graduate student travel in the Department of Environment and Geography. Each year, the available annual income from the fund will be used to offer one travel scholarship to a graduate student who:

The numbered criteria were revised to:

(1) is enrolled full-time in the Faculty of Graduate and Postdoctoral Studies in a master's or doctoral program delivered by the Department of Environment and Geography;

(2) has received a student travel subsidy from the Department of Environment and Geography to attend a professional meeting or conference in order to present the results of their research (poster or oral presentation); and

(3) has achieved the highest grade point average based on the last 60 credit hours (or equivalent) of study among the candidates for this award.

The selection committee paragraph was revised to:

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

The standard Board of Governors statement was added.

Ernest M. and Margaret (McCheyne) Scott Memorial Scholarship

The following amendments were made to the terms of reference for the Ernest M. and Margaret (McCheyne) Scott Memorial Scholarship:

The preamble was revised to:

In memory of Ernest and Margaret Scott, Ernest M. Scott, Jr., [B.Sc. (E.E.), M.B.A., Ph.D.], established an endowment fund at the University of Manitoba in 1997. The purpose of the fund is to reward the academic achievements of undergraduate students in the Bachelor of Science in Electrical Engineering program in the Price Faculty of Engineering. The Manitoba Scholarships and Bursaries Initiative has made a contribution to this fund. Each year, the available annual income from the fund plus any unspent income may be used to offer one or more scholarships to undergraduate students who:

The numbered criteria were revised to:

(1) are Canadian citizens or permanent residents;

(2) are enrolled full-time (minimum 80% course load) in the Bachelor of Science in Electrical Engineering program in the Price Faculty of Engineering; and

(3) have achieved a minimum degree grade point average of 3.25.

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 Undergraduate Awards Committee in the Price Faculty of Engineering.

The standard Board of Governors statement was added.

Kanee Mauro Scholars Fellowship

The following amendments were made to the terms of reference for the Kanee Mauro Scholars Fellowship:

The preamble was revised to:

Mr. and Mrs. Stephen Kanee established an endowment fund at the University of Manitoba with an initial gift of $750,000 in 2013. The Manitoba Scholarship and Bursary Initiative has made a matching contribution to the fund. The fund will be used to offer fellowships to master's and doctoral students enrolled in either the Joint Master of Arts program in Peace and Conflict Studies or in the doctoral program in Peace and Conflict Studies at the University of Manitoba, housed in the Arthur V. Mauro Centre for Peace and Justice at St. Paul's College. Each year, two fellowships, valued at $25,000 each, will be offered to doctoral students, and three fellowships, valued at $18,000 each, will be offered to master's students who:

The numbered criteria were revised to:

(1) are either:

(a) as a doctoral student, enrolled full-time in the Faculty of Graduate and Postdoctoral Studies, in the Doctoral program in Peace and Conflict Studies; or

(b) as a master's student, enrolled full-time in the Faculty of Graduate and Postdoctoral Studies, in the Joint Master of Arts Program in Peace & Conflict Studies;

(2) have achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study;

(3) have either:

(a) as a doctoral student, demonstrated promise in the field of Peace and Conflict Studies based on their application package for entrance into the doctoral program in Peace and Conflict Studies, in the Faculty of Graduate and Postdoctoral Studies at the University of Manitoba as determined by the selection committee.

(b) as a master's student, demonstrated promise in the field of Peace & Conflict Studies based on their application package for entrance into the Joint Master of Arts program in Peace & Conflict Studies in the Faculty of Graduate and Postdoctoral Studies at the University of Manitoba as determined by the selection committee.

The paragraph following the numbered criteria was revised to:

The selection committee will have the discretion to use any unspent revenue, in addition to the available annual income, to offer additional awards.

The selection committee paragraph was revised to:

The Dean of the Faculty of Graduate and Postdoctoral Studies (or designate) will ask the Director of the Peace and Conflict Studies Doctoral program (or designate) and the Director of the Arthur V. Mauro Centre for Peace and Justice to name the selection committee for this award.

The standard Board of Governors statement was added.

Maysie Roger Memorial Award and Prize

The following amendments were made to the terms of reference for the Maysie Roger Memorial Award and Prize.

The Maysie Roger Memorial Award criteria were revised to:

(1) is enrolled full-time (minimum 80% course load) in any year of study in any program in the Faculty of Social Work;

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

(3) has achieved the highest overall standing in Social Welfare Policy: Analysis and Advocacy (currently numbered SWRK 2040).

Nature Manitoba

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

The preamble was revised to:

Nature Manitoba (formerly Manitoba Naturalists Society) established an endowment fund at the University of Manitoba in 1983. The purpose of the fund is to reward the academic achievements of students in a master's or doctoral program offered by the Department of Biological Sciences. 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 and Postdoctoral Studies in a master's or doctoral program offered by the Department of Biological Sciences; and

(2) have achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study; and

(3) is conducting research related to the flora or fauna of Manitoba.

The paragraphs following the numbered criteria were revised to:

In order to demonstrate how they meet criterion (3), candidates must submit a brief description of their research (maximum 500 words) to the Department of Biological 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 paragraph was revised to:

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

Paul Myers Memorial Award in Group Work

The following amendments were made to the terms of reference for the Paul Myers Memorial Award in Group Work:

The preamble was revised to:

In 1958, the friends of the late Paul Myers established a fund at the University of Manitoba in order to provide an annual prize in his memory. The purpose of the fund is to reward the academic achievements of students in the Faculty of Social Work. Each year, the available annual income from the fund will be used to offer one prize to an undergraduate student who:

The numbered criteria were revised to:

(1) is enrolled full-time (minimum 80% course load) in any undergraduate program in the Faculty of Social Work;

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

(3) has achieved the highest standing in the two years of Social Work Practice courses (currently numbered SWRK 1230 Community Health and Well-Being, SWRK 1250 Human Behaviour, Family and Community Well-Being, SWRK 2020 Community Development and Social Work, SWRK 3180 Social Work Practice with Immigrants and Refugees, and SWRK 3200 Social Work Practice with 2SLGBTQIA+ Communities) in the year in which the prize is tenable.

Delta Marsh Scholarship

The following amendments were made to the terms of reference for the Delta March Scholarship:

The title was updated to:

Wetland Ecology Scholarship

The preamble was revised to:

The newly named Wetland Ecology Scholarship (formerly the Delta Marsh Scholarship) was originally established in 2001 with private gifts and support from the Friends of the Field Station. The Manitoba Scholarship and Bursary Initiative has also made a matching contribution to the fund. The purpose of the scholarship is to encourage students to conduct research in the field of wetland ecology and to commemorate the scientific legacy of research done at the Delta Marsh Field Station.

The numbered criteria were revised to:

Each year, 50% of the available annual income from the fund will be used to offer one scholarship to an undergraduate who:

(1) is enrolled full-time (minimum 80% course load) in the second year of study or higher in the Bachelor of Science in Biological Sciences in the Faculty of Science;

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

(3) has been accepted by an academic supervisor to conduct an undergraduate research project in the field of wetland ecology, dealing with aspects of the flora and/or fauna of freshwater or saltwater wetlands.

Each year, 50% of the available annual income from the fund will be used to offer one scholarship to a graduate student who:

(1) is enrolled full-time in the Faculty of Graduate and Postdoctoral Studies the first year of study in a master's program or the first or second year of study in a doctoral program offered by the Department of Biological Sciences;

(2) has achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and

(3) is conducting research in the field of wetland ecology dealing with aspects of the flora and/or fauna of freshwater or saltwater wetlands.

The paragraph following the numbered criteria was revised to:

Applications for the Wetland Ecology Scholarship will be submitted to the Department of Biological Sciences and must include all of the following:

(a) a current academic transcript ;

(b) one academic letter of support;

(c) a one page summary (maximum 500 words) of the research project in the field of wetland ecology, specifying the objectives, design and methods of the project; and

(d) the name of the applicant's academic supervisor for the research project.

For graduate students, applications must be received in the first 12 months of the master's program or the first 24 months of the doctoral program.

The selection committee paragraph was revised to:

The Dean of the Faculty of Science (or designate) will ask the Head of the Department of Biological Sciences (or designate) to name the selection committee for this award. If a graduate student is selected, the results will be reported through the Dean of the Faculty of Graduate and Postdoctoral Studies (or designate).

The standard Board of Governors statement was added.

3. WITHDRAWALS

The following awards are requested by the donor to be withdrawn:

- AAA Council Athletic Scholarship
- Ad-In Advertising Scholarship
- Douglas A. Moffat Graduate Scholarship in Digital Archiving
- Dr. Jim McGoey Resident Prize
- Steve and Cary Denby Scholarship in Music Education

- St. John’s Music Scholarship
- St. John’s Yamaha Music Centre Piano Scholarship
- W. Li and Y.J. Yang Scholarship

REPORT OF THE SENATE COMMITTEE ON AWARDS

Preamble

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

On behalf of the Senate, approve and inform the Senate of all new offers and revised offers of awards that comply with the Student Awards Policy.

Observations

At its meeting on June 18, 2025, the Senate Committee on Awards approved 2 new offers, 4 revised offers and 3 withdrawals as set out in the Report of the Senate Committee on Awards (June 18, 2025).

Recommendations

On behalf of the Senate, the Senate Committee on Awards recommends that the Board of Governors approve 2 new offers, 4 revised offers, and 3 withdrawals as set out in the Report of the Senate Committee on Awards (June 18, 2025). These award decisions comply with the Student Awards Policy.

Respectfully submitted,

Dr Todd Duhamel

Chair, Senate Committee on Awards

SENATE COMMITTEE ON AWARDS

June 18, 2025

1. NEW OFFERS

Canadian Indigenous Design and Planning Undergraduate Scholarship

HTFC Planning and Design has been privileged to work with and for Indigenous peoples and communities and to practice on their traditional lands for over 50 years. HTFC is actively working to support, build, and empower Indigenous professionals in their field and established an undergraduate scholarship in 2025 at the University of Manitoba. The purpose of the scholarship is to support Indigenous undergraduate students in the Bachelor of Environmental Design program (Landscape + Urbanism Option). Each year, beginning in 2025-2026 and ending in 2027-2028, one scholarship valued at $2,500 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 full-time or part-time in the Bachelor of Environmental Design program (Landscape + Urbanism Option) in the Faculty of Architecture;

(3) has achieved a minimum degree point average of 2.0; and

(4) has demonstrated an interest and aspiration in planning and design.

In order to demonstrate how they have met criterion (4), candidates must submit a written statement (maximum 250 words) to the Department of Landscape Architecture describing their interest and aspirations in planning and design.

The selection committee will base their evaluation on the candidate's written statement. If a tie occurs in any year, the tie will be broken using the Degree Grade Point Average, calculated to the fourth decimal place.

The Dean of the Faculty of Architecture (or designate) will ask the Head of the Department of Landscape Architecture (or designate) to name the selection committee for this award which will include a representative from HTFC Planning and Design.

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. James D. House Memorial Fellowship

In memory of Dr. James "Jim" Duncan House, the Canadian Nutrition Society, colleagues, family and friends, established an endowment fund at the University of

Manitoba in 2025. When funds are available, the Manitoba Scholarship and Bursary Initiative may make a contribution to the award. The fund (#613365) will be used to support both the James D. House Memorial Fellowship with 30% of the available annual income and the James D. House Research Lectureship with 70% of the available annual income. Each year, beginning in 2025-2026 and ending in 2029-2030, family members will provide $10,000 to offer two fellowships valued at $5000 each to students who meet all the award criteria. Each year, beginning in 2030-2031, 30% of the available annual income from the fund will be used to offer two fellowships of equal value to graduate students who:

(1) are enrolled full-time in the Faculty of Graduate and Postdoctoral Studies in any thesis based master's or doctoral program offered by the Department of Food and Human Nutritional Sciences;

(2) have achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study; and

(3) are undertaking research in food or nutrition.

In order to demonstrate how they meet criterion (3), applicants must submit a description of their research (maximum 500 words) to the Faculty of Agricultural and Food Sciences.

Preference will be given in the following order to students who: (1) are undertaking research in food or nutrition with a focus on protein, (2) are a Canadian citizen or permanent resident, (3) are an international student.

In the event that there are no students who meet all the numbered criteria, the scholarship will be offered to a student who meets criteria (1) and (2).

The selection committee will have the discretion to use any unspent revenue from the James D. House Research Lectureship, in addition to 30% of the available annual income, to increase the fellowship value.

The Dean of the Faculty of Graduate and Postdoctoral 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.

2. AMENDMENTS

Anthony Arnhold Graduate Fellowship in Anthropology

The following amendments were made to the terms of reference for the Anthony Arnhold Graduate Fellowship in Anthropology:

The preamble was revised to:

Mr. Anthony Arnhold (M.A./'80), a graduate of the Department of Anthropology at the University of Manitoba, established an endowment fund in 2006 to support an annual fellowship. The Manitoba Scholarship and Bursary Initiative has made a contribution to the fund. Each year, 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 and Postdoctoral Studies in any graduate program through the Department of Anthropology;

(2) has achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and

(3) is pursuing thesis research for their degree in any subfield of anthropology.

The paragraphs following the numbered criteria were revised to:

Preference will be given to applicants whose regional study focus is Europe.

The selection committee will have the discretion to determine the number and value of awards to be offered annually, although normally one will be awarded. If the selection committee determines, in any given year, that there is no appropriate candidate, the fellowship may not be awarded. The award is not automatically renewable but previous recipients may apply.

The selection committee was revised to:

The selection committee will be the Graduate Programs Committee of the Department of Anthropology.

The standard Board of Governors Statement was added.

HTFC Planning and Design Canadian Indigenous Design and Planning Fellowship

The following amendments were made to the terms of reference for the HTFC Planning and Design Canadian Indigenous Desing and Planning Fellowship:

The title was updated to:

HTFC Planning and Design Canadian Indigenous Design and Planning Graduate Level Scholarship

The preamble was revised to:

HTFC Planning and Design has been privileged to work with and for Indigenous peoples and communities and to practice on their traditional lands for over 50 years.

HTFC is actively working to support and build professionals in their field of Indigenous design and planning and established an annual graduate level scholarship in 2019 at the University of Manitoba. The purpose of the scholarship is to reward a graduate student who demonstrates a strong commitment to Indigenous design or planning in the Master of Landscape Architecture or the Master of City Planning programs offered through the Faculty of Architecture. Each year, beginning in 2025-2026 and ending in 2027-2028, one scholarship valued at $5,000 will be offered to a graduate student who:

The numbered criteria were revised to:

(1) is enrolled part-time or full-time in the Faculty of Graduate and Postdoctoral Studies in the Master of Landscape Architecture program or the Master of City Planning program offered through the Faculty of Architecture;

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

(3) has demonstrated a strong commitment to Indigenous design and/or Indigenous planning; and

(4) has demonstrated a commitment to Professional Planning or the Landscape Architecture profession.

The paragraphs following the numbered criteria were revised to:

In order to demonstrate how they meet criteria (3) and (4), candidates must submit a CV and a written statement (maximum 500 words) outlining their commitment to Professional Planning or the Landscape Architecture profession and their research and professional goals as they pertain to Indigenous design and/or Indigenous planning.

The selection committee will base their evaluation on the candidate's CV and written statement. If a tie occurs in any year, the tie will be broken using the Degree Grade Point Average, calculated to the fourth decimal place.

The selection committee paragraph was revised to:

The Dean of the Faculty of Graduate and Postdoctoral Studies (or designate) will ask the Head of the Department of Landscape Architecture to name and chair the selection committee for this award. The selection committee will include the Head of the Department of City Planning or one full-time faculty member from the Department of City Planning and a representative from HTFC Planning and Design.

Faculty of Science Fellowship for Graduate Excellence

The following amendments were made to the terms of reference for the Faculty of Science Fellowship for Graduate Excellence:

The numbered criteria were revised to:

Each year, 55% of the available annual income from the fund will be used to offer one scholarship to a doctoral student who:

(1) by self-declaration is either two-spirited, lesbian, gay, bisexual, trans, queer, questioning, intersex, asexual (2SLGBTQIA+) or is a marginalized gender(s) and/or marginalized sexuality or sexualities;

(2) is enrolled full-time in the Faculty of Graduate and Postdoctoral Studies in any doctoral program offered through the Faculty of Science;
(3) has achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study;
(4) has demonstrated exceptional research achievement; and
(5) contributes to the well-being, visibility, or advancement of the 2SLGBTQIA+ community.

Each year, 45% of the available annual income from the fund will be used to offer one scholarship to a master's student who:

(1) by self-declaration is either two-spirited, lesbian, gay, bisexual, trans, queer, questioning, intersex, asexual (2SLGBTQIA+) or is a marginalized gender(s) and/or marginalized sexuality or sexualities;
(2) is enrolled full-time in the Faculty of Graduate and Postdoctoral Studies in any master's program offered through the Faculty of Science (not including pre-masters or occasional students);
(3) has achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study;
(4) has demonstrated exceptional research potential; and
(5) contributes to the well-being, visibility, or advancement of the 2SLGBTQIA+ community.

The paragraphs following the numbered criteria were revised to:

In order to demonstrate how they meet criteria (4) and (5), candidates must submit the Faculty of Science Fellowship for Graduate Excellence application form. As part of the application, candidates must include a statement (maximum 250 words) summarizing how their identity and experiences as a member of the 2SLGBTQIA+ community have influenced their educational journey, personal growth, and/or community involvement. The statement should also describe how receiving this award could empower the applicant and support their efforts to contribute to the well-being, visibility, or advancement of the 2SLGBTQIA+ community.

Recipients of this award may hold it more than once, but previous recipients must re-apply each year to be considered and will be in equal competition with other applicants.

The selection committee paragraph was revised to:

The Dean of the Faculty of Graduate and Postdoctoral Studies (or designate) will ask the Dean of the Faculty of Science (or designate) to name the selection committee for this award which will include at least one faculty member of the 2SLGBTQIA+ community.

Minerva Safety in Engineering Design Prize

The following amendments were made to the terms of reference for the Minerva Safety in Engineering Design Prize:

The preamble was revised to:

Minerva SAFE Manitoba, with funding from the Workers Compensation Board Community Initiatives Program, established an endowment fund at the University of Manitoba with an initial gift of $7,500 in 2007. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund. Minerva supports post-secondary education programs that incorporate safety management in the core curriculum. The purpose of the fund is to offer prizes to encourage and recognize the inclusion of workplace safety and health issues within engineering design projects and theses. Each year, the available annual income from the fund ***plus*** *any unspent income may* be used to offer one or more prizes to undergraduate students who:

The numbered criteria were revised to:

(1) were enrolled full-time (minimum 80% course load) in any Engineering program in the Price Faculty of Engineering in the year in which the prize was tenable;

(2) have achieved a minimum grade of B on the design project or thesis completed for any engineering course; and

(3) have submitted a project or thesis that addresses issues of workplace safety and health, including research into applicable safety and health legislation, regulations, and/or building codes and demonstrates some original, cost-effective application or potential application.

The paragraphs following the numbered criteria were revised to:

Preference will be given to students who have submitted a project or thesis that incorporates occupational health and safety considerations as a major component of the project.

Instructors of engineering courses will be encouraged to submit nominations for projects or theses that meet the requirements of the award. Nominations, including a copy of the project or thesis, will be forwarded to the chair of the selection committee.

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 Undergraduate Awards Committee in the Price Faculty of Engineering.

The standard Board of Governors statement was added.

3. WITHDRAWALS

The following awards are requested by the donor to be withdrawn:

- Archival Studies Entrance Scholarship for the NTCR
- Canadian Credit Management Foundation Scholarships for Interns in International Business and Trade Law
- Manitoba Hog & Poultry Days Award

REPORT OF THE SENATE COMMITTEE ON AWARDS

Preamble

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

On behalf of the Senate, approve and inform the Senate of all new offers and revised offers of awards that comply with the Student Awards Policy.

Observations

At its meeting on August 20, 2025, the Senate Committee on Awards approved 2 new offers, 8 revised offers and 5 withdrawals as set out in the Report of the Senate Committee on Awards (August 20, 2025).

Recommendations

On behalf of the Senate, the Senate Committee on Awards recommends that the Board of Governors approve 2 new offers, 8 revised offers, and 5 withdrawals as set out in the Report of the Senate Committee on Awards (August 20, 2025). These award decisions comply with the Student Awards Policy.

Respectfully submitted,

Dr Todd Duhamel

Chair, Senate Committee on Awards

SENATE COMMITTEE ON AWARDS

August 20, 2025

1. NEW OFFERS

Jefo Foundation Animal Science Prize

The Jefo Foundation established an annually funded prize at the University of Manitoba in 2025. The purpose of the prize is to recognize the academic achievement of a student who has completed the course Feeds and Feeding in the Faculty of Agricultural and Food Sciences. Each year, beginning in 2025-2026 and ending in 2027-2028, one prize valued at $2,500 will be offered to an undergraduate student who:

(1) was enrolled full-time (minimum 80% course load) in the Bachelor of Science (Agriculture) – Animal Systems program in the Faculty of Agricultural and Food Sciences in the year in which the prize was tenable;

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

(3) has achieved the highest grade in the course Feeds and Feeding (currently numbered ANSC 3510).

In the event of a tie, the prize will be awarded to the student with the highest degree grade point average calculated to the fourth decimal place.

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.

Jefo Foundation Diploma Scholarship

The Jefo Foundation established an annually funded scholarship at the University of Manitoba in 2025. The purpose of the scholarship is to recognize the academic achievement of a student who has completed the course Animal Biology and Nutrition in the School of Agriculture. Each year, beginning in 2025-2026 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 80% course load) in the Diploma in Agriculture program in the School of Agriculture

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

(3) has achieved the highest grade in the course Animal Biology and Nutrition (currently numbered ANSC 0420).

In the event of a tie, the scholarship will be awarded to the student with the highest degree grade point average calculated to the fourth decimal place.

The selection committee will be the Faculty of Agricultural and Food Sciences Awards Committee.

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

2. AMENDMENTS

Aaron Bricker Memorial Scholarship

The following amendments were made to the terms of reference for the Aaron Bricker Memorial Scholarship:

The preamble was revised to:

From the bequest of Rose Hazel Bricker, a scholarship fund has been established in memory of Aaron Bricker, husband of the testatrix. Each year, the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:

The numbered criteria were revised to:

(1) is enrolled full-time (minimum 80% course load) in the second year of the Bachelor of Education program Senior Years stream in the Faculty of Education;

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

The selection committee was changed to:

The Dean of the Faculty of Education (or designate) will name the selection committee for this award.

The standard Board of Governors Statement was added.

Alexander McIntyre Prize in Education

The following amendments were made to the terms of reference for the Alexander McIntyre Prize in Education:

The preamble was revised to:

The Master of Educational Administration program established a fund at the University of Manitoba in 1971 to ensure that the prizes it has awarded over the years in memory of Alexander McIntyre continue to be available to promising students. Each year, the

available annual income from the fund will be used to offer one prize to an undergraduate student who:

The numbered criteria were revised to:

(1) was enrolled full-time (minimum 80% course load) in the final year of the Bachelor of Education program in the Faculty of Education in the year in which the award was tenable;

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

(3) has displayed leadership qualities.

The selection committee was changed to:

The Dean of the Faculty of Education (or designate) will name the selection committee for this award.

The standard Board of Governors Statement was added.

Grettir Eggertson Memorial Scholarship

The following amendments were made to the terms of reference for the Grettir Eggertson Memorial Scholarship:

The preamble was revised to:

In memory of her husband Grettir Eggertson (B.Sc. (E.E.)/‘25), Mrs. Irene Eggertson established a trust fund of $150,000 at the Manitoba Foundation to provide scholarships to undergraduate students in the Price Faculty of Engineering. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund. Each year, the available annual income from the fund plus any unspent income may be used to offer six scholarships to undergraduate students who:

The numbered criteria were revised to:

(1) are enrolled full-time (minimum 80% course load) in the second year of study or higher in any degree program in the Price Faculty of Engineering; and

(2) have achieved a minimum degree grade point average of 3.5.

The paragraphs following the numbered criteria were revised to:

At least one of the six scholarships is to be offered to a student entering or continuing in the Electrical Engineering degree program, and at least one scholarship is to be offered to a Canadian citizen or Permanent Resident.

The award is not renewable but previous recipients can hold the award more than once.

The selection committee paragraph was revised to:

The selection committee will be the Undergraduate Awards Committee of the Price Faculty of Engineering.

The standard Board of Governors statement was added.

Herb Meier Entrance Scholarship

The following amendments were made to the terms of reference for the Herb Meier Entrance Scholarship:

The title was updated to:

Herb Meier Memorial and Diploma in Agriculture Class of ‘64 Prize.

The preamble was revised to:

In memory of Herb Meier, the Diploma in Agriculture graduating class of 1964 established an endowment fund at the University of Manitoba in 2008. The purpose of the fund is to provide two prizes to graduating students in the Diploma in Agriculture program. One prize will be offered in memory of Herb Meier, and one prize will be offered on behalf of the Diploma of Agriculture graduating class of 1964.

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

The numbered criteria were revised to:

(1) were enrolled full-time (minimum 60% course load) in the final year of study in the Diploma in Agriculture program in the Faculty of Agricultural and Food Sciences in the year in which the prize was tenable;

(2) have successfully completed the requirements of the Diploma in Agriculture program in the Faculty of Agricultural and Food Sciences;

(3) have achieved a minimum grade point average of 3.0; and

(4) have demonstrated both strong leadership abilities and an interest in pursuing a career in agriculture in Manitoba or farm-produce value-added processing in Manitoba.

The paragraph following the numbered criteria was revised to:

In order to demonstrate how they meet criteria (4), candidates must submit a statement (maximum 500 words) to describe: (a) specific experiences that speak to their strong leadership abilities and (b) their career plans in agriculture upon completion of the Diploma in Agriculture program.

The selection committee paragraph was revised to:

The selection committee will be the Faculty of Agricultural and Food Sciences Awards Committee.

The standard Board of Governors statement was added.

International Graduate Student Entrance Scholarship

The following amendments were made to the terms of reference for the International Graduate Student Entrance Scholarship:

The preamble was revised to:

The Faculty of Graduate and Postdoctoral Studies established annually funded scholarships to recognize and reward the excellence of incoming international graduate

students in 2004. Each year, one or more scholarships with a minimum value of $5,000 and not to exceed the international student differential tuition fee, will be offered to graduate students who:

The numbered criteria were revised to:

(1) are international students;

(2) are enrolled full-time in the first year of study in any master's program in the Faculty of Graduate and Postdoctoral Studies;

(3) are paying the international student differential tuition fee;

(4) have achieved a minimum admission grade point average of 3.75 based on their last 60 credit hours (or equivalent) of study or last equivalent two full years; and

(5) are not recipients of external award funding that pays for their tuition.

The paragraphs following the numbered criteria were revised to:

This scholarship may be held with the University of Manitoba Graduate Fellowship (UMGF) and other awards offered by the University of Manitoba. Grade point averages will be assessed according to the process used for admission and based only on transcripts received by the time the student is offered admission to a graduate program. Scholarships are offered upon enrolment and registration in the Faculty of Graduate and Postdoctoral Studies in a graduate program 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.

Scholarships will be offered until the available funds are exhausted. Funding will be confirmed on an annual basis.

This scholarship will be administered by the Faculty of Graduate and Postdoctoral Studies.

The selection committee paragraph was revised to:

The Dean of the Faculty of Graduate and Postdoctoral Studies (or designate) will name the selection committee for this award.

The standard Board of Governors statement was added.

International Graduate Student Scholarship

The following amendments were made to the terms of reference for the International Graduate Student Scholarship:

The preamble was revised to:

The Faculty of Graduate and Postdoctoral Studies established annually funded scholarships to recognize and reward the excellence of international graduate students pursuing master's degrees at the University of Manitoba in 2004. Each year, one or more scholarships with a minimum value of $5,000 and not to exceed the international differential tuition fee amount, will be offered to graduate students who:

The numbered criteria were revised to:

(1) have received the International Graduate Student Entrance Scholarship in the first year of study;
(2) are international students;
(3) are enrolled full-time in the second year of study of a master's program in the Faculty of Graduate and Postdoctoral Studies with a two-year fee structure;
(4) are paying the international student differential tuition fee;
(5) have achieved a minimum grade point average of 3.75 based on their last 60 credit hours (or equivalent) of study or the equivalent of two full years; and
(6) are not recipients of external award funding that pays for their tuition.

The paragraph following the numbered criteria was revised to:

This scholarship may be held with the University of Manitoba Graduate Fellowship (UMGF) and other awards offered by the University of Manitoba but may not be held in conjunction with the International Graduate Student Bursary, award #44983.

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.

Scholarships will be offered until the available funds are exhausted. Funding will be confirmed annually by the Faculty of Graduate and Postdoctoral Studies.

The selection committee paragraph was revised to:

The Dean of the Faculty of Graduate and Postdoctoral Studies (or designate) will name the selection committee for this award.

James H. Cameron Scholarship

The following amendments were made to the terms of reference for the James H. Cameron Scholarship:

The preamble was revised to:

From the testamentary gift of James Hugh Cameron a scholarship fund has been established at The University of Manitoba. The purpose of the fund is to reward the academic achievements of students in the Faculty of Education. Each year the available annual income from the fund will be used to offer one or more scholarships to undergraduate students who:

The numbered criteria were revised to:

(1) are enrolled full-time (minimum 80% course load) in the second year of the Bachelor of Education program in the Faculty of Education;
(2) have achieved a minimum grade point average of 3.0; and
(3) have displayed high potential for teaching as determined by reports in any first-year practicum course (currently numbered EDUB 3310, EDUB 3312, EDUB 3320, EDUB 3322, EDUB 3330 and EDUB 3332).

The selection committee was changed to:

The Dean of the Faculty of Education (or designate) will name the selection committee for this award.

The standard Board of Governors Statement was added.

Victor (Vic) Miller Scholarship for Accounting and Finance

The following amendments were made to the terms of reference for the Victor (Vic) Miller Scholarship for Accounting and Finance:

The preamble was revised to:

Dr. Charles Mossman established an endowment fund at the University of Manitoba with an initial gift of $12,079 in 2010. 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 undergraduate students in the Asper School of Business who are pursuing studies in accounting and finance. Each year, the available annual income from the fund will be used to offer one scholarship to an undergraduate student who:

The numbered criteria were revised to:

(1) is enrolled full-time (minimum 60% course load) in the Bachelor of Commerce (Honours) program in the Asper School of Business;

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

(3) has achieved a grade no less than 3.0 (B) in any one of the following courses (or their equivalent): ACC 3110 – Intermediate Accounting – Assets (formerly ACC 2010), ACC 3120 – Intermediate Accounting – Equities (formerly ACC 2020), FIN 3480 – Corporate Finance Theory and Practice; and

(4) has completed at least one of the courses listed in criterion (3) within the last 12 months.

The paragraph following the numbered criteria was revised to:

Recipients can only be awarded the Victor (Vic) Miller Scholarship for Accounting and Finance once.

The selection committee paragraph was revised to:

The Dean of the Asper School of Business (or designate) will name the selection committee for this award.

The standard Board of Governors statement was added.

3. WITHDRAWALS

The following awards are requested by the donor to be withdrawn:

- Consortium for Aerospace Research and Innovation in Canada Scholarship in Engineering
- H.D. Gesser Undergraduate Summer Research Prize in Chemistry

- Mineral Society of Manitoba Prize
- St. John’s Music Scholarship
- St. John’s Yamaha Music Centre Piano Scholarship

UM | Faculty of Arts

PROPOSAL for DEPARTMENT OF WOMEN'S AND GENDER STUDIES

1. Proposed name for the unit

This is a proposal for the Women's and Gender Studies Program to become the Department of Women's and Gender Studies (WGS) in the Faculty of Arts, University of Manitoba. The WGS faculty has been actively working toward this goal for several years and voted unanimously in favour of becoming a department April 25th, 2025. The Department of Women's and Gender Studies would become effective upon completion of the appropriate approval processes (target: July 1st, 2025).

2. Background and context

The proposed transition constitutes an important next step in the unit's 40-year development. Women's and Gender Studies (WGS) is a stand-alone feminist inter-discipline often understood as the academic branch of feminist community-based organizing and activism. WGS grew out of a constellation of global pre-and-post-WWII social justice student, civil rights and women's movements that anticipated benefits to establishing targeted programs of study in post-secondary institutions. It continues to grow worldwide and has solidified as a discipline with unique and defined bodies of knowledge, questions of inquiry, standards of evidence, and communities of practice. In its early years, WGS scholarship was concerned with uncovering and examining the contributions and concerns of women across academic disciplines and broader societies. At the time, "few scholars considered gender as a lens of analysis, and women's voices had little representation on campus or in the curriculum" (NWSA, 2024), or indeed in sociocultural contexts beyond the academy. Today, WGS retains its cross-disciplinarity, and gender indeed remains an important category of analysis, but the field of inquiry and associated social justice advocacy are much broader, taking the concept and practice of intersectionality (i.e. enmeshed, or intersecting, structures of differential access, privilege, and oppression) as a starting point, and making it clear that analyses of social relations of power and structures of inequality must also account for factors such as ability, race, class, sexuality, age, geographical location, citizenship status, and others. Research areas of the discipline currently include:

- Feminist Epistemologies: Research on what constitutes feminism, feminist knowledges, and feminist concerns now and into the future
- Feminist Community Organizing: Feminist research and pedagogies evolve to reflect both developments in the scholarly disciplines engaged *and* in the social justice movements that drive and are driven by feminist scholarship. WGS thus operates with the requirement that those in the field take an active role in feminist social justice pursuits. Many researchers in the field are activists themselves and/or consider their work within the academy as social justice activism and feminist advocacy.

- Feminist Transnationalism: Research into the economics, environments, "cultures, structures and relationships that are formed as a result of the flows of people and resources across geopolitical borders" (NWSA, 2024), as well as past, present and future feminist transnational organizing
- Feminist Histories: Research and recordkeeping to preserve for ongoing inquiry (and future generations) the lives, contexts, concerns, creative pursuits, and socio-political contributions of those marginalized by gender, race, class, sexuality, ability, age, geographical location, and other markers of difference that have been used to dehumanize and exclude groups and individuals from dominant records and programs of study
- Feminist Methodologies: Research on, and the development of, feminist anti-oppressive research methods and inclusive pedagogies

As such, the field is firmly rooted in social justice studies and connects with Indigenous, Black, and disability studies, cultural and literary studies, history, economics, community health, and other adjacent social sciences and humanities.

Women's Studies (an earlier name) at UM was developed in the 1980s by feminist scholars across the university, the majority of whom were appointed in the Faculty of Arts and had connections to an array of intersecting local and national social justice organizers and the frontline service organizations.[1] These scholars developed a Women's Studies minor, piecing it together from their own course offerings in various Arts departments, and administering it themselves with no formal financial or administrative supports. In 1989, UM became the first institution in the country to hire a tenure-track position in Women's Studies. This hire, Dr. Janice Ristock (Women's and Gender Studies Professor Emeritus; Provost and Vice-President [Academic] Emeritus), worked with resident feminist scholars to build a Women's Studies program, becoming the unit's first Coordinator in 1992, and advocating successfully for more WGS-appointed UMFA faculty thereafter.

Thirty-five years after its establishment, Women's Studies is now Women's and Gender Studies (the unit orchestrated a name change in 2008) and has eight UMFA faculty—4 with majority appointments in WGS, 2 with SSHRC-funded Canada Research Chairs, and 3 with 50-50 cross-appointments—the majority of whom submit annual reports to the WGS Program Coordinator. The unit offers Double and Advanced Majors, Double Honours, a Single Advanced Major, Single Honours, and a General BA, as well as the historical Minor. Also significant, other UM Faculties have come to rely on WGS's feminist teaching: the Faculty of Social Work admission requirements currently include completion of 3 credit hours of Women's and Gender Studies courses at the "1000 level or higher" (UM Calendar 2024-2025, p.932) and the School of Art recently added WOMN 1500 (Introduction to Women's and Gender Studies in the Humanities) to their limited list of approved electives for all degrees in their faculty (UM Calendar 2024-2025, pp.184-188). In addition, WGS undertakes service teaching akin to that provided by many larger, more resourced units across the Faculty of Arts via the "Writing Course" designation for each of WGS's 1000-level classes. This means that WGS teaches upwards of 1600 students in these courses alone each academic year, in addition to WGS's 2000 and 3000-level course offerings, most of which fully enroll, often with waitlists.

Women's and Gender Studies has grown to the point where the unit is comparable to many other small to-mid-size departments in the Faculty of Arts. As of 2023, per Tables 1a & 1b, each of the Departments

[1] Connected groups included (then) LGBT organizers, women's anti-violence groups, women's rights groups, Indigenous women's and anti-colonial groups, Black women's and civil rights groups, socialist feminist organizers, anti-poverty organizers, and more.

of Classics, French Spanish Italian, Indigenous Studies, Philosophy, and Religion has comparable numbers to WGS in terms of Majors, Full-Time Equivalent UMFA faculty, and Majors-to-FTE ratios.

Table 1a. Comparable Arts units, 2022-2023

Department	Majors at 2022	Arts academic FTEs at 2023	Majors to FTE ratios at 2023
Women's and Gender Studies	26	4.5	5.8
Classical Studies	13	6.5	2.0
French Spanish Italian	20	10	2.0
Indigenous Studies	52	10	5.2
Philosophy	44	9.5	4.6
Religion	12	9	1.3

Table 1b. Comparable Arts units, 2023-2024

Department	Majors at 2024	Arts academic FTEs at 2024	Majors to FTE ratios at 2024
Women's and Gender Studies	17	5.5	3.0
Classical Studies	25	6.5	3.8
French Spanish Italian	6	10	0.6
Indigenous Studies	54	10	5.4
Philosophy	36	9.5	3.8
Religion	17	9	1.8

The transition to department status would position the unit, over the longer term, to build on UM's existing administrative infrastructure to establish WGS graduate training in Manitoba, programming that does not currently exist in our province despite the increasing popularity of feminist scholarship. There are now three WGS programs in the province—University of Winnipeg has a WGS department & Institute, and Brandon University has a fledgling Gender and Women Studies program—but each of these units trains undergraduate students then helps them apply for graduate study out of province. There are WGS master's programs in every Canadian province except PEI, New Brunswick, and Manitoba. On the prairies, in addition to five undergraduate WGS departments (University of Saskatchewan, University of Regina, University of Alberta, University of Calgary, and Mount Royal University), there are 3 WGS masters programs (University of Saskatchewan, University of Regina, University of Alberta).

3. Rationale for creating a new structure

Women's and Gender Studies grew out of the constellation of rights movements that undergird equity, diversity, inclusion, and accessibility initiatives, and that integrate with and support decolonization. WGS has thus been working to improve equity, diversity, inclusion and accessibility (EDIA) since its inception in the 1980s and has immense potential to contribute more explicitly to the Faculty of Arts' and to the University's EDIA initiatives. A Department of WGS will be key to ensuring transformative change at UM. To serve this role in Arts, the University and broader communities, WGS needs to build its student cohort and expand opportunities for them to remain in the province should they wish to continue their studies after their first graduation. WGS will also continue to support Indigenous leadership in decolonizing at UM, and to be a hub in Arts for the flourishing of the changes envisioned in EDIA.

As extra-unit demand for WGS courses increases, and as WGS student numbers continue to grow—WGS's 1000, and 2000-level courses fully enroll and/or have waitlists, and enrolments in 3000-level courses are coming back to pre-covid levels (i.e. almost always full)—the transition to a department would position WGS to sustain and build on current momentum. Likewise, as interdisciplinarity comes increasingly into the academic mainstream, WGS can continue to offer students the interdisciplinary perspectives that are inherent to Women's and Gender Studies as a field.

More than this, WGS has demonstrated that it can sustain teaching, research, and service. Transition to department status will lay the foundation for new opportunities, including:

- More extensive and attentive in-unit student advising, and student-centred initiatives: Department status would enable WGS to appoint an Undergraduate Student Advisor who could help build WGS majors, including Honours cohorts. There are established strategies for building honours cohorts—WGS has been inspired on this point recently by a very successful process in the Department of History.
- Development of feminist graduate courses for the Faculty of Arts Interdisciplinary Master's program: an initiative the Department of WGS could pursue over the shorter term.
- Development of a WGS graduate program: an initiative the Department of WGS could develop over the longer term. As noted above, this would be a first in the province and would facilitate both the retention of Manitoba students in Manitoba, and a wider body of (more) qualified individuals to lead, engage, and generally understand more deeply ongoing EDIA work in this territory. Per Table 2 below, all current WGS faculty support and often supervise graduate students, sitting on graduate student advisory committees in other departments and faculties across the university. Some WGS faculty are also cross-appointed in other units—and even at other institutions—to facilitate graduate supervision. It is clear there is demand for feminist graduate research, and for qualified supervision of the same.
- Retention and expansion of influence of and supports for two SSHRC Canada Research Chairs: currently a Tier 2 CRC for whom WGS is their home unit, and Tier 1 CRC who is cross-appointed but has indicated interest in making WGS their home unit. Both CRCs do important feminist and anticolonial research. However, the program status of WGS decreases the profile and standing of WGS as a unit which in turn limits the reach of these CRCs.

4. Alignment with institutional and unit-level strategic planning documents

In their introductory message in *MomentUM, Leading Change Together: University of Manitoba Strategic Plan 2024-2029*, President Michael Benarroch and Provost and Vice-Provost (Academic) Diane Hiebert-Murphy write, "Everything Manitoba needs to develop and grow in the knowledge-based society of the future happens here first—the future of the province is in our hands. By being bold and ambitious, we can bring about the socially just and prosperous future Manitoba deserves" (p.2). This is the kind of vision that saw UM hire the first tenure-track WGS faculty member and support the first WGS program in the country. It is to such vision and ambition that we appeal in our proposal that UM transition WGS to a department, thus bringing programming at our institution into alignment with the U15.

In this same introductory message, the President and Provost write, "To excel and thrive, we must feel a sense of belonging with the confidence that how we learn, how we work, how we create, and how we play will be transformative. Building on our rich history we have the momentum to make a difference" (*MomentUM*, 2024, p.2). Transitioning WGS to department status will enable WGS faculty and students to experience that "sense of belonging" and "confidence." The proposed transition will indeed build on WGS and UM's rich feminist history. Frankly, the vision and mission of UM have long been those of WGS and of feminist activist scholarship: to "be a vibrant and thriving community, enriched by Indigenous

knowledges and perspectives" and to contribute to and/or "lead change for a better Manitoba and world" (*MomentUM*, 2024, p.3).

WGS's interdisciplinary scholarship and pedagogy also aligns directly with *MomentUM*'s strategic themes: WGS values and strives to further the creation of knowledge that matters, and to "connect diverse ways of knowing to identify innovative solutions that address major challenges faced today and tomorrow" (*MomentUM*, 2024, p.11). As an activist social-justice-oriented inter-discipline, WGS's research and pedagogy also directly corresponds with the theme of reimagining engagement: the best feminist scholarship, pedagogy, and advocacy has worked over decades to create a "culture of belonging, well-being, and inclusion," and to "to dismantle systemic and structural inequities to foster an environment that encourages the full participation of systemically marginalized groups and individuals" (*MomentUM*, 2024, p.13).

Introductory comments by Vice-President (Research and International) B. Mario Pinto to *Change through Research: University of Manitoba Strategic Research Plan 2024-2029* notes that UM "embraces inter and multi-disciplinary expertise" (p.2). Such alignment with WGS interests continues in the Research Plan's formal Introduction, with the assertion that UM will "expand on its commitment to advancing human rights and social justice" (p.4). Thereafter, we see direct support by WGS research, teaching, and service to at least four of the Research Plan's seven thematic areas of focus:

- Area 2. Social Justice and Human Rights: *Change through Research* asserts that UM "will work towards centering social justice and human rights in our research endeavours" (p.12). Transitioning WGS to department status is one of many important ways for UM as an institution to enact this commitment.
- Area 3. Research By, For, and With Indigenous Peoples: Particularly in the past twenty years, anti-colonial and Indigenous feminisms have become central to the intersectional and transnational foci of WGS scholarship and pedagogy. This is why Indigenous scholarship, theories, knowledges, activisms, and creative works are integrated throughout WGS course offerings. It is also why we teach Indigenous Feminisms (WOMN/INDG 2630), an approved "Indigenous Content Requirement" course WGS offers each year in partnership with Indigenous Studies (see below). Moreover, two WGS faculty are Indigenous scholars who engage in far-reaching research programs by, with and for Indigenous nations and communities. The centrality of Indigenous thought and leadership on many social justice issues and concerns globally means that many WGS faculty work in their research programs with and for Indigenous nations and communities.
- Area 4. Water and Food Security: Just as WGS researchers leading the Just Waters project at the Centre for Human Rights Research do, *Change through Research* (2024) directly ties work in water and food security to social justice, asserting they are inextricably linked to the "economic, social and environmental well-being of the planet (p.16), and that, "In a time of climate crisis, we know that neither social justice nor human rights can be separated from environmental justice" (p. 12). Intersectional and transnational feminism understands structures of privilege and oppression to be consistently and deeply intertwined. This is a key reason for the inherent interdisciplinarity of WGS scholarship and pedagogy.
- Area 5. Health and Well-being: Once again, WGS research and pedagogy aligns directly with this area in that intersectional and transnational feminist aims now and for the foreseeable future include "achieving gender equality, reducing inequities, dismantling racist and colonial structures, enhancing climate action and education, addressing conflicts of interest from commercial entities, and reducing violence, exploitation, and abuse" (*Change Through Research*, 2024, p.18).

The Faculty of Arts is in the early stages of developing a new strategic plan for Arts and WGS will be actively participating in this process.

5. Resource requirements, including for academic and support staff positions, other teaching and / or research activities, capital resources, including spaces for teaching, research, and administrative activities and for students (i.e., offices, laboratories, study spaces)

All academic and support staff (UMFA, AESES, CUPE 3909) currently appointed in the Women's and Gender Studies Program will become faculty and staff appointed in the Department of Women's and Gender Studies, with full rights and responsibilities. As per the summaries presented in Table 3a & 3b, these include, as of January 2025:

- UMFA: Professor, tenured (4); Associate Professor, tenured (3); Assistant Professor, untenured (1)
- CUPE 3909 Sessional: 2-4 appointments per term; 6-12 appointments per year
- AESES: Administrative Assistant (OA4)
- Other Academic: Visiting Scholar (1); Endowment funded Postdoctoral Researcher (1)

Table 2. Resource information: Operating funds and research revenues

Unit	Operating Baseline*	Research Revenues**	Endowment Funds
Women's and Gender Studies Program Department of Women's and Gender Studies	2024/25 Budget of $880,000 $848,000 in salary, and $32,000 in operating (non-salary).	$1,987,206 as PI/Co-PI $5,143,082 total (PI, Co-PI, CI, Collaborator)	$38,000/yr Margaret Laurence Endowment Fund

*Faculty and staff salaries & benefits; grader-markers & other teaching supports; supplies
**Snapshot as of January 2025. Sources include SSHRC Tier 2 Canada Research Chair, SSHRC Partnership, SSHRC Insight, SSHRC Knowledge Synthesis, and UM Ignite, as well as funds awarded via internal competitions.

Table 3. Student information

Unit	Undergraduate*	Graduate students supervised**
Women's and Gender Studies Program / Department of Women's and Gender Studies	Students taught in last three terms: 2,901 Majors: 17 Minors: 55	Postdoctoral: 4 PhD: 2 Masters: 2 Total Current extra-unit committees: 23 (12 PhD, 11 Masters)

*Majors at January 2025. Pre-Covid shutdown, WGS had 28 majors and had been growing over time. Course enrollments in 3000 and 4000-level courses dipped dramatically through Covid shutdowns but have begun to bounce back as of Fall 2024. It is anticipated majors will parallel this growth, especially if the proposed Department is able to dedicate time and energy to supporting and growing our majors.
**Snapshot at January 2025 of ongoing graduate committee work. Completed degrees to date would increase these numbers significantly.

Table 4a. Staffing Information: Faculty for proposed Department of Women's and Gender Studies

UMFA academics	% WGS appointment	Cross-appointment
1, Professor	100% (1 FTE)	
1, Associate Professor	100% (1 FTE)	
1, Associate Professor SSHRC Tier 2 Canada Research Chair	100% (1 FTE)	
1, Associate Professor	75% (0.75 FTE)	History
1, Professor	50% (0.5 FTE)	Disability Studies
1, Professor SSHRC Tier 1 Canada Research Chair	50% (0.5 FTE)	Political Studies (WGS teaching not required)
1, Assistant Professor	50% (0.5 FTE)	Indigenous Studies
1, Professor	25% (0.25 FTE)	History (WGS teaching not required)
TOTAL FTE	5.5	

These faculty will continue to carry out a comprehensive scope of teaching, research, and service, supported by staff, in WGS's existing suite of offices in Isbister Building. The scale of teaching delivered by the WGS Program and the proposed Department is significant, delivering core curriculum courses as follows. As noted previously, WGS's 1000-level courses are designated "Writing Credit" courses that fully enroll with substantial (often more than 100-student) waitlists every term.

- WOMN 1500: Introduction to Women's and Gender Studies in the Humanities (enrollment: 80, 5 sections/yr)
- WOMN 1600: Introduction to Women's and Gender Studies in the Social Sciences (enrollment: 80, 4-6 sections/yr)
- WOMN 1600 (Distance): Introduction to Women's and Gender Studies in the Social Sciences (enrollment: 150, 3 sections/yr)
- WOMN 1600 (Inner City Social Work): Introduction to Women's and Gender Studies in the Social Sciences (enrollment: 25, 3 or 4 sections/yr)
- WOMN 2000: Feminist Thought (enrollment: 50, 1 section/yr)
- WOMN 3000: Interdisciplinary Research in Women's and Gender Studies (enrollment: 30, 1 section/yr)
- WOMN 4100: Honours Thesis in Women's and Gender Studies (taught as Directed Readings Course, offered every year by individual UMFA faculty)
- WOMN 4200: Seminar in Women's and Gender Studies (enrollment: 10, 1 section every 2nd yr)

Department of WGS faculty will also continue to deliver all additional WGS electives and special topics courses required for students enrolled in all seven WGS degrees to complete their programs of study in appropriate timeframes. 2000-level courses in WGS also tend to fill and to have waitlists each term.

- WOMN 2500: Race, Class, and Sexuality (enrollment: 50, 1 section every 2nd yr)
- WOMN 2530: Writing Women's lives (enrollment: 50, 1 section every 2nd yr)
- WOMN 2540: Special Topics (enrollment: 50, 1-2 sections/yr)
- WOMN 2560: Women, Science, and Technology (enrollment: 50, offered periodically)
- WOMN 2600: Sex, Gender, Space and Place (enrollment: 50, 1 section every 2nd yr)
- WOMN 2610: Gender, Transport and Social Justice (enrollment: 50, 1 section every 2nd yr)
- WOMN 2620: Feminism and Popular Culture (enrollment: 50, 1 section every 2nd yr)
- WOMN/INDG: Indigenous Women's Stories (cross-listed with Indigenous Studies, 1 section/yr)
- WOMN 2640: Issues in Gender and the Body (enrollment: 50, offered periodically)
- WOMN 2650: Issues in Gender and Sexualities (enrollment: 50, offered periodically)
- WOMN 3100: Sex Work in Contemporary Canadian Society (enrollment 30, 1 section every 2nd yr)
- WOMN 3110: Women and the Military (enrollment 30, 1 section every 2nd yr)
- WOMN 3120: Indigenous Women and the Camera (enrollment: 30, offered periodically)
- WOMN 3130: Gender, Race, and Environmental Justice (enrollment: 30, 1 section every 2nd yr)
- WOMN 3500: Selected Topics (enrollment: 30, offered periodically)
- WOMN 3550: Feminist Community Organizing (enrollment 30, 1 section every 2nd yr)
- WOMN 3560: Feminist Perspectives on Violence Against Women (enrollment 30, 1 section every 2nd yr)
- WOMN 3630: Masculinities (enrollment 30, 1 section every 2nd yr)

In addition, Department of WGS faculty will continue to teach the following designated "Indigenous Credit" course, which is cross-listed with Indigenous Studies and fills with a waitlist each time it is offered:

- WOMN/INDG: Indigenous Feminisms (enrollment: 50, 1 section/yr)

WGS faculty will continue to double-number 3000 and 4000-level courses with graduate course numbers, and to create and teach the requisite graduate courses, as requested. In the recent past, graduate students from Sociology and Criminology, Community Health Sciences, Disability Studies, and the Masters of Human Rights program have requested this accommodation. The Department of WGS would also explore opportunities to develop courses for the Faculty of Arts Interdisciplinary Master's over the short term, and to develop a WGS master's program over the longer term.

The faculty in the proposed Department of Women's and Gender Studies also carry out extensive programs of research that reflect and invigorate the interdisciplinarity of the WGS field and contribute to local and transnational social justice initiatives. Current contributions include:

- feminist/anti-oppressive research methods, and research decolonization;
- contemporary women of colour and transnational feminisms;
- critical race studies (African American, Asian American, Latinx and Latin American, and Indigenous) and diaspora studies;
- feminist and queer film, literary and popular cultural studies, including Afro-Indigenous futurist and speculative writing, and collaborative inter-Indigenous feminist world-building;
- creative ways that people work toward a more just world, including creative and life writing, as well as poetry;
- histories and legacies of colonialism, gender, and environmental injustice;
- the history and geography of women's and lesbian spaces, with a particular focus on the role of transportation and mobility in the development and spread of culture and community;
- ecofeminism broadly, as well as waterways, social justice, and decolonization;
- Freudian psychoanalysis, and cross-disciplinary engagements with haunting and telepathy;

- anti-violence and anti-colonial feminisms, including recordkeeping for anti-violence activists advocating for those marginalized by gender, race, class, and labour category;
- feminist disability studies, including engagement and further development of stories that replace "tales of burden and resilience with ties of interdependency" (McLaughlin) and that better articulate the work of care (Kittay).

WGS research contributions are currently supplemented by (1) a visiting Ukrainian scholar who researches and teaches for WGS in Feminist Media Studies, particularly historical and current Ukrainian Canadian Media through Gender Optics; and (2) a unit-funded postdoctoral research fellow from Pakistan whose work investigates psychological and mental health issues pertaining to domestic aggression, women's health crisis, female empowerment and female representation in South Asia and in South Asian diaspora in North America and Europe.

WGS is currently supported by one OA4 who also administers the Labour Studies Program.

Table 4b. Staffing information: Office staff for proposed Department of Women's and Gender Studies

AESES staff	Current WGS appointment
1, Administrative Assistant (OA4)	Shared position with Labour Studies Program

6. Sources of revenue to support activities of proposed unit

The proposed Department of Women's and Gender Studies requires very little additional revenue. Women's and Gender Studies developed as a Program in the Faculty of Arts over the past 40 years and has operated as an independent unit in Arts since 1992. WGS has an established curriculum administered by the University Registrar and supported by UM Libraries (WGS already has a dedicated librarian), none of which would change. WGS also has faculty, staff, and offices, all supported by IST. The WGS Program Coordinator also currently receives a coordinator stipend, 3 credit hours of administrative course release, and eligibility for Administrative Leave.

7. Impacts on stakeholders and other administrative and academic units.

Per item 6 above, WGS has a 40-year history in the Faculty of Arts and has operated as an independent unit since 1992. The Department of WGS will continue to house and coordinate teaching and research supports for WGS faculty who are cross-appointed between WGS and the Departments of Disability Studies, History, Indigenous Studies, and Political Studies. The Department of WGS will also continue to offer and co-administer cross-listed courses with the Department of Indigenous Studies, and to co-administer with the Faculty of Social Work the WGS introductory courses taught at Social Work's inner-city campus. While the transition to department status will provide the Department of WGS's department head additional time to undertake this important administrative work, the transition to department changes nothing about existing relationships between WGS and these other units.

Faculty members, support staff, and students

We attach with this proposal a letter of support signed by 160 students enrolled in Women's and Gender Studies courses this academic year.

Deans and Directors of other academic units for which there may be academic, resource, or other implications

There are no academic, resource, or other implications for academic units with which WGS has relationships.

UM Libraries

Not applicable. UM Libraries already supports WGS, and WGS currently has a dedicated librarian.

Office of the Registrar and Enrolment Services

Not applicable. Students can already declare WGS as a major or minor, and students can already enroll in WGS courses.

Information Services and Technology (IST)

Not applicable. IST already supports WGS faculty, admin, and students. No additional resources will be required.

THE SENATE COMMITTEE ON UNIVERSITY RESEARCH
REPORT ON THE ESTABLISHMENT OF THE
CENTRE FOR BUSINESS SERVING COMMUNITY

Preamble:

1. The Policy for *Research Centres, Institutes and Groups*, stipulates that all new research Centres/Institutes are to be reviewed by the Senate Committee on University Research (SCUR) prior to being transmitted to the Senate Planning and Priorities Committee and to Senate, in order to be established by the Board of Governors.

2. The Senate Committee on University Research established a review sub-committee for each new Centre/Institute proposed. In accordance with the Policy, the task of each sub-committee was to review the proposal to determine if the Centre/Institute should be established. The Committee was further charged with recommending to SCUR the establishment of the Centre/Institute.

Observations:

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

   a) Name of Research Centre/Institute: The Centre for Business Serving Community

   b) Description and Justification:

      i) Mission and Objectives

      The proposed Centre's vision and objectives are:

      1. To become a nationally recognized research centre focused on improving the understanding and practice of fully harnessing the power of business models to enhance social impact and foster community, care and compassion.

      2. To foster culture change in capitalism via promoting business models that address social and ecological crises facing humanity.

      3. To provide a support system for scholars to work together to address new and emerging areas of research related to utilizing business models to enhance social impact.

      ii) Scope of Activities

      The Centre will be open to supporting any activities consistent with the primary goal of creating culture change in capitalism through the promotion of business models that foster community. As outlined in the proposal, these activities may include:

      1. Developing and supporting multi-disciplinary research to enable examination of the

multiple facets of business models that enhance social impact. Fostering this research may include awarding small grants to “Centre Research Fellows”, as well as graduate students who are conducting work that is aligned with the Centre’s research objectives.

2. Leading development of comprehensive and multifaceted, longitudinal data sets of contemporary business models that address social and ecological issues facing society, to be made available to researchers across a variety of disciplines. The expectation is that the proposed Centre will provide opportunities for students to participate in collecting, coding, and analysis of these data sets.

3. Facilitating seminars and events, such as hosting invited speakers to present on topics related to social impact entrepreneurship, hosting a virtual conference with leading international scholars and practitioners, co-sponsoring a Visiting Scholar, or hosting an executive-in-residence program. The Centre will integrate some of these events with the activities of student groups or specific courses.

4. Broadly promoting research dissemination of work conducted by the Centre’s members, and that of participating graduate students, to the scholarly, educational, business and not-for-profit sectors. These activities will include supporting research publications in scholarly and practitioner journals, the development of a book or edited volume, or leading the production of a textbook or video-based materials for university courses in social impact entrepreneurship.

iii) Description of research benefits and opportunities

The proposed Centre will provide opportunities and support for faculty members to engage in focused research and share best practices across disciplines and academic institutions on business models that serve community and that foster culture change in capitalism. It will also provide training, mentoring, and research opportunities for both undergraduate and graduate students, such as by hiring and training them to work as Research Assistants in data collection, and by providing financial support for graduate students engaged in Centre-related research. The Centre will provide members with collaborative opportunities to work together and to facilitate collaborations between members and academics at other postsecondary institutions, as well as with leading practitioners in the field. These research partnerships will advance the practice and proliferation of business models that address social and ecological crises. Through the pursuit of these objectives, the establishment of the Centre will position the University of Manitoba as a leading institution for guiding the future of community-serving business models.

c) Constitution:

i) Organizational Structure

The proposed Centre will be supervised by the Director(s), aided by support staff members who report to them. Appointed by the Dean of the Asper School of Business, the Director(s) will be tenured faculty member(s) in the Asper School of Business with a record of research, teaching and service that supports the mandate of the Centre. An advisory board will provide guidance to the Director(s). Advisory board representatives will be appointed on the recommendation of the Director(s) by the Dean of the Asper School of Business. The board will consist of broad representation from members of the University of Manitoba community, representatives from the corporate and non-profit sectors, and representatives from the off-campus community.

The responsibilities of advisory board will be to provide advice:

1. regarding the research questions that the Centre should address, the programming that it should engage in, and to identify exemplary organizations in the field.
2. on the development of a strategic plan for the Centre.
3. on the Centre's success in achieving its objectives and what changes might be necessary for adjusting the Centre's strategies and procedures.
4. on the Centre's annual activity reports and five-year review processes.

ii) Categories of Membership

Any faculty member or graduate student at the University of Manitoba will be eligible for an appointment as a Member of the proposed Centre if they have a demonstrated interest in one or more of the following:

1. Examining and promoting business models to foster community, connectedness, compassion, and equity.
2. Examining and promoting business models to transform the culture of capitalism.
3. Examining and promoting business models to address social and ecological issues facing society.
4. Theoretical and/or applied research focused on social impact entrepreneurship, social innovation, and technologies that can transform industries by addressing social and ecological issues.
5. Instruction, pedagogy and promotion of business models that foster community.

iii) Procedures for Appointments

The Dean of the I.H. Asper School of Business will appoint members, on the recommendation of the Director(s), who will seek advice from the current members.

iv) Responsibilities of Membership

The UM-funded members of the Centre will acknowledge their affiliation with the University of Manitoba in all publications, lectures, and any other activities supported

by the Centre. They will be responsible for contributing to the advancement of the mission and vision of the Centre.

d) Management:

The day-to-day management of the Centre will be led by the Director(s), who will be appointed to a 3-year term and will report to the Dean, I.H. Asper School of Business, or the Associate Dean (Research), as their designate. The Director(s) will be responsible for writing the Centre's Annual Report. This report will be submitted by the Dean to the Provost and the Vice-President (Research and International).

e) Proposed Membership

The proposed inaugural members consist of 13 faculty members from various University of Manitoba units, including the Departments of Management, Business Administration, Accounting & Finance, Marketing, Supply Chain Management, Plant Science, Anthropology, Economics, and the Natural Resources Institute. All of the researchers possess extensive collaborative experience in pursuing projects that relate to the vision of the proposed Centre (i.e., the examination, development, and promotion of organization and management approaches that place people and the planet ahead of maximizing profits).

f) Physical Resources

The I.H. Asper School of Business will provide office space for the proposed Centre's Director(s) and one support staff member. The host Faculty possesses sufficient office and meeting room space to accommodate the proposed Centre's operations.

g) Financial Resources

The Centre for Business Serving Community Fund will support the proposed Centre's activities. This fund derives from the annual income of an endowment established through the private donation of $5.4 million to the University of Manitoba. The endowment was established for the purpose of enhancing research in the field of business models serving community.

h) Statements of Support and Commitment

The proposed establishment of the Centre has received endorsement from:

Dr. Diane Hiebert-Murphy, Provost and Vice-President (Academic)
Dr. Martin Scanlon, Dean, Faculty of Agricultural and Food Sciences
Dr. Mira Locher, Dean, Faculty of Architecture
Dr. Heidi Marx, Dean, Faculty of Arts
Dr. Andrew Frederiksen, Acting Dean, Clayton H. Riddell Faculty of Environment, Earth, and Resources
Dr. Richard Jochelson, Dean, Faculty of Law
Dr. Brian Mark, Dean, Faculty of Science
Kevin Sitka, President & CEO, Assiniboine Credit Union
Sean Hogan, BUILD, Inc.

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

    - Dr. Jason Leboe-McGowan, Faculty of Arts (Chair)
    - Dr. Michelle Porter, Faculty of Kinesiology and Recreation Management
    - Dr. Shawn Clark, Price Faculty of Engineering

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

    The proposed Centre closely aligns with the goals of two priorities defined by the University of Manitoba's Strategic Plan (*MomentUM: Leading Change Together*, 2024 – 2029). These priorities fall under the broad headings of *Creating Knowledge that Matters* and *Reimagining Engagement*. More specifically, the proposed Centre will advance the following objectives under these two headings.

    Creating Knowledge that Matters

    1. Inspiring knowledge creation by supporting and promoting an environment of excellence
    2. Identifying sustainable and high-impact solutions through increased collaboration and connection across our campuses
    3. Building reciprocal relationships with communities to anticipate and identify solutions to emerging societal, cultural, economic, health, and environmental needs of Manitoba and beyond

    Reimagining Engagement

    Strengthening and building mutually beneficial and reciprocal external relationships through meaningful and authentic engagement

    The physical resources that the I.H. Asper School of Business will provide are sufficient to support the activities of the proposed Centre and the Centre will be financially well-supported through the annual interest generated by a large $5.4 million endowment. The establishment of the proposed Centre has received strong endorsements from the Deans of several UM Faculties, the Provost and Vice-President (Academic), and prominent members of the local business community.

    We expect that the proposed Centre will provide a valuable hub for collaborative research aimed at facilitating the development and application of community-service business models and at orienting the forces of capitalism to remedying social and ecological crises, rather than merely maximizing profits. It will also provide a valuable context for graduate and undergraduate student training within these areas of research.

Recommendation:

The Senate Committee on University Research recommends THAT:
The *Centre for Business Serving Community* be established for a term of 5 years.

Respectfully submitted,

B. Mario Pinto
Vice-President (Research and International)
Chair, Senate Committee on University Research

August 25, 2025

Report of the Senate Planning and Priorities Committee on a Proposal to Establish the Centre for Business Serving Community, Asper School of Business

Preamble:

1. The terms of reference of the Senate Planning and Priorities Committee (SPPC) charge the Committee with making recommendations to Senate regarding any such studies, proposals or reports that it may initiate within itself, have referred to it by Senate, other Councils, Committees or Bodies, formal or otherwise.
2. The process for approving research centres set out in section 2.1 of the procedure for *Research Centres, Institutes, and Groups* specifies that the authority to establish research institutes resides with the Board of Governors, normally on the recommendation of Senate. Proposals for research institutes are transmitted from SCUR to the Chair of the SPPC to determine if SPPC review is required, and to Senate through its Executive Committee.
3. At its meeting on August 25, 2025, the SPPC considered a proposal from the Asper School of Business (Faculty of Management) to establish the Centre for Business Serving Community.

Observations:

1. The mission and objectives for the proposed Centre for Business Serving Community are to become a nationally recognized research centre focussed on improving the understanding and practice of fully harnessing the power of business models to enhance social impact and foster community, care and compassion; to foster culture change in capitalism via promoting business models that address social and ecological crises facing humanity; and to provide a support system for scholars to work together to address new and emerging area of research related to utilizing business models to enhance social impact.
2. Establishment of the Centre will facilitate researchers, including faculty and graduate student researchers across the UM, academics at other institutions, and leading practitioners in the field, to develop, carry out, and disseminate multi-disciplinary research on business models that enhance social impact and foster community, and to share best practices. Additionally, it will provide training, mentoring, and research opportunities for undergraduate and graduate students, as well as financial support for graduate students engaged in Centre-related research.
3. The Director or Directors (hereafter the Director) of the Centre will be appointed by the Dean, Asper School of Business, and will hold a tenured faculty appointment in that Faculty. They will report to the Dean or the Associate Dean (Research), as the Dean's delegate. An advisory board, with members drawn from the University, corporate and non-profit sectors, and the broader community, will provide advice to the Director on research questions to be addressed by the Centre and its planning priorities and other activities, as detailed in section 3.2 of the proposal. Members of the advisory board will be appointed by the Dean based on a recommendation from the Director.
4. Any faculty or graduate student researcher at the University with a demonstrated interest in research and/or instruction, pedagogy, and promotion of business models that support the mission and objectives of the Centre, as detailed in section 3.3. of the proposal, will

be eligible for membership. Members will be appointed by the Dean based on a recommendation of the Director and advice from other members.

5. The Centre will be housed in the Asper School of Business. The Faculty has indicated that it has sufficient office and meeting space to accommodate the Centre's operations and activities, including office space for the Director and one support staff member.

6. The Centre's operations and activities will be supported by the annual revenue ($200,000) earned on a $5.4 million endowment fund established with a gift from a private donor. The revenue will be used to cover various costs, including:
   - salary and benefits for one support staff position ($90,000).
   - stipend for the Director ($10,000).
   - five research grants (Centre Research Fellows program) ($50,000).
   - research ($35,000).
   - events ($10,000).
   - other activities ($5,000).

7. With respect to an indication in the operating budget included in section 6 of the proposal, the Committee noted that the amount indicated for a stipend ($10,000) for the Director is higher than what is provided for, for administrative stipends, under section 31.1.1 of *University of Manitoba – University of Manitoba Faculty Association Collective Agreement, 2024 – 2028*. If this allocation is intended to cover the cost of an administrative stipend, rather than a portion of the faculty member's salary, the amount for the stipend will need to align with the amount provided for in the *Collective Agreement* for the given year.

8. The proposal aligns with the University's strategic planning priorities established in *MomentUM: Leading Change Together, University of Manitoba Strategic Plan 2024-2029*. Specifically, the strategic theme creating knowledge that matters, by inspiring knowledge creation, by supporting and promoting an environment of excellence and by building reciprocal relationships with communities to anticipate and to identify solutions to emerging societal, cultural, economic, health, and environmental needs of Manitoba and beyond.

Recommendation:

The Senate Planning and Priorities Committee recommends:

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

Respectfully submitted,

Professor Cary Miller, Vice-Chair
Senate Planning and Priorities Committee

Office of the Dean
314 Drake Centre
181 Freedman Crescent
Winnipeg, Manitoba R3T 5V4
T: 204-474-9431
AsperDean@umanitoba.ca

MEMORANDUM

Date: February 26, 2025

To: Dr. Mario Pinto, Vice-President (Research and International), and Chair, Senate Committee on University Research (SCUR)

From: Dr. Bruno Silvestre, Dean and CPA Manitoba Chair in Business Leadership

Subject: Proposal to Establish the Centre for Business Serving Community at the I. H. Asper School of Business

Enclosed is the proposal to establish the **Centre for Business Serving Community** at the I. H. Asper School of Business, University of Manitoba. The Centre aims to become a nationally recognized research centre focused on improving the understanding and practice of harnessing business models to enhance social impact and foster community, care, and compassion. It will foster culture change by promoting business models that address social and ecological crises facing humanity. This proposed centre will play a critical role in fostering collaboration between the Asper School and other UM academic units and between the Asper School/UM and the broader community. The proposed centre creates significant potential to enhance the Asper School/UM's research impact and reputation.

The proposed centre brings significant value for the Asper School/UM in the sense it focuses on studying and promoting businesses where optimizing social and ecological well-being is considered to be more important than maximizing profits so that grand and pressing societal issues can be explored and addressed. It also enhances valuable interdisciplinary research at the Asper School/UM and beyond, as tackling those challenges requires a truly multi-disciplinary approach to it. In addition, the centre will foster a robust level of engagement with the larger community as it proposes building communities where members have a say and adopt a holistic understanding of their relationships to each other and to the larger natural environment.

The proposed centre has a secure and sustainable source of funds for its operation generated from an endowment fund made possible through a generous donation of $5.4 million to the I. H. Asper School of Business by private donor.

The attached proposal was vetted and voted on by all the necessary levels at the Asper School of Business and was finally approved by Faculty Council members through electronic voting on February 21, 2025. Please do not hesitate to contact Dr. Suzanne Gagnon, Associate Dean (Research), if you require any further information or clarification on any aspect of the proposal.

Proposal to Establish

The Centre for Business Serving Community

February 2025

---

1. Name of the Centre

The Centre for Business Serving Community

2. Description and Justification

2.1 Vision the Centre

The vision of the Centre is:

- To become a nationally recognized research centre focused on improving the understanding and practice of fully harnessing the power of business models to enhance social impact and foster community, care and compassion.
- To foster culture change in capitalism via promoting business models that address social and ecological crises facing humanity.
- To provide a support system for scholars to work together to address new and emerging areas of research related to utilizing business models to enhance social impact.

"Business models" can mean many things, but key for the purposes of the Centre are the ideas of "value" and "values" and the interplay between the two. In this context, "value" involves value creation, which means offering goods and services that are of value to society, and financial value capture, which means acquiring part of the financial benefits associated with the value being created. "Values" involve the morals and ethics of those who own and operate businesses, and those who can impact and/or be impacted by those businesses.

"Enhancing social impact" gives primacy to social and ecological well-being ahead of maximizing financial returns and runs a gamut from: doing less social harm; doing more social good; transformative/systems change; seeking to solve the social and ecological crises facing society, and; unlocking humanity's potential, for example, to be more connected, compassionate, and equitable.

While the Centre will be respectful and appreciative of the entirety of this gamut, it will focus on the more aspirational aspects of using business models to seek to: solve social and ecological crises facing society; affect

transformative/systems change; and unlock humanity's potential, for example, to be more connected, compassionate and equitable.

At the heart of this gamut is the idea of business truly serving our communities, and it is the inspiration for the name of the Centre: The Centre for Business Serving Community.

This vision is strongly aligned with the following goals established in *MomentUM*: *Leading Change Together (2024 – 2029):*

- Inspire knowledge creation by supporting and promoting an environment of excellence (Creating knowledge that matters)
- Identify sustainable and high-impact solutions through increased collaboration and connection across our campuses (Creating knowledge that matters)
- Build reciprocal relationships with communities to anticipate and identify solutions to emerging societal, cultural, economic, health, and environmental needs of Manitoba and beyond (Creating knowledge that matters)
- Strengthen and build mutually beneficial and reciprocal external relationships through meaningful and authentic engagement (Reimagining engagement)

The Centre will reflect the academic freedom supported by the University of Manitoba and foster a vibrant and dynamic intellectual environment that values the free exchange of ideas and pursuit of knowledge.

2.2 Scope of the Centre

The scope of the Centre is designed to be open-ended, so long as its activities are consistent with the overarching goal of working to create culture change in capitalism via promoting business models that foster community. This may include activities such as the following:

- **Develop and support multi-disciplinary research** that enables examining the multi-facets of business models that enhance social impact. This may include awarding annual "Centre Research Fellows" with a small grants ($10,000) that can be used for research purposes or for course buy-outs. Similar grants or funding may also be awarded to graduate students whose work is closely aligned with the Centre's.

- **Develop longitudinal data sets** of leading-edge business models that address social and ecological issues facing society. This may include collecting data (e.g., interview, survey, archival) that are informed by and made available to researchers from a variety of disciplines. By studying exemplary businesses

models over time, researchers can get a deeper understanding of the characteristics and processes that enhance social impact. Some of the businesses in the dataset could be rich holistic case studies that include, for example, interviews with owners, managers, employees, suppliers, customers, and competitors. It is expected that students will participate in collecting, coding and sometimes analysing data.

- **Facilitate seminars and events** – Invite speakers to present on topics related to social impact entrepreneurship to faculty, students, staff, and the public. This may include hosting a virtual conference with leading international scholars and practitioners. This may also include co-sponsoring a visiting scholar, or an executive-in-residence program. Some of these events may focus on specific courses or student groups.

- **Promote research dissemination to the scholarly, educational, business and not-for-profit sectors** – This includes supporting publishing research in scholarly and practitioner journals. It may also occasionally include a book for scholars or practitioners (e.g., an edited volume with chapters from various experts), or perhaps a textbook for courses in social impact entrepreneurship and producing video-based materials. Graduate students may also participate in this work.

2.3 Expected Benefits of the Centre

The main benefit of the Centre will be to provide opportunities and support for faculty members to engage in focussed research and share best practices across disciplines and academic institutions on business models that serve community and foster culture change in capitalism. In doing so the Centre will also provide training, mentoring, and research opportunities for both undergraduate and graduate students, ranging from hiring and training them to work as Research Assistants in data collection, to providing financial support for graduate students engaged in Centre-related research. Members of the Centre will have opportunities to work together with one another, with academics at other post-secondary institutions, and with leading practitioners in the field. This in turn will benefit the practice and proliferation of business models that address social and ecological crises facing society. Taken together, the Centre will allow the University of Manitoba to take a leadership role in understanding, defining, and informing the future of business models serving community.

3. Constitution

3.1 Structure

The overall supervision of the Centre will be maintained by the Director(s) who will be appointed by the Dean of the Asper School of Business. The Director will be a tenured member of faculty of the Asper School of Business with a record of research, teaching and service that supports the mandate of the Centre. The Centre will include support staff reporting to the Director(s). An advisory board will provide guidance to the Director(s).

3.2 Advisory Board

The advisory board will be comprised of representatives from the University of Manitoba, corporate and non-profit sectors, and the broader community. The advisory board will seek to include broad representation across the University of Manitoba. Members of the advisory board will be appointed by the Dean, I.H. Asper School of Business, on recommendation by the Director.

The advisory board will be responsible for the following:

- Providing advice regarding research questions the Centre might want to address, programming it might want to engage in, and exemplary organizations in the field
- Providing advice on the strategic plan for the Centre
- Providing advice on the Centre's success in achieving its desired expected outcomes and need for potential course correction
- Providing advice on the Centre's annual reporting and five-year review process

3.3 Membership

Membership will be open to any faculty member or graduate research student at the University of Manitoba who demonstrates an interest in one or more of the following:

- Examining and promoting business models to foster community, connectedness, compassion and equity
- Examining and promoting business models to transform the culture of capitalism
- Examining and promoting business models to address social and ecological issues facing society
- Theoretical and/or applied research focused on social impact entrepreneurship, social innovation, and technologies that can transform industries by addressing social and ecological issues
- Instruction, pedagogy and promotion of business models that foster community

Members will be appointed to the Institute by the Dean, I.H. Asper School of Business on recommendation by the Director who will take advice from current members of the Centre.

The main benefit of membership will be association with academics with shared interests. This may also include access to data sets managed by the Centre, and possibly small grants via a Centre Research Fellows program, and activities hosted by the Centre.

The UM-funded members of the Centre will acknowledge their affiliation with the University of Manitoba in all publications, lectures, and any other activities supported by the Centre.

Members are responsible for contributing to the advancement of the mission and vision of the Centre.

The inaugural members are listed below, but this list is expected to grow as the work of the Centre becomes known. Note that a core group of these scholars come from multiple disciplines and have considerable experience collaborating on various projects strongly related to the vision of the Centre. Most recently this includes collaborating on a major SSHRC grant that has already helped to collect interview and archival data from over 100 organizations, about half of which place people and planet ahead of maximizing profit (Drs. Bruno Dyck, Sean Buchanan, Raj Manchanda, Chi Liao, Kelsey Taylor, Bruno Silvestre, and Arran Caza). The data were collected with a deliberate effort to facilitate research from multiple disciplines, as is appropriate for this field. Two graduate students have written theses based on deeper case studies of organizations in this dataset, and a third is working a new paper drawing on the data. In addition, we have already written 6 co-authored papers directly related to these data, which are part of a longer research stream of over 20 co-authored papers (and several textbooks) that examine, develop and promote organizations and management approaches that place people and planet ahead of maximizing profits (involving a total of 25 different co-authors, ranging from supply chain to accounting to finance to international development studies to entrepreneurship to leadership to theology to ethics to marketing, and more).

Name (alphabetical order)	**Title**	**Faculty/Department**
Chi Liao	Associate Professor	Accounting & Finance
Derek Johnson	Professor	Anthropology
Harsha Kamatham	Assistant Professor	Marketing
Iain Davidson-Hunt	Professor	Natural Resources Institute

Jesse Hajer	Associate Professor	Economics
Kiran Pedada	Assistant Professor	Marketing
Lei Lu	Professor	Accounting & Finance
Luming Wang	Associate Professor	Marketing
Martin Entz	Professor	Plant Science
Minelle Silva	Associate Professor	Supply Chain Management
Mohammad Eslami	Associate Professor	Supply Chain Management
Mohammad Khan	Associate Professor	Social Work
Nahid Masoudi	Associate Professor	Natural Resources Institute
Nathan Greidanus	Associate Professor	Business Administration
Rajesh Manchanda	Professor	Marketing
Rong (Ratchel) Zeng	Assistant Professor	Business Administration
Sean Buchanan	Associate Professor	Business Administration
Sijie Sun	Assistant Professor	Marketing
Suzanne Gagnon	Associate Professor	Business Administration
Thomas Falkenberg	Professor	Curriculum, Teaching & Learning
Yik Au	Associate Professor	Accounting & Finance

4. Management

The Centre's operations will be managed by (a) faculty member(s) appointed on a 3-year term as Director(s). They will be responsible for managing the Centre's activities and offerings. The Director(s) will report to the Dean of the Asper School of Business (or the Associate Dean - Research, as their designate). The Director(s) will write the Centre's Annual Report for the University. This report will be submitted by the Dean to the Provost and Vice-President (Research and International) according to mandated procedures.

5. Physical Resources

The Centre will be headquartered in the I.H. Asper School of Business. There is appropriate office space available for the Director and one support staff member. There is also appropriate office and meeting room space to support the operations of the Centre. It is not anticipated that additional physical space will be required in the near future.

6. Financial Resources

The Centre will be supported by the Centre for Business Serving Community Fund at the University of Manitoba. The available annual income of the endowment fund shall be allocated in accordance with the policies of the University of Manitoba and will contribute support to the salary and benefits of the Director, support staff, research and programming.

The fund was made possible through a donation of $5.4 million to the University of Manitoba by a private donor. The gift is intended to enhance research in the field of business models serving community. We remain grateful to the funder and their desire to establish a Centre that operates independently upholding academic freedom and research integrity on such an important topic.

A pro forma annual budget for the Centre for Business Serving Community is as follows:

Pro Forma Annual Operating Budget

Revenues			
Endowed fund spending allocation*	$200,000		
		$200,000	
Total projected revenues			**$200,000**
Expenses			
Salary			
Director stipend	$10,000		
Administrator salary and benefits	90,000		
		$100,000	
Non-salary			
Grants for 5 Centre Research Fellows	50,000		
Research (e.g., interview, honoraria,	35,000		
student research assistants funding,			
data management/curation/analysis)			
Events	10,000		
Other (e.g., marketing, website)	5,000		
		100,000	
Total projected expenses			**$200,000**

*Spending allocation based on 4.0% of $5 million endowment fund

7. Attachments

- Memo of support from Provost
- Letters of support from the UM Faculties.
- Letters of support from community organizations.

Attachment 1 - Memo of support from Provost.

University of Manitoba | Office of the Provost and Vice-President (Academic)

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

MEMORANDUM

Date: February 19, 2025

To: Mario Pinto, Vice-President (Research and International), and Chair, Senate Committee on University Research (SCUR)

From: Diane Hiebert-Murphy, Provost and Vice-President (Academi

Re: Support for the Proposal to Establish the Centre for Business Serving Community

---

I am writing to formally express my support for the proposal to establish the Centre for Business Serving Community at the Asper School of Business. After a thorough review of the proposal submitted by the Dean of the Asper School of Business, I am confident that this initiative aligns with the strategic goals of the University of Manitoba and will significantly enhance our research capabilities in the field of business models that enhance social impact and foster community.

Key Points from the Proposal

1. **Vision and Objectives**
   - The Centre aims to become a nationally recognized research centre focused on improving the understanding and practice of harnessing business models to enhance social impact and foster community, care, and compassion.
   - It will foster culture change in capitalism by promoting business models that address social and ecological crises facing humanity.
   - The Centre will provide a support system for scholars to work together on new and emerging areas of research related to utilizing business models to enhance social impact.

2. **Programs and Activities**
   - The Centre will develop and support multi-disciplinary research, including awarding annual "Centre Research Fellows" with small grants for research purposes or course buy-outs.
   - It will develop longitudinal data sets of leading-edge business models that address social and ecological issues facing society.
   - The Centre will facilitate seminars and events, including hosting a virtual conference with leading international scholars and practitioners.
   - It will promote research dissemination to scholarly, educational, business, and not-for-profit sectors.

3. **Alignment with Strategic Plans**
    - **University Strategic Plan 2024-2029 (MOMENTUM: Leading Change Together)**
        - **Inspiring Knowledge Creation:** The Centre will support and promote an environment of excellence by creating knowledge that matters.
        - **Building Reciprocal Relationships:** The Centre will build reciprocal relationships with communities to anticipate and identify solutions to emerging societal, cultural, economic, health, and environmental needs.

    - **Strategic Research Plan 2024-2029 (Change Through Research)**
        - **Transformational Research:** The Centre's focus on business models that enhance social impact will drive transformational change by addressing complex economic, environmental, and social issues.
        - **Interdisciplinary Collaboration:** The Centre will promote interdisciplinary collaboration by integrating research from various disciplines, which aligns with the University's research mission.

Funding Sources

The Centre will be supported by the Centre for Business Serving Community Fund at the University of Manitoba. The available annual income shall be allocated in accordance with the policies of the University of Manitoba and will contribute to the Centre's administration and leadership, student and faculty support, research, and programming. The endowment fund was made possible through a donation of $5.4 million to the University of Manitoba by a private donor. This generous gift is intended to enhance research in the field of business models serving community.

Policy Alignment

The proposal to establish the Centre for Business Serving Community is in line with the University of Manitoba's policies, specifically the Research Centres, Institutes, and Groups Policy and Procedures document. Below are the key points of the policy and how the proposal aligns with the requirements:

1. **Clearly Identified Goals**
    - The Centre's vision and objectives are clearly defined, aiming to become a nationally recognized research centre focused on business models that enhance social impact and foster community.

2. **High Levels of Research Productivity**
    - The Centre will foster high-quality research collaborations and provide enhanced resources and opportunities for faculty and graduate students, contributing to high levels of research productivity.

3. **External Funding**

- The Centre will be supported by an endowment fund made possible through a donation of $5.4 million by a private donor, ensuring that it operates on a cost-recovery basis.

4. **Unique Training Opportunities**
   - The Centre will offer several key programs, including research fellowships, seminars, and events, providing unique training opportunities for students and faculty.

5. **Annual Reporting and Periodic Reviews**
   - The Centre will adhere to the University's requirements for annual reporting and periodic reviews to ensure that it maintains high standards and reflects positively on the University's reputation.

In conclusion, I fully support the establishment of the Centre for Business Serving Community and believe it will be a valuable addition to our institution. I recommend that the proposal be forwarded to SCUR for review and decision before submission to Senate. Thank you for your attention to this matter.

Attachment 2 - Letters of support from the UM Faculties and community organizations.

Office of the Dean
256 Agriculture Building
Winnipeg, Manitoba
Canada R3T 2N2
T: 204 474 6026
F: 204 474 7525

UM | Faculty of Agricultural and Food Sciences

Dr. Bruno Silvestre
Dean, I.H. Asper School of Business
University of Manitoba

February 22, 2025

RE: Letter of Support for the Proposal to Establish the Centre for Business Serving Community

Dear Dr. Silvestre

I am writing to express support on behalf of the Faculty of Agricultural & Food Sciences (FAFS) for the proposed Centre for Business Serving Community.

A number of our researchers are involved in research and knowledge transfer activities with not-for-profits and community organizations. An example is the Faculty's engagement with Harvest Manitoba on food transformation projects. In these activities, well-researched business decisions are required to guide direction. The expertise provided by the proposed Centre for Business Serving Community would be highly beneficial.

The proposed scope for the Centre fits aptly with the activities of FAFS researchers working with community organizations. Development of longitudinal data sets that can be used to guide faculty members proposing successful business models for social and ecological challenges would be one valuable contribution. Likewise, the Centre's support for multi-disciplinary research on food production and food transformation businesses would benefit faculty members supporting community-focused food and nutrient delivery.

In conclusion, the Faculty of Agricultural & Food Sciences is supportive of this initiative by the Asper School of Business, and on behalf of the Faculty I wish you and the proposed Centre well in the Centre's development.

Yours sincerely,

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

UM | Faculty of Architecture

Architecture
City Planning
Environmental Design
Interior Design
Landscape Architecture

Office of the Dean
Winnipeg, Manitoba
Canada R3T 2M6
Telephone (204) 474-6433
Fax (204) 474-7532

February 20, 2025

Dear Members of SCUR,

I am pleased to write in support of the proposed Centre for Business Serving Community from the Asper School of Business. The proposal is timely and addresses important issues for Winnipeg and communities throughout Manitoba, namely enhancing social impact, fostering community, and addressing social and ecological crises. The support that the Centre will provide for scholars to collaborate on these issues through research also is exciting and much needed.

“Doing social good” (as noted in the proposal) by addressing the social and ecological crises facing humanity and supporting “connected, compassionate, and equitable” communities resonate well with the values and commitments of the University of Manitoba and the Faculty of Architecture. I can foresee numerous opportunities for collaborations between the Centre for Business Serving Community and the Faculty of Architecture, particularly as we continue to expand our work with underserved communities in Winnipeg as well as Indigenous and rural communities who historically may have had little access to business research, particular with regards to social impact.

The role of the Centre in engaging business communities to create culture change by promoting business models that foster community over maximizing profits is exciting and imperative. Here too are rich overlaps with the Faculty of Architecture. For example, we also work toward social equity (ensuring a living wage for all workers along the supply chain), ecological justice (understanding the effects of resource removal and waste disposal on the natural environment), and human health (creating healthy work environments to enhance productivity).

I strongly support the creation of the Centre for Business Serving Community and look forward to championing collaborative research that engages local and regional business communities to promote social and ecological well-being through socially just and environmentally sustainable business practices.

Sincerely,

Mira “Mimi” Locher, FAIA, MAA, LFA
Dean, Faculty of Architecture

Cc: Bruno Silvestre, Dean, Asper School of Business

Dean
Faculty of Arts
310 Fletcher Argue Building
Winnipeg, Manitoba
Canada R3T 5V5
T: 2044749271
Heidi.Marx-Wolf@umanitoba.ca

UM | Faculty of Arts

February 11, 2025

Dear Professor Silvestre,

Please accept this letter from the Faculty of Arts in support of your proposal to create a new Centre for Business Community in the Asper School of Business. I was excited to learn of the news that you have received a donation to support the centre, and I appreciate the opportunity to read your draft proposal submission to the Senate Committee on University Research. I can think of many ways in which the Faculty of Arts can be a resource to and conversation partner with future members of the centre. In Arts, we have a lot of researchers and teachers who focus on questions of value creation, morals and ethics, social and economic well-being, equity and social justice, and ecological and environment issues and solutions. I am certain that our students and faculty will benefit from having such a centre on our campus, and I anticipate that the centre's programming will be of interest to many folks in Arts.

Sincerely,

Heidi Marx

University of Manitoba

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

440 Wallace Bldg.
Winnipeg, MB
R3T 2N2
Ph: (204) 474-7252
Fax: (204) 275-3147

February 11, 2025

Dear Members of SCUR —

The Clayton H. Riddell Faculty of Environment, Earth and Resources strongly supports the proposed Centre for Business Serving Community at the Asper School of Business. The proposed Centre focuses on issues of societal importance, important multi-disciplinary research and engagement with the broader community. The proposed focus on pressing social and environmental issues, and on business approaches that prioritize social/ecological benefit over profit, are closely aligned with our faculty's priorities, and will foster strong research connections between our Faculties.

In particular, our Faculty has a strength in community-based environmental research, particularly within the Natural Resources Institute, that will be strongly synergistic with the proposed Centre's focus on community engagement at all levels. We expect strong ties to form between the Centre and members of our Faculty, as well as opportunities for graduate students to work across both Faculties. The proposed Centre will be a major asset to the University, and we support it without reservations.

Regards,

Andrew Frederiksen
Acting Dean
Clayton H. Riddell Faculty of Environment, Earth, and Resources
andrew.frederiksen@umanitoba.ca

Faculty of Law, Robson Hall
Office of the Dean
301 Robson Hall
Winnipeg, Manitoba R3T 2N2
Phone: 204-474-9282
Email: Richard.Jochelson@umanitoba.ca

February 5, 2025

Re: Letter of Support for the Centre for Business Serving Community

Dear SCUR,

I am pleased to write in strong support of the proposal to establish *The Centre for Business Serving Community* at the University of Manitoba. This initiative presents a timely and critical opportunity to explore the intersection between business models, social impact, and the broader public good. As the Dean of the Faculty of Law, I recognize the essential role that innovative business approaches play in fostering legal, social, and economic transformations, and I am confident that this Centre will provide an invaluable platform for interdisciplinary research and collaboration.

The Faculty of Law is particularly interested in the Centre's vision to advance knowledge on ethical business models that prioritize community well-being, environmental sustainability, and social responsibility. The legal and regulatory dimensions of such business models are of increasing importance in contemporary discussions on corporate governance, fiduciary duties, and the evolving nature of business ethics. The Centre's focus on transformative and values-driven business models aligns closely with ongoing legal discourse on corporate social responsibility, impact investing, and the legal frameworks that enable businesses to serve broader societal interests.

In addition to its research objectives, the Centre will contribute to the University of Manitoba's broader mission of community engagement and social impact. By fostering collaboration across disciplines—including law, business, economics, and public policy—the Centre will provide a forum for critical discussions on pressing issues such as climate change, social equity, and economic justice. This aligns with the Faculty of Law's commitment to equipping students and researchers with the tools to navigate complex legal and policy challenges in an increasingly interconnected world.

The proposed initiatives—such as the development of longitudinal data sets, research fellowships, and public-facing seminars—will undoubtedly support scholarly excellence while also fostering meaningful engagement with policymakers, industry leaders, and community organizations. I am particularly encouraged by the Centre's commitment to disseminating research in ways that are accessible to both academic and non-academic audiences, further strengthening the University of Manitoba's leadership in knowledge mobilization.

Given its potential to generate high-impact research and influence both policy and practice, I wholeheartedly support the establishment of *The Centre for Business Serving Community*. I encourage its approval and recognition of its immense value to the University of Manitoba, the broader academic community, and society at large.

Sincerely,

Dr. Richard Jochelson
Dean

University of Manitoba | Faculty of Science

Dean's Office
W230 Duff Roblin
190 Dysart Road
University of Manitoba
Winnipeg, Manitoba
Canada R3T 2N2
T: 204-474-9348

February 6, 2025

Dear SCUR,

It is my pleasure to write a letter in support for the proposed Centre for Business Serving Community at the Asper School of Business. It will be valuable for at least two reasons that involve the Faculty of Science: 1) it will foster valuable interdisciplinary research, and 2) it will foster engagement with the larger community.

I am excited that the new Centre will focus on studying and promoting businesses where optimizing social and ecological well-being are core priorities. Adequately addressing social and ecological issues will require a multi-disciplinary approach. The Faculty of Science would be a particularly useful partner for matters of ecological well-being given our extensive expertise in terrestrial and aquatic biology and biodiversity, toxicology, chemistry, microbiology are more. Business models arriving at ways to minimize or remove completely adverse environmental impacts will help pave the way to a sustainable future. We look forward to working with the Centre to provide support for its work in these areas.

The Centre appears very well-poised to engage the community, which goes beyond the knowledge produced by the Centre. Addressing the social and ecological issues facing humankind demands building communities that enable a holistic understanding of these issues and how to best address them in business. This approach challenges reductionist thinking that is often encountered in science and business. It would be wonderful to see products not only as commodities that are bought and sold, but embedded within their creation is an effort to minimize their impact on the ecosystem and where suppliers and factory workers were paid a living wage and treated with dignity. Further, post- use (e.g., life cycle analysis, cradle to cradle thinking) could be built into the planning and creation of such products to minimize future environmental impacts.

In summary, I am excited to support the creation of the Centre and support its work through interdisciplinary collaboration. I believe it will make a valuable contribution to the business community, the University of Manitoba, the Province of Manitoba, and beyond.

Sincerely,

Dr. Brian Mark,
Dean, Faculty of Science
Professor, Department of Microbiology &
Department of Biochemistry and Medical Genetics

Senate Committee on University Research
University of Manitoba
Winnipeg, MB

Re: Letter of Support for The Centre for Business Serving Community

Dear Members of the Senate Committee on University Research,

On behalf of Assiniboine Credit Union, I am pleased to express our strong support for the establishment of *The Centre for Business Serving Community* at the University of Manitoba. As a purpose-driven financial institution committed to values-based banking, we recognize the urgent need for business models that prioritize social and ecological well-being alongside economic success.

The Centre's vision—to become a nationally recognized research hub focused on improving the understanding and practice of harnessing business models to enhance social impact, sustainability, and foster community, care, and compassion—is one that strongly aligns with our values. We commend its efforts to foster culture change in capitalism by advancing business models that actively address pressing social and ecological challenges. ACU has demonstrated success in doing well by doing good.

By bringing together researchers, businesses, and community organizations, the Centre will play a crucial role in generating knowledge, fostering collaboration, and promoting innovative approaches to business that serve the greater good. We believe its focus on enhancing social impact—placing community and sustainability at the forefront of business decision-making—has the potential to drive meaningful change.

Assiniboine Credit Union looks forward to opportunities for engagement with the Centre, whether through research initiatives, advisory support, or knowledge-sharing activities. We strongly support this proposal and are confident that the Centre will make a lasting contribution to the business community and society at large.

Sincerely,

Kevin Sitka
President & CEO
Assiniboine Credit Union

200-765 Main St. Winnipeg, MB. R2W 3N5 P: 204 943 5981 F: 204 943 6003

February 12, 2025

Senate Committee on University Research
University of Manitoba
66 Chancellors Circle
Winnipeg, MB R3T 2N2

CC: Associate Dean Suzanne Gagnon (Suzanne.Gagnon@umanitoba.ca)
CC: Bruno Dyck (Bruno.Dyck@umanitoba.ca)

Re: Letter of Support for the Centre for Business Serving Community

Dear Members of the Senate Committee on University Research,

On behalf of BUILD inc., I am pleased to offer our strong support for the establishment of the Centre for Business Serving Community at the Asper School of Business. As an Indigenous non-profit social enterprise dedicated to workforce development and poverty reduction in Winnipeg, we recognize the transformative potential of a research centre dedicated to harnessing the power of business models to foster social impact, community, care, and compassion.

Winnipeg is unique in Canada in that it has a thriving and growing social enterprise business community, one that is nationally recognized as being years ahead of the curve in integrating social and economic objectives. Social enterprises like BUILD and our peers have demonstrated that business can be a powerful tool for addressing social and ecological challenges while maintaining economic viability. Establishing this Centre at the Asper School of Business will ensure that the next generation of business leaders is equipped with the knowledge and tools to continue advancing this sector, both locally and nationally.

Manitoba faces significant poverty-informed challenges, including high incarceration rates, high CFS involvement, and persistent childhood poverty. As a 'have-not' province, it is critical that we look to innovative, sustainable solutions for economic and social development. The reality is that no one leaves poverty without a job, and businesses have a critical role to play in ensuring that employment opportunities are accessible, sustainable, and empowering. The Centre for Business Serving Community has the potential to shape the business landscape to not only be a key economic driver but also a powerful force for poverty reduction and community well-being.

BUILD inc. fully endorses this initiative and urges the University of Manitoba leadership, the University Senate, and the Asper School of Business leadership to support the establishment of this Centre. We believe it will strengthen Winnipeg's position as a leader in social enterprise and foster the development of innovative business practices that prioritize social and ecological well-being alongside financial sustainability.

We look forward to seeing this important initiative come to life and would be happy to collaborate in any way that supports its success.

Sincerely,
Sean Hogan
Executive Director
BUILD inc.
sean.hogan@buildinc.ca
204-981-6306