



**Max Rady College of Medicine Council Meeting
SPECIAL COLLEGE COUNCIL MEETING**

Monday, June 24, 2024

4:30 pm – 5:30 pm

Remotely via Zoom

MINUTES

1. Call to Order and Welcome Extended

Dean Nickerson welcomed everyone, and quorum (51) was determined.

2. Land Treaty Acknowledge

Dean Nickerson recognized the Territory Acknowledgement; “The University of Manitoba campuses are located on original lands of Anishinaabe, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Metis Nation. We respect the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.”

Recent developments in support of Indigenous pathways, in line with the faculty strategic action plan: creation of an Indigenous Scholar position for Indigenous health research, will be creating Indigenous bursaries next year for Indigenous students in UGME and Nursing.

3. Institutional Updates

Dr. Michael Benarroch, President & Vice-Chancellor

- University budgets and government grants
 - 2% increase to government grant; will be distributed to all 20 faculties.
 - 2.75% increase to tuition fees allowed. Government requested we increase flat amount across the institution.
 - Increase to international tuition fees by 5.75% next year.
 - Substantial increase for training of health care professionals.
 - 40 million for new building confirmed.
 - Government decreased amount for deferred maintenance from 12 to 4 million. Will be challenging finding resources within the university budget.
- Expecting decrease of first year international student enrolment by 20%.
 - Limit to the number of acceptances the university can approve due to new two-step process.

- Once accepted to the university, students require a provincial attestation letter.
- Will have a \$2000 nonrefundable fee to ensure commitment to enrolment and is only refundable if the student is denied an attestation letter by the federal government. Graduate students do not require an attestation letter.
- Request to inform the President through the Dean in situations where international students get unfairly turned down for visas. The President can next address the federal officials with actual cases to relax restrictions.

Dr. Diane Hiebert-Murphy, Provost & Vice-President (Academic)

- Request to provide feedback regarding long delays of student visa approvals, particularly with international students.
- Continue to work with government to ensure program expansion funding is delivered as promised, including the proposals that are still on their table.
- Working on project to streamline/improve approaches to support academic hiring across the institution.
- Continue to look at ways to increase student support.
 - Several investments made through the last budget year to enhance funding for graduate students, including funding to undergraduate students.
 - Will be taking 25% of the revenue from increased international graduate student tuition and flow back to international undergraduate students.
 - Emergency bursary program is already in place.
- Vice-Provost (Equity) T Chen has been building relationships with various student groups across campus.
 - Tensions on campus due to global issues; working on initiatives to support the university to improve dialogue/ability to deal with issues.
 - T Chen has initiated a listening, learning and leading series, for students, faculty, and senior leaders.
- Collective agreement – agreement made for joint UMFA/university committee on teaching and technology. Report finalized, submitted, and released. Working to move forward on recommendations.
- The Office of Vice-Provost Teaching and Learning has engaged group to review working on development of guidelines on best practise for teaching evaluation.
 - Student feedback only one component needed to evaluate teaching effectiveness.
 - A major consideration for tenure and promotion processes.
- University strategic plan approved, committee formed, looking at implementation process.
- Implementing the recommendations from budget model.

Questions/Comments:

- Question regarding professional development workshops to support staff around global issues.
- Difficult decisions being made to accommodate funding and moral.
 - Aiming to cover wage increases across faculties (faculty and staff). Need adequate funds with expansion to include funding faculty, staff, and resources.
 - Currently not investing enough in strategic initiatives and strategic growth. Challenges around deferred maintenance and building upkeep. Noted Dentistry requires new labs.
 - Trying to put together plan to engage government for long term approach.
- International medical graduates not allowed to land in Canada until July 1; paperwork is therefore delayed hindering process.
 - Need to work with HR consultants who can reach out to immigration consultants for

plan to address.

- Perhaps something we need to take to federal government to addresses.
- Could we set the dates earlier than the clinical expectations?

4. Dean's Report

Dean Peter Nickerson

- Faculty Strategic Plan endorsed by RFHS Faculty Council. In effect.
- College retreat held to review strategic action plan, second retreat scheduled for fall, next to townhalls for discussion.
- Continuing with UGME expansion, funding received.
- MPAS completing expansion this fall.
- University not approved for expansion of the Bachelor of Health Sciences in the Interdisciplinary Health program. Government requested we review budget and submit. Hopefully will be approved for fall 2025 intake.
- College of Community and Global Health proposal approved by the Board. Aiming to have in place by January 2025.
- Forming team for fall discussions to create a proposal for School of Bio-Medical Science within the College of Medicine.
- Welcome extended to Jackie Gruber; has returned to Rady as Director, Office of Professionalism.

5. Associate Vice President (Administration) & Executive Director, RFHS

Raman Dhaliwal

- Rady support staff professionalism development day held, included professionalism sessions, wellness sessions, and sporting activities, etc.
- Many capital projects ongoing, at Bannatyne particularly (theatre A renovation, upgrading HVAC system across theatres A, B and C).
- Construction ongoing for accommodating exam centre, prayer room and additional student study space.
- Sent out award letter for new Bannatyne building; hoping to announce successful consultants shortly.
- Much turnover with staffing positions due to number of positions being posted. Have strategies in place to fill.
- Challenged for parking; have a substantial wait list.