



**SENATE  
Minutes of Meeting**

**Date:** Friday, October 29, 2021

**Time:** 2:30pm-5:40pm

**Room:** Virtual (MS Teams)

**PRESENT:** Jalal Ahamed, Majid Ahmadi, Laila Albalkhi, Sirinart Ananvoranich, Dave Andrews, Youstina Asaad, Abeer Asif, , Fazle Baki, Chris Baillargon, Isabelle Barrette-Ng, Selinda Berg, Tirupati Bolisetti, Dave Bussiere, John Cappucci, Greg Chung-Yan, Cheryl Collier, Eddy Cruz, Beth Daly, Darryl Danelon, Jasleen Dayal, Phil Dutton, Mitch Fields, Chris Fredette, Alex Gayowsky, Robert Gordon (Chair), Lorraine Grondin, Alice Grgicak-Mannion, Michelle Hajnal, Nick Hector, Myron Hlynka, Chris Houser, Andrew Hubberstey, Jennifer Johrendt, Debbie Kane, Pedro Kantati, Jessica Kichler, Ziad Kobti, Ruth Kuras, Phebe Lam, Maureen Muldoon, Diana Marion, Lydia Miljan, Adam Mulcaster, James Oloo, Kathryn Pasquach, Ronjon Paul Datta, Adam Pillon, Jody Ralph, Steven Rehse, Helga Reidel, Linda Rohr, Jake Rondot, Antonio Rossini, Hussein Samhat, Debbie Sheppard - LeMoine, Mahabuba Sultana, KW Michael Siu, Julie Smit, Andrzej Sobiesiak, Kendall Soucie, Jennifer Soutter, Maureen Sterling, Bonnie Stewart, Neil Van Engelen, Edwin Tam, Ester Van Eek, Bill Van Heyst, Lionel Walsh, Gabrielle Walach, Yuntong Wang, Patricia Weir, Robert Weir, Stephen Weir, Sue Williams, Peter Zimmerman.

**ABSENT WITH REGRETS:** Reem Bahdi, Ken Montgomery, Jennifer Willet.

**ABSENT:** Wissam Aoun, Gordon Drake, Norman King, Tiffany Martindale.

**IN ATTENDANCE:** Nick Baker, Clinton Beckford, Christopher Busch, Danielle Beaulieu, Martin Crozier, Marian Doll, Vincent Georgie, Beverly Hamilton, Anna Kirby, Erika Kustra, Frazier Fathers, Susan Fox, Rita LaCivita, Marium Tolson-Murthy, Lisa Porter, Bruce Tucker, Rosemary Zanutto; Danny Anger (University Secretariat), Renée Wintermute (University Secretary), Alison Zilli (University Secretariat).

**1 Approval of Agenda (Unstarring agenda items)**

The following items were unstarred:

5.6.1a Nursing – New Course Proposals (Form D)

5.6.1d Nursing (Graduate) – New Course Proposal (Form D)

**MOTION: That the agenda be approved.**

Majid Ahmadi/Beth Daly  
**CARRIED, as amended**

**2 Minutes of the meetings of October 8, 2021**

**MOTION: That the minutes of the meeting of October 8, 2021 be approved.**

Majid Ahmadi/Maureen Sterling  
**CARRIED**

**3 Business arising from the minutes**

Nothing to report.

#### 4 Outstanding Business/Action Items

##### 4.1 Candidates for Degrees, Diplomas, and Certificates – Fall 2021

*(See document S211029-4.1 for more details.)*

**MOTION 1: That Senate approve the slate of candidates for the Fall 2021 Convocation in the:**

- Faculty of Arts, Humanities and Social Sciences
- Odette School of Business
- Faculty of Education
- Faculty of Engineering
- Faculty of Human Kinetics
- Faculty of Law
- Faculty of Nursing
- Faculty of Science

Majid Ahmadi/Lorraine Chandler

**CARRIED**

**MOTION 2: That Senate approve the candidates receiving Board of Governors medals (page 10 of program) and the candidates receiving the Governor General's Gold Medal (pages 8-9 of program).**

Jennifer Soutter/Patti Weir

**CARRIED**

**MOTION 3: That the Dean of the Faculty concerned in consultation with the Registrar be empowered to approve the names of candidates whose notification of completion of the requirements for their degrees arrived too late for the Senate meeting.**

Majid Ahmadi/Linda Rohr

**CARRIED**

##### \*4.2 Board of Governors In Course Medals - Fall 2021

*(See document S211029-4.2 for more details.)*

**MOTION: That Senate approve the list of candidates receiving Board of Governors in-course medals**

**CARRIED\***

#### 5 Reports/New Business

##### 5.1 Report from the Student Presidents (UWSA/GSS/OPUS)

###### University of Windsor Students Alliance (UWSA)

Members were informed that UWSA by-elections are in progress. Members were also informed that UWSA has been working on expanding their social media content and communication strategy. UWSA has worked with PAC on different student recruitment campaign photoshoots, attended Fall Open house, and worked with the Student Counselling Centre to be featured in an educational suicide prevention video. UWSA hosted a training session for newer board directors and coordinators on how they can be more professional in the work force.

###### Graduate Students Society (GSS)

Senators were informed that GSS is focussing on opt outs for the drug and dental plan as well as working on the Campus Community Garden sustainability program in preparation for the winter. Members were reminded that the Garden formed a partnership with GSS at the beginning of 2021 to enhance community involvement. In terms of the student awards program, the criteria has been approved and the program will be launched in the winter months. Senators were also informed that GSS Council elections are completed so there will be new incoming members.

### Organization of Part-Time University Students (OPUS)

Members were also informed that OPUS hosted its annual social virtually last week which was very successful. It was also noted that the biennial election voting period has closed, and the new members are in their positions.

## **5.2 Report of the President**

*(See document S212029-5.2 for more details.)*

### Strategic Planning

Members were informed that work on strategic planning is progressing well with an intern researching best practices and gathering examples of approaches and strategies from other institutions. It was noted that the strategic planning process survey received hundreds of responses and perspectives with a wide range of excellent feedback, best practices, and resources. The next step is to revise the Discussion paper for feedback. The goal is to have the elected Senate Steering Committee positions announced followed by a public review of the process.

### Senate Meeting

The University is exploring options for moving Senate to a hybrid delivery model starting in early 2022 and appropriate space/location on-campus is being evaluated. Considerations will include finding ways for everyone to actively participate. An update will be provided at the next Senate meeting.

The floor was open for comments/questions.

On one hand, it was expressed that implementing a hybrid-model (where some Senators can meet face-to-face while others can be online) would be a good delivery option as there are many people who will not be comfortable or able to attend in-person Senate meetings for variety of reasons (*i.e.*, health status, child/elder care, *etc.*).

On the other hand, it was expressed that Senate meetings should be either all face-to-face (in a socially distance forum) or all virtual. The rationale being that online participants in the case of hybrid meetings may not be able to be fully engaged in the same manner as in-person participants. It was further expressed that if the University is moving to 50% face-to-face delivery model for students in January, then the University should be conducting meetings in a face-to-face manner, if possible.

In response, there was objection to the notion of requiring all Senators to attend in-person meetings, noting that this may lead to Senators resigning their seats.

### Land Acknowledgments

Senators expressed strong support for the establishment of a process where a different Senator would provide the Land Acknowledgement at each Senate meeting. It was noted that the University of Windsor Board of Governors is also employing a similar process on a volunteer basis.

### Open House Update

Members were informed that a hybrid 'Open House' was held last Saturday which enabled prospective students outside the region to easily participate. It was noted that Windsor is the only Ontario university to deliver a hybrid 'Open House'. All other Ontario universities offered a virtual experience, except for the University of Ottawa.

In response to a question raised regarding whether there is any data pertaining to the number of students who might have deferred registration until next year, it was noted that this data could be generated for a future meeting. However, it was further noted that preliminary data was low (*i.e.*, 30-40 students).

In response to a question raised about enrolment data, it was noted that November 1<sup>st</sup> is the official Ministry count date for Fall enrolments and this information is then posted to the Institutional Analysis website by area/faculty/departments/programs, etc.

The President noted that there was a recent discussion at Senate Governance Committee regarding identifying strategic topics that should be more fully discussed at Senate. One of the topics identified was about having deeper conversations about enrolment trends, recruitment, and retention strategies.

#### Envision a Post-COVID Future

Members were reminded that the Virtual ‘Speakers Series’ in partnership with the City of Windsor brings together leaders, experts and community members to explore the medium- and long-term implications of the pandemic on society, the economy, our work and our lives. The next event is on November 4<sup>th</sup> entitled “Pandemic Disruption and Opportunity”.

#### Searches

The following searches are forthcoming: Vice-President, Finance and Operations (F2021), Associate Vice-President External (W2022), Provost and Vice-President Academic (W2022), Vice-President Research and Innovation (W2022), and Vice-President Equity, Diversity, and Inclusion (F2022).

### **5.3 Report of the Vice-President, Equity, Diversity, and Inclusion (EDI)**

*(See document S212029-5.2 for more details.)*

Senators were provided with an overview of the ongoing initiatives to address anti-Black racism and EDI, including: External EDI Review, ABR Taskforce Report, Racialized Data Collection, Black Scholars Hiring Initiative, and the SGC Sub Committee on Equity, Diversity, Inclusion and Decolonization.

#### Anti-Black Racism (ABR) Taskforce Update

Members were informed that the ABR Taskforce is in the process of completing its report. It is anticipated that the report will be brought forward to Senate and the Board in December 2021 with a formal University response to be expected in January 2022. Members were also informed that Phase One of the Racialized Data Collection (Self Identification Survey) has been launched.

#### External Equity Diversity and Inclusion (EDI) Review Process

Senators were informed that the Steering Committee for the EDI Review Process had its first meeting. It was noted that the Steering Committee’s mandate includes: 1) Determining the scope and criteria of the RFP process to be used by the RFP Evaluation Committee; 2) Providing advice on the goals and outcomes for the RFP process; 3) Ensuring the adherence to timelines set out for the External EDI review process; 4) Receiving the final report and recommendations provided by the Consultants; and, 5) Prioritizing the implementation of the recommendations of the External EDI review process. The public Request for Proposals will be out for tender next week with the goal of identifying a successful Consultant to lead the EDI Review process by early January 2022.

#### Black Scholars Hiring Initiative

It was noted the University is in the process of finalizing the membership of the Working Group that will be tasked with providing advice on the framework for the Black Scholars Hiring Initiative and considering any process-related matters pertaining to the implementation of the framework.

#### SGC Subcommittee Equity, Diversity, Inclusion, and Decolonization

Members were informed that there are several initiatives and reviews underway that will result in recommendations relating to equity, diversity, inclusion, and decolonization/indigeneity. Some will require Senate deliberation and may have policy considerations. The Subcommittee on EDID will consider and provide guidance on EDID issues that have Senate policy/bylaw implications.

The floor was open for comments/questions.

In response to a question raised regarding Student Evaluation of Teaching (SET) Scores and EDI, it was noted that anecdotal reports have indicated that SET scores have had an adverse impact on racialized individuals, so reviewing the SET Scores with an EDI lens is extremely important.

Senators were informed that there is a SET Task Force which is currently working on addressing several issues pertaining to validity and bias within the larger EDI framework.

**5.4 Report of Academic Colleague**

Nothing to report.

**5.5 Senate Student Caucus**

Members were encouraged to submit any concerns or questions via the feedback form on the Office of Student Experience website.

**5.6 Program Development Committee**

**\*5.6.1 Program/Course Changes**

**\*a) Nursing – New Course Proposals (Form D)**

*(See document S211029-5.6.1a for more details.)*

**MOTION: That the following courses be approved: ^**

**NURS-3140. Professional Nursing IV**

**NURS-3552. Clinical Practicum V**

**NURS-3561. Experiential Learning Lab VI**

**NURS-3632. Consolidated Practicum III**

**NURS-3840. Adult Health and Health Alterations IV**

**NURS-3970. Health Issues in Gerontology**

*^Subject to approval of the expenditures required.*

Greg Chung-Yan/Lorraine Chandler

Concern was raised regarding the following issues: 1) the response provided by Nursing for the Indigenous question was not adequate and concerns were raised by the AEC representative on Senate around the wording of the response; and, 2) some Senators had issues accessing the documentation on the Program Development Committee website, hindering their review of the course proposals.

If there are Indigenous scholars or experts in the area feel like the responses are not adequate, then this is very problematic and needs to be part of an overall learning process.

**MOTON: That items 5.6.1a and 5.6.1d be tabled.**

Chris Fredette/Maureen Sterling

**CARRIED**

An overall discussion ensued pertaining to how proposers are, and should be, responding to the Indigenous question on PDC forms, as well as how to assess these responses. Concern was expressed that there is little consistency or direction on how to respond to the question or on how responses will be assessed.

In response, it was noted that work will be undertaken beginning Winter 2022, through the Provost's office, to develop a structure/framework for consultation. In the interim, work will

be undertaken to provide greater clarity on how to respond to, as well as how to assess responses to the Indigenous question on the PDC Forms.

It was noted that the Faculty of Nursing acknowledges that they have only begun their journey of learning about how to Indigenize their curriculum. The response provided for the Nursing course proposals was done with thoughtful consideration and honest reflection. The Faculty of Nursing will be consulting Indigenous Scholars to help provide guidance on how to do this in a sensitive and respectful manner moving forward. As of Winter 2022, the new curriculum requires all students to take Culture, Health, and Social Justice on Turtle Island course which will provide Nursing students with resources needed for developing cultural competency as it pertains to Indigenous individuals and communities on Turtle Island.

The proposer noted that the approval of the new courses is time sensitive and tied to offering the Winter 2022 curriculum. In response it was noted that Nursing could follow-up with the Aboriginal Education Council (AEC) representative on Senate regarding the concerns raised and, subject to the outcome of that meeting, revised course proposals could be submitted for e-vote in order to have the courses available for Winter 2022 registration which opens on November 26<sup>th</sup>.

Senators were reminded that Indigenizing curricula is a learning journey, based on self-education, workshops, building relationships, respectfulness, reciprocity, and truth and reconciliation.

**\*b) Faculty of Arts Humanities and Social Sciences/Political Science – New Course Proposal (Form D)** *(See document S211029-5.6.1b for more details.)*

**MOTION: That the following course be approved: ^**  
**SOSC-3300/POLS-3300. Psychoactive Substance Use and Social Policy**

*^Subject to approval of the expenditures required.*

**\*CARRIED**

**\*c) Faculty of Arts Humanities and Social Sciences – New Course Proposal (Form D)** *(See document S211029-5.6.1c for more details.)*

**MOTION: That the following course be approved: ^**  
**GART/SOSC-2060. Practicing Community Program Delivery and Evaluation**

*^Subject to approval of the expenditures required.*

**\*CARRIED**

**\*d) Nursing (Graduate) – New Course Proposal (Form D)** *(See document S211029-5.6.1d for more details.)*

This item was deferred. See item 5.6.1a for more details.

**\*5.6.2 Learning Outcomes**

**\*a) Visual Arts – Program Learning Outcomes** *(See document S211029-5.6.2 for more details.)*

The document was received for information.\*

**5.6.3 Master of Science in Translational Health Sciences – New Program Proposal (Form A) and New Course Proposals (Form D)** *(See document S211029-5.6.3 for more details.)*

**MOTION:** That the Master of Science in Translational Health Sciences, including the following new course proposals, be approved: ^

**BIOM-8700. Professional Development Seminar in Translational Health Sciences**

**BIOM-8705. Experiential Placement in Translational Health Sciences Research**

**BIOM-8710. Cancer Cell Biology**

**BIOM-8720. Fundamentals of Oncology**

Andrew Hubberstey/Chris Baillargeon

It was expressed that the response to the Indigenous question is not fully reflective of what is being done in the Faculty of Science. In response it was noted that the revised language for the Indigenous question has evolved and been augmented based on suggested revisions and feedback as it moved through the various approval bodies. It was also noted that the new Indigenous question with the prompts was include after Faculty Council level approval.

Concern was raised that the language provided for the Indigenous question is not adequate and that, overall, the University needs to do better with responding to these questions. It was also expressed that it is the responsibility of Senators to review and reflect on this content.

In response it was noted that the overall program goal of the Master of Science in Translational Health Sciences is to improve health care and health research within the community with an EDI and Indigenization lens. The Faculty of Science is committed to ensuring that the language is appropriate and an accurate reflection of what is being done. In addition, members were informed that the Faculty of Science has made a commitment to hiring an Indigenous Knowledge Keeper who will help in the Indigenization of this and other academic programs. This is an evolving learning process.

**CARRIED**

**5.7 Academic Policy Committee**

**5.7.1 Student Awards and Financial Aid Annual Report (2020-2021)**

*(See document 211029-5.7.1 for more details.)*

It was suggested that information on what is being done with the local Indigenous Communities be included in the next annual report.

The document was received for information.

**5.8 Senate Governance Committee**

*(See document 211029-5.7.1 for more details.)*

Subcommittee on Equity, Diversity, Inclusion and Decolonization

Members were informed that a new Subcommittee on Equity, Diversity, Inclusion and Decolonization has been established to address short-term initiatives that have Senate bylaw/policy implications.

Strategic Senate Discussions

It was noted that future Senate discussions may include: 1) Issues around students transition back to a Face-to-Face; 2) University and College partnerships; 3) Work Integrated Learning; 4) Curriculum Development; 4) Frequent updates on student enrolment and SEM; and, 6) Faculty plans and strategies moving forward. The December Senate meeting will include an overview of the University of Windsor Budget Model (and redesigned ABB Model).

**MOTION: That the meeting be extended beyond 5:00pm.**

Patti Weir/Chris Baillargeon

**CARRIED**

**5.8.1 Senate Meeting Scorecard**

*(See document S211029-5.8.1 for more details.)*

**MOTION: That the Senate Meeting Scorecard be approved.**

Chris Baillargeon/Lorraine Chandler

A meeting scorecard would enable Senate to evaluate its performance and make improvements as needed.

It was expressed that there should be a culture of understanding that Senate is a deliberative body. Senate should not be viewed as a “rubber-stamp”. That way, when proposals are reviewed and debated, proposers are not surprised if items are sent back for revisions or delayed. It was also noted that students need to be encouraged to be comfortable sharing their feedback at Senate. In response to a question, it was noted that the Scorecard allows for open-ended feedback.

**CARRIED**

**5.9 Report of the Provost**

*(See document 211029-5.9 for more details.)*

Global Skills Opportunity

Members were informed that Universities Canada is administering the Global Skills Opportunity (GSO) program as part of Canada’s International Education Strategy. This program is designed to encourage Indigenous students, students with disabilities, and low-income students to participate in study/work abroad opportunities. Some sample projects include: 1) Rainforest eco-hydrology in Costa Rica; 2) Environmental Stewardship of the New Zealand Māori people; 3) Teachers in Tanzania community service learning; and 4) Global health perspective and community nursing in Mexico.

Student Exchange and Co-op

Senators were informed that there were four students co-op placements this academic year. Members were also informed that there were 13 students on international exchange in Fall with 18 planned for Winter 2022. The University of Windsor is one of the only universities that allowed international student travel this Fall.

**5.9.1 COVID-19 – Update**

Members were reminded that the goal for Winter 2022 is to continue to move towards a full return to campus life. The current plan is to have a minimum of 50% of classes offered face-to-face with minimum 50% room capacity.

**5.9.2 Update on: Aboriginal Education Council Response to the Report of the Senate Working Group on Benchmarking the University of Windsor in Relation to Universities Canada’s 13 Principles on Indigenous Education** *(See document 2110229-5.9.1 for more details.)*

Senators were reminded that in June 2015, Universities Canada released a commitment to bridge the educational gap and address under representation of Indigenous students in Canadian post-secondary education institutions. The goal of this was to strengthen Indigenous communities, enhance the informed citizenship of Canadians, and contribute to Canada’s long-term economic success and social inclusion. A Senate Working Group was created to establish benchmarks for the University of Windsor aligned to the 13 principles reported back to Senate on June 10, 2016.



As follow-up the Aboriginal Education Council (AEC) presented its response to the Working Group report.

As requested at the last Senate meeting, an update was provided on the progress made as of October 2021 on each of the 12 Recommendations of the Senate Working Group on Benchmarking University of Windsor in Relation to Universities Canada's 13 Principles on Indigenous Education. In summary, it was noted that there is a lot of positive activity taking place regarding the 12 benchmarks, but there are still gaps to close and many areas require further attention. It was expressed that the structural pieces are coming together, but further dialogue and work is required.

The floor was open for comment/questions.

Members were pleased with the progress made on these recommendations which provides awareness for anyone working on new initiatives across campus.

It was suggested that there should be more resources put in place for Indigenous scholars and Indigenous librarians to continue to support these important initiatives. In response, it was noted that this is also one of the recommendations in the SISCO report.

#### **5.10 Report of Vice-President, Research, and Innovation**

Senators were provided with a comprehensive overview of COVID-19 screening, specifically Residence wastewater screening which is done twice a week and has seen no positive results since early May. There are many benefits of frequent testing: 1) informed of health and safety to reduce worry; 2) Fast detection of new variants; 3) protect people around you; 4) keep labs/classes/office from outbreaks; and, 5) help prevent future lockdowns.

Senators were informed that many NSERC, SSHRC, CIHR and other grant applications have or will be submitted. In addition, recently awarded Canada Research Chairs include Dr. Nigh Zhang and Dr. Manoj Mate.

#### **6 Question Period/Other Business**

Senators were informed that the "Truth" banner will be coming to Turtle Island Walk to complete the Seven Teachings of the Ancestors, which also include wisdom, love, respect, bravery, honesty, and humility.

#### **7 Adjournment**

**MOTION: That the meeting be adjourned.**

Kathryn Pasquach/Chris Baillargeon  
**CARRIED**