



SENATE
Minutes of Meeting

Date: Friday, March 11, 2022

Time: 2:30pm-5:52pm

Room: Virtual (MS Teams)

PRESENT: Jalal Ahamed, Majid Ahmadi, Laila Albalkhi, Sirinart Ananvoranich, Dave Andrews, Abeer Asif, Wissam Aoun, Reem Bahdi, Chris Baillargeon, Nick Baker, Isabelle Barrette-Ng, Clinton Beckford, Selinda Berg, Sally Bick, Tirupati Boliseti, Dave Bussiere, John Cappucci, Lorraine Chandler, Greg Chung-Yan, Cheryl Collier, Edward Cruz, Ronjon Paul Datta, Jasleen Dayal, Gordon Drake, Phil Dutton, Mitch Fields, Chris Fredette, Alex Gayowsky, Robert Gordon (Chair), Alice Grgicak-Mannion, Mitchell Hajnal, Nick Hector, Myron Hlynka, Chris Houser, Andrew Hubberstey, Jennifer Johrendt, Debbie Kane, Pedro Kantati, Jessica Kichler, Ziad Kobti, Ruth Kuras, Diana Marion, Tiffany Martindale, Nancy Martinez Salas, Lydia Miljan, Ken Montgomery, Adam Mulcaster, Maureen Muldoon, James Oloo, Kathryn Pasquach, Adam Pillon, Jody Ralph, Steven Rehse, Helga Reidel, Linda Rohr, Antonio Rossini, Hussein Samhat, Victor Sevillano Canicio, Debbie Sheppard-LeMoine, KW Michael Siu, Julie Smit, Andrzej Sobiesiak, Kendall Soucie, Jennifer Soutter, Maureen Sterling, Bonnie Stewart, Edwin Tam, Ester Van Eek, Niel Van Engelen, Bill Van Heyst, Lionel Walsh, Patricia Weir, Robert Weir, Stephen Weir, Sue Williams, Jennifer Willet, Peter Zimmerman.

ABSENT WITH REGRETS: Beth Daly, Phebe Lam, Yuntong Wang.

ABSENT: Youstina Asaad, Fazle Baki, Norman King, Jake Rondot, Gabrielle Walach.

IN ATTENDANCE: Jennie Atkins, Rick Caron, Darryl Danelon, Anna Galka, Adrian Guta, Beverly Jacobs, Anna Kirby, Erika Kustra, Marcin Pulcin, Hussien Samhat, Robin Wright, Rosemary Zanutto; Danny Anger (University Secretariat), Renée Wintermute (University Secretary), Alison Zilli (University Secretariat).

1 Approval of Agenda (Unstarring agenda items)

Items 5.1.1a, 5.1.1e, 5.1.1f, 5.1.1g and 5.2.2 were unstarred.

MOTION: That the agenda be approved.

Edward Cruz/Chris Baillargeon
CARRIED, as amended

2 Minutes of the meetings of February 11, 2022

MOTION: That the minutes of the meeting of February 11, 2022 be approved.

Edward Cruz/Debbie Kane
CARRIED

3 Business arising from the minutes

Nothing to report.

4 Outstanding Business/Action Items

Nothing to report.

5 Reports/New Business

5.1.1 Program Development Committee

(a) Concurrent General Bachelor of Arts (Drama)/Bachelor of Education – Minor Program Change (Form C) (See document S220311-5.1.1a for more details.)

Although the response to the Indigenous question indicates that ‘*all students in the School of Dramatic Art are exposed to the contributions of Indigenous performers, directors, designers, playwrights, authors, scholars and theatre companies through various courses in the curriculum*’, strong concern was raised regarding the issue that there was no evidence provided by Dramatic Art to earmark the courses in the curriculum that included Indigenous content.

In response, it was noted that the *Associate Dean, Interdisciplinary and Student Experience* has been working with the undergraduate Chairs in Faculty of Arts Humanities and Social Sciences (FAHSS) to identify courses with meaningful Indigenous content. This is being done in collaboration with the Aboriginal Outreach and Retention Coordinator. It was also noted that the School of Dramatic Art is working on identifying a list, which should have been included in this response.

In light of this, it was agreed that the change to the Concurrent General Bachelor of Arts (Drama)/Bachelor of Education be withdrawn from the agenda, pending submission of a list of Dramatic Art courses that include Indigenous content.

***(b) Bachelor of Fine Arts in Visual Arts – Minor Program Change (Form C)** (See document S220311-5.1.1b for more details.)

MOTION: That the degree requirements for the Bachelor of Fine Arts in Visual Arts be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

CARRIED*

***(c) Honours Biochemistry and Biomedical Science (Health Stream) and Honours Biomedical Science – Minor Program Change (Form C)** (See document S220311-5.1.1c for more details.)

MOTION: That the degree requirements for the Honours Biochemistry and Biomedical Science (Health Stream) and the Honours Biomedical Science be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

CARRIED*

***(d) Honours Behaviour, Cognition, and Neuroscience – Minor Program Change (Form C)** (See document S220311-5.1.1d for more details.)

MOTION: That the degree requirements for the Honours Behaviour, Cognition, and Neuroscience (with or without thesis) be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

CARRIED*

(e) **Minor in Social Justice and Name Change – Minor Program Change (Form C)**

(See document S220311-5.1.1e for more details.)

MOTION: That the Minor in Social Justice be renamed Minor in Social Justice Studies and that the requirements for the Minor be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

Cheryl Collier/Jennifer Soutter

Strong concern was raised regarding the issue that the answer provided for the Indigenous question is not more inclusive of Indigenous content, particularly given that social justice issues are pertinent to what is happening to Indigenous people on this land. In addition, it was noted that the two courses identified by the area with Indigenous content only pertain to sexual violence. It was expressed that if Indigenous people are *only* being portrayed by means of sexual violence, then greater education is needed to understand what decolonization of the curriculum means.

It was noted that this narrow focus may also be a result of insufficient resources for course development.

CARRIED

(f) **Minor in Indigenous Studies – Minor Program Change (Form C)**

(See document S220311-5.1.1f for more details.)

MOTION: That the requirements for the Minor in Indigenous Studies be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

Cheryl Collier/Jennifer Soutter

Clarification was sought regarding how enrolments and funding for minors, combined majors, joint programs, and certificate programs are distributed. There is some confusion that enrolments are assigned alphabetically depending on which major program the student initially chooses. In response, it was clarified that enrolments for double majors and joint programs are split 50/50 between the departments.

The Office of Institutional Analysis' website posts all enrolment information publicly.¹ It was requested that these enrolment reports be circulated *directly* to all Faculties. Consideration should also be given to providing a session on how enrolments are distributed at a meeting of the Heads.

CARRIED

(g) **Minor in Indigenous Legal Studies – Minor Program Changes (Form C)**

(See document S220311-5.1.1g for more details.)

MOTION: That the Minor in Indigenous Legal Orders be approved.^

^Subject to approval of the expenditures required.

Cheryl Collier/Jennifer Soutter

CARRIED

¹ <https://www.uwindsor.ca/institutional-analysis/>.

***5.1.2 Learning Outcomes**

***(a) Social Work – Undergraduate Course Learning Outcomes**

(See document S220311-5.1.2a for more details.)

The document was received for information.*

***(b) Economics – Undergraduate Course Learning Outcomes and Curriculum Maps**

(See document S220311-5.1.2b for more details.)

The document was received for information.*

***(c) Kinesiology – Graduate Course Learning Outcomes**

(See document S220311-5.1.2c for more details.)

The document was received for information.*

5.2 Academic Policy Committee

5.2.1 Proposed Policy on Timing of Assessments for Asynchronous Online Courses

(See document S220311-5.2.1 for more details.)

MOTION: That the proposed Policy on Timing of Assessments for Asynchronous Online Courses be approved.

Chris Baillargeon/Adam Mulcaster

An overview was provided to Senators on the impetus for the proposed policy. It was noted that the policy only applies to Asynchronous Online Courses and if there are multiples sections being taught, the Policy only applies to the online asynchronous section of the course. The policy also recognizes that this is the most flexible course delivery mode, that students choose this modality because of that flexibility and, as such, that this flexibility should extend to all course assessments (including in-course and final assessments/exams).

In response to a question raised as to how this would affect thesis and dissertation courses, it was confirmed that they will not be affected as they are overseen by the Faculty of Graduate Studies and students and their committees work together to set a time for their defense.

In response to a question raised about the definition of an asynchronous course, it was noted that asynchronous courses have no required face-to-face, synchronous online, or on-campus activities, including assessment. It was also noted that the definitions were removed from the appendices as per Senate request. In response, it was stressed that definitions are needed and should be formalized.

It was expressed that the policy is essentially a set of guidelines for instructors as they contemplate how to navigate courses with no live contact with students. It was also expressed that the document is an infringement on academic freedom as it hinders the scholar/learner relationship pertaining to how instructors effectively meet the needs of students. In response, it was stressed that the policy is needed for enforceability to safeguard students as there were some instructors that scheduled in-person exams for asynchronous courses, which is problematic for students particularly if they are studying abroad or have work or family commitments, *etc.*

In response to a question raised pertaining to what is done if students have three or more evaluations scheduled within a 24-hour period, it was noted that for asynchronous online courses, the three-hour block scheduled for the exam is used to determining whether a student has three or more consecutive exams in 24 hours or in a calendar day, regardless of the total duration of the

asynchronous online examination. This change has already been approved for Senate Bylaws 54/55.

MOTION: That the question be called.

Patti Weir/Chris Baillargeon

CARRIED

MOTION: That the voting be called by secret ballot.

Chris Fredette/Maureen Sterling

CARRIED

The main motion was CARRIED

5.2.2 Student Code of Conduct – Proposed Revisions

(See document S220311-5.2.2 for more details.)

MOTION: That the proposed revisions to the Student Code of Conduct Policy be approved.

Chris Baillargeon/Nick Baker

In response to clarification sought regarding copyright regulations and intellectual property, it was noted that intellectual property of faculty members is covered in the collective agreement. In addition, faculty members can add a statement to their course syllabus stating that their course materials may not be circulated. The Leddy Library purchases licences so that people can use various materials (books, articles, music, etc.), but re-circulating these materials is a copyright infringement. This is extremely serious as it can lead to loss of access of these materials and fines.

It was expressed that there should be a concomitant policy to protect the student's intellectual property.

CARRIED

5.3 Senate Governance Committee

5.3.1 Senate Information Session

(See document S220311-5.3.1 for more details.)

In an attempt to increase engagement in strategic discussions at Senate, the Senate Governance Committee has launched, as a pilot initiative, Senate Information Sessions. These sessions will be open to Senators and any member of the community wishing to obtain a deeper understanding of strategic items prior to their discussion at Senate. The first Senate Information Session in April will be on the topic of micro-credentials.

5.3.2 Proposed Revisions to Bylaws 3, 20, 22

(See document S220311-5.3.2 for more details.)

MOTION 1: That the proposed revisions to Bylaw 3 be approved.

Phil Dutton/ Alice Grgicak-Mannion

A faculty member at-large position has been added to maintain approximately the current proportionality of faculty voting numbers.

CARRIED

MOTION 2: That the proposed revisions to Bylaws 20 and 22 be approved.

Chris Ballargeon/Jennifer Johrendt

The Faculty of Human Kinetics will be considered departmentalized for the purposes of this bylaws 20 and 22.

CARRIED

5.4 Senate Student Caucus

Nothing to report.

5.5 Report from the Student Presidents

University of Windsor Students Alliance (UWSA)

Members were informed that the UWSA Executive Team is in the process of planning transition for the incoming team. Members were also informed that UWSA is continuing to work on creating new services for students and on advocacy initiatives with various other offices. Elections are underway with the theme of “Find the U” in UWSA to encourage students to identify the change that they would like to see on campus.

Graduate Students Society (GSS)

Senators were informed that GSS is working on completing various projects as well having elections for a new Executive Team. Senators were also informed that GSS is working on increasing sustainability for the Community Garden. It was also noted that GSS is working on improving and augmenting their benefits plan for students (*i.e.*, renters and pet insurance).

Organization of Part-Time University Students (OPUS)

Members were informed that OPUS is working on hosting various awareness webinars for students. Members were also informed that the annual membership meeting will be held on March 25th. There are plans for an OPUS pizza day, following all health and safety protocols.

5.6 Report of the Academic Colleague

Members were informed that the Academic Colleagues had an online conversation with the Dean of the Faculty of Science from the University of Ottawa on efforts to bring the community into the classroom. It was noted that UWindsor is a contributor through the Walls-to-Bridges program which offers courses at the local correctional facility. In response to a question raised, it was noted that the Walls-to-Bridges program has been suspended for the past two years due to COVID restriction which is unfortunate as it is a valuable program that helps incarcerated people better themselves.

An overview was also provided on the various topics and trends on campus that were discussed during the meeting of the Academic Colleagues. Much of the discussion was focussed on the return-to-campus with much variation due to diverse internal policies. The COU also provided updates on a variety of topics, including changes to program approvals, pre-election strategy, SMA3, math proficiency requirements for teacher candidates, and institutional autonomy and financial sustainability.

5.7 Report of the President

(See document S220311-5.7 for more details.)

A comprehensive overview was provided on the strategic planning process, which includes a survey, consultations, analysis, and input sessions. An overview was also provided on the recent hybrid Open House events which enabled prospective students within or outside the region to easily participate. In addition, Senators were informed that the University of Windsor has put supports in place for students impacted by the war in Ukraine.

5.8 Report of the Provost

(See document S220311-5.8 for more details.)

The supports put in place for students impacted by the war in Ukraine has brought to light that there are many wars and conflicts taking place around the world and that the University needs to be better prepared to respond in a consistent and coordinated manner. Current supports put in place include, waiving of application fees, expedited admissions for students from Ukraine and Russia, introduction of a scholarship package, bursaries, travel, residency accommodations, etc. Moving forward, the University will need to re-think its approach to responding to critical world events. The University will be developing more general practices and policies around this to be more inclusive.

The document was received for information.

5.8.1 Post-COVID-19 Academic Programming and Delivery

(See document S220311-5.8.1 for more details.)

In response to a concern raised regarding the funding spent on making classrooms hyflex (when they represent only 6% of the course offerings), it was clarified that the funding was provided by the province as COVID relief funding and was specifically earmarked for infrastructure needs. It is anticipated that once departments learn how to use hyflex technology, the number of course offerings will increase. One of the main issues over the past year was that classrooms did not have audience microphones in place.

The Deans provided an update on their plans for the upcoming semester pertaining to how courses and programming will be offered in their Faculties. Some areas will be fully face-to-face while others will have a mix-mode of delivery (*i.e.*, online, hyflex, hybrid, etc.)

5.8.2 Strategic Mandate Agreement 3 (SMA3) 2020-2025 Annual Evaluation (Year 2)

(See document S220311-5.8.2 for more details.)

An update was provided on the University's annual performance evaluation in relation to the Strategic Mandate Agreement 3. Members were informed that during the second year of SMA3, all nine targets were achieved. Members also were informed that the government has continued to decouple the funding to the performance metrics through to 2021-2022, in light of the impact of the pandemic.

On behalf of Ontario universities, COU is engaging with the Ministry on the new faculty reporting requirement which focusses solely on teaching loads and salaries. The work of university faculty is complex, and salaries, on average, take into account teaching (40%), research (40%), and service (20%). Teaching loads alone are not an effective measurement of what faculty members do or how they should be compensated.

The document was received for information.

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

Andrez Sobiosak/Maureen Sterling
CARRIED

The floor was open for comments and questions.

Ukraine

It was expressed that the terminology “conflict in the world” is not strong enough to describe the unprovoked war and invasion of Ukraine. The University should not be silent in its position pertaining to this situation.

300 Ouellette

In response to a question raised about the new learning facility at 300 Ouellette Ave, it was noted that the School of Computer Science will be using the space to house over 500 course-based Masters’ students. This will include offices, labs and simulations, and a Technology Innovation Hub. The majority of classes will be held at Windsor Hall. Current students in the program will have the opportunity to provide feedback on how this space will work best for them and the student experience will be of utmost importance for moving this project forward.

5.8.3 Enrolment Management Update

(See document S220311-5.8.3 for more details.)

Concern was raised regarding the issue that the report highlighted that the Office of the Provost and Vice-President Academic is undertaking an external review of the Office of the Registrar and there has been no communication or consultation regarding this review with Senators. In response, it was clarified that there has been extensive stakeholder engagement with staff in the Registrar’s office, Deans, AAU Heads, and faculty members who have program responsibility, administrative staff, *etc.* (i.e., over 117 people engaged). It was also stressed that this is an operational review which normally would not fall under the purview of Senate. The overall intent of this review is to provide perspective on operational practices, staffing, operationalizing policies, and the use of technology to understand and inform best practices. In response, it was argued that that Registrar is such an important and critical aspect of university business and Senate also should be included in the review.

It was agreed that this item be referred to the Senate Governance Committee (SGC) to consider establishing an Ad Hoc Subcommittee comprised of Senators to provide feedback in the review. Following the Senate meeting, an email will be circulated to Senators requesting interest in membership. It was agreed that the current engagement process will be postponed until this item is discussed by SGC.

In response to a question raised, it was noted that the engagement was provided by three experienced Registrars from Guelph, Brock and Toronto and they are paid by honorarium.

The document was received for information.

5.9 Report of Vice-President, Equity, Diversity, and Inclusion

(See document S220311-5.9 for more details.)

It was noted that the inaugural University of Windsor EDID week takes places March 21st-25. Members were encouraged to participate in events during this week. It was also noted that the external EDI review is underway with consultations and interviews commencing in the next few days.

In response to a question raised regarding EDI competencies and assessment, it was noted there are ongoing speakers series, workshops and toolkits, offered primarily through the Office of the VPEDI, OHREA and the CTL, as well as support through the Anti-Black Racism Teaching Leadership Chair, *etc.*, providing faculty and staff members with a variety of educational resources.

In response to a question regarding Lieutenant Governor Order in Council appointments to the Board, it was noted that the University does recommend candidates to the government, though the government is

not obligated to approve these recommendations. The institutional goal is to continue to provide recommendations for members of diverse groups and skill sets to the government for these appointments.

The document was received for information.

5.10 Report of Vice-President, Research, and Innovation

(See document S220311-5.10 for more details.)

It was noted that the WE-Spark Health Institute's COVID-19 dashboard continues to show declining COVID-19 concentration in Windsor-Essex wastewater as of February 28, 2022.

The document was received for information.

6 Question Period/Other Business

Nothing to report.

7 Adjournment

MOTION: That the meeting be adjourned.

Jennifer Soutter/Chris Baillargeon

CARRIED