



SENATE
Minutes of Meeting

Date: Friday, October 7, 2022

Time: 2:30pm-5:40pm

Room: 203 Anthony P Toldo Health and Education Centre

PRESENT: Majid Ahmadi, Laila Albalkhi, Dave Andrews, Wissam Aoun, Natalie Atkin, Reem Bahdi, Nick Baker, Chris Baillargeon, Isabelle Barrette-Ng, Mohamed Belalia, Selinda Berg, Francesco Biondi, Meris Bray, Carolyn Brown, Dave Bussiere, John Cappucci, Dora Cavallo-Medved, Lorraine Chandler, Cheryl Collier, Jeff Defoe, Gordon Drake, Phil Dutton, Eahab Elsaid, Mitch Fields, Chris Fredette, Laurie Freeman, Robert Gordon (Chair), Mitchell Hajnal, Nick Hector, Shashi Jasra, Ofelia Jianu, Muthukeethana Kaliappan, Debbie Kane, Jessica Kichler, Ruth Kuras, Phebe Lam, Zhenzhong Ma, Bruce Minaker, Lydia Miljan, Ken Montgomery, Mary Kay Morand, Adam Mulcaster, Maureen Muldoon, James Oloo, Alanna Olteanu, Kat Pasquach, Adam Pillon, Lauren Pupulin, Jessica Raffoul, Linda Rohr, Michael Rossi, Hussein Samhat, , Renu Sharma-Persaud, Victor Sevillano Canicio, Manjot Singh, Allyson Skene, Jennifer Soutter, Andrew Swan, Edwin Tam, Eric Tanlaka, Niel Van Engelen, Lionel Walsh, Yuntong Wang, Patricia Weir, Stephen Weir, Robert Weir, Jennier Willet, Sue Williams, Dan Xiao, Xiaobu Yuan, Zuochen Zhang.

ABSENT WITH REGRETS: Clinton Beckford, Beth Daly, Chris Houser, Anumita Jain, Bill Van Heyst, Alice Grgicak-Mannion, Drew Marquardt, Debbie Sheppard–LeMoine, Francine Schlosser, Jake Rondot.

ABSENT: Diana Marion, Esam Abdel-Raheem, Norman King.

IN ATTENDANCE: Andrew Allen, Katia Benoit, Judy Bornais, Chris Busch, Jess Dixon, Natalie Delia Deckard; Renée Wintermute (University Secretary), Alison Zilli (University Secretariat).

1 Approval of Agenda (Unstarring agenda items)

MOTION: That the agenda be approved.

Chris Baillargeon/James Oolo
CARRIED

2 Minutes of the meeting of June 10, 2022

MOTION: That the minutes of the meeting of June 11, 2021 be approved.

Phil Dutton/Dave Bussiere
CARRIED

The E-votes of June 21, 2022, July 25, 2022, and August 15, 2022, were received for information.

3 Business arising from the minutes

Nothing to report.

4 Outstanding Business/Action Items

4.1 Candidates for Degrees, Diplomas and Certificates

(See document S221007-4.1 for more details.)

MOTION #1: That the slate of candidates for the Fall 2022 Convocation in the Faculty of Arts, Humanities, and Social Sciences be approved.

Cheryl Collier/Dave Bussiere
CARRIED

MOTION #2: That the slate of candidates for the Fall 2022 Convocation in the Faculty of Education be approved.

Ken Montgomery/John Cappucci
CARRIED

MOTION #3: That the slate of candidates for the Fall 2022 Convocation in the Faculty of Engineering be approved.

Edwin Tam/Majid Ahmaidi
CARRIED

MOTION #4: That the slate of candidates for the Fall 2022 Convocation in the Faculty of Human Kinetics be approved.

Linda Rohr/Sue Williams
CARRIED

MOTION #5: That the slate of candidates for the Fall 2022 Convocation in the Faculty of Law be approved.

Reem Bodhi/Chris Fredette
CARRIED

MOTION #6: That the slate of candidates for the Fall 2022 Convocation in the Faculty of Science be approved.

Dora Cavallo-Medved /Philip Dutton
CARRIED

MOTION #7: That the slate of candidates for the Fall 2022 Convocation in the Odette School of Business be approved.

Mitch Fields/Dave Bussiere
CARRIED

MOTION #8: That the slate of candidates for the Fall 2022 Convocation in the Faculty of Nursing be approved.

Laurie Freeman /Debbie Kane
CARRIED

MOTION #9: That Senate approve the candidates receiving Board of Governors medals and the candidates receiving the Governor General's Gold Medal.

Chris Ballargeon/Linda Rohr
CARRIED

MOTION #10: That the Dean of the Faculty concerned in consultation with the Registrar be empowered to approve the names of any award recipients and the names of any candidates whose notification of completion of the requirements for their degrees arrived too late for the Senate meeting.

Jennifer Soutter/Philip Dutton
CARRIED

5 Reports/New Business

5.1 Program Development Committee

*5.1.1 Master of Social Work for Working Professionals (MSW)

(See document S221007-5.1.1 for more details.)

The document was received for information.*

*5.1.2 Philosophy – Major Program Changes (Form B)

(See document S221007-5.1.2 for more details.)

MOTION: That the degree requirements for to the Bachelor of Arts in Philosophy (Honours), Bachelor of Arts in Philosophy (Combined Honours), and Bachelor of Arts in Philosophy (General) be changed in accordance with the program/course change forms. ^

^Subject to approval of the expenditures required.

***CARRIED**

*5.1.3 Program/Course Changes

***(a) Languages, Literatures, and Cultures – Minor Program Changes (Form C)**

(See document S221007-5.1.3a for more details.)

MOTION: That the degree requirements for Honours Greek and Roman Studies (Greek or Latin Option), Combined Honours Greek and Roman Studies, Minor in Greek and Roman Studies, and Major and Minor Concentrations – Bachelor of Arts and Science (BAS) – Greek and Roman Studies be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

***CARRIED**

***(b) School of Creative Arts – Minor Program Changes (Form C)**

(See document S221007-5.1.3b for more details.)

MOTION: That the Honours Bachelor of Fine Arts (Visual Arts) for Graduates of Fanshawe/Georgian College's three-year Fine Art Program be discontinued.^

^Subject to approval of the expenditures required.

***CARRIED**

***(c) Social Work/Psychology – Minor Program Changes (Form C)**

(See document S221007-5.1.3c for more details.)

MOTION: That the Disability Studies Emphasis courses be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

***CARRIED**

***(d) BAsc in Mechanical Engineering – Minor Program Changes (Form C)**

(See document S221007-5.1.3d for more details.)

MOTION: That the degree requirements for Bachelor of Applied Science in Mechanical Engineering be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

***CARRIED**

***(e) Psychology (Graduate) – Minor Program Changes (Form C)**

(See document S221007-5.1.3e for more details.)

MOTION: That the admission requirements for PhD in Psychology be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

***CARRIED**

***(f) Kinesiology (Graduate) – New Course Proposal (Form D)**

(See document S221007-5.1.3f for more details.)

**MOTION: That the following course be approved:^
KINE-8090. Newsroom**

^Subject to approval of the expenditures required.

***CARRIED**

***(g) Law – New Course Proposal (Form D)**

(See document S221007-5.1.3g for more details.)

**MOTION: That the following course be approved:^
LAWG-5708. International Disability Rights Law Moot**

^Subject to approval of the expenditures required.

***CARRIED**

***(h) Engineering – New Course Proposal (Form D)**

(See document S221007-5.1.3h for more details.)

**MOTION: That the following course be approved:^
MECH-4640. Topics in Aerospace Engineering**

^Subject to approval of the expenditures required.

***CARRIED**

***5.1.4 Disability Studies – Course Learning Outcomes**

(See document S221007-5.1.4 for more details.)

The document was received for information.*

***5.1.5 Social Work – Course Learning Outcomes**

(See document S221007-5.1.5 for more details.)

The document was received for information.*

5.2 Academic Policy Committee

Nothing to report.

5.3 Senate Governance Committee

*5.3.1 Senate Standing Committee – Membership

(See document S221007-5.3.1 for more details.)

MOTION: That the following Senate Standing Committee memberships be approved:

Dr. Darren Stanley, Faculty of Education – Senate Governance Committee

CARRIED*

5.3.2 Black Scholars' Hiring Initiative – Recruitment Process

(See document S221007-5.3.2 for more details.)

MOTION: That, in lieu of Sections 2.1.1 to 2.1.3 of Bylaw 20, the hiring of the 12 Black Scholars be undertaken based on a two-stage selection process, which includes members of the AAU appointments committee and additional membership from University of Windsor Black-identified scholars, as outlined in the 12 Black Scholars Recruitment Process.

Chris Baillargeon/James Oloo

Members were informed that the University of Windsor is moving forward with a commitment to hire 12 Black Scholars. To accomplish this, it is being proposed that there be a two-stage applicant selection process which will involve: 1) A Core Selection Committee (comprised of current Black-identified scholars) who will ensure the identification of Black Scholars; and, 2) A Full Selection Committee (comprised of AAU appointment committee members as well as additional membership from University of Windsor Black-identified scholars) who will review all applications and determine the Black Scholars who will be hired.

Since Bylaw 20 (section 2) defines Appointment Committees for hiring of faculty, it is being proposed that the appointments committees be altered to fulfil this important initiative. This will not affect any other part of the bylaw.

The floor was open for comments/questions.

In response to a question, it was noted that the 12 Black Scholars are in addition to the regular hiring and filling of vacancies. The initiative does not preclude areas from hiring new faculty (i.e., faculty renewal), which is the responsibility of the Deans.

In response to concern raised about ensuring that the funding commitment is explicitly outlined in the proposal, it was noted that the University of Windsor has a strategic priority to reduce anti-racism and will be monitored and held accountable to this commitment.

It was noted that if the University is hiring new scholars, then the campus community will need to ensure there are sufficient resources and supports in place to support them so that they are not burdened with unreasonable expectations which hinders retention.

FRIENDLY AMENDMENTS: Minor amendments were made to the address the provision to have a “designate” in place of the Dean if needed, as well as allowing flexibility for Faculties to determine who will be on the committee from within the Faculty. It was also agreed that an amendment be made to the documentation to recognize that a PhD is not the terminal degree in all disciplines.

CARRIED, as amended

5.3.3 Department of Interdisciplinary and Critical Studies – New AAU Proposal

(See document S221007-5.3.3 for more details.)

MOTION: That the Department of Interdisciplinary and Critical Studies be created.^

^Subject to the approval of expenditures required.

Cheryl Collier/Gordon Drake

Senators were informed that the Faculty of Arts, Humanities, and Social Sciences has identified the need to bring interdisciplinary and critical programs together under a new AAU to improve efficiency, promote synergies, and enable growth.

There are currently three core programs slated to be including in the proposed Department of Interdisciplinary and Critical Studies: 1) Liberal Arts and Professional Studies; 2) Disability Studies; and 3) Women’s and Gender Studies. Some certificates and minors will also be run out of this AAU. In addition, there are future plans to develop a new program in Black Studies that would be housed in this new AAU.

CARRIED

5.3.4 Black Studies Institute

(See document S221007-5.3.4 for more details.)

MOTION: That the proposal to establish the Black Studies Institute be approved.

Chris Baillargeon/Lionel Walsh

It was noted that the proposal to establish a Black Studies Institute (BSI) will provide a space and support to fulfill the University’s obligation to recruit and retain 12 Black Scholars, as well as create an academic home for Black ways of knowing and being. In addition, this space will bolster the future proposal to have a Black Studies program, which will be housed in the new Interdisciplinary and Critical studies AAU. The BSI will harness existing scholarly excellence, and build partnerships with government and regional agencies and community partners, to inform public scholarship and discourse on Black Studies, making the University a leader in this area.

In response to a question raised about whether there is adequate funding to support the Institute, it was confirmed that sufficient seed monies will be provided to launch the Institute and there will be ongoing discussions and negotiations once the Institute is established. The institute will also be responsible for attracting funding through grants and external partnerships.

In response to a question raised regarding whether updates will be provided to Senate, it was noted that if there are any obstacles the director would welcome an invitation to Senate to discuss any Senate-related issues.

CARRIED

5.3.5 Proposed Bylaw Revisions [Bylaws 2, 23]

(See document S221007-5.3.5 for more details.)

MOTION 1: That proposed revisions to Bylaw 2 be approved.

Chris Baillargeon/Lionel Walsh

The proposed revision will allow 10% of the voting membership to participate by videoconference. Requests to participate will need to be accompanied by a rationale for not attending in person and should be submitted at least 48 hours prior to the meeting, for consideration by the Chair. It was

also noted that members who have approved accommodations through Human Resources or Student Accessibility Services are in addition to the 10%.

The floor was open for comments/questions.

There was significant discussion around the proposed 10% restriction for virtual attendance for meetings of Senate Committees. While some argued for allowing up to 30-50% to participate virtually, citing difficulty in achieving quorum and greater flexibility for members, it was also cautioned that a more conservative approach would be appropriate given the limited number of meeting rooms that allow for hybrid attendance. It was stressed that individuals who are not feeling well should be focusing on their health and recovery and should not be working or participating in meetings (whether in-person or virtually).

It was also suggested that consideration be given to approving a change to virtual Senate Committee meeting attendance for a trial period, with the provisions to be reviewed for effectiveness upon expiry of the term.

It was agreed that the Senate Governance Committee and Bylaw Review Committee would review the feedback and concerns raised and report back to Senate at an upcoming meeting.

WITHDRAWN

MOTION 2: That proposed revisions to Bylaw 23 be approved.

Chris Baillargeon/Christopher Fredette

The intent of the proposed wording is to clarify the criteria for renewal, promotion, and tenure for teaching intensive faculty positions.

The floor was open for comments/questions.

FRIENDLY AMENDMENTS: 1) The acronym LGBTQIA2S+ be changed to 2SLGBTQIA+; and, 2) The phrase “with the exception of teaching intensive faculty” be placed explicitly in the paragraphs relating to scholarship for all ranks.

CARRIED, as amended

5.3.6 Senate and Senate Standing Committees Diversity Report

(See document S221007-5.3.6 for more details.)

With low response rates, it is difficult to assess whether Senate and its Committees are meeting the federal 50/30 challenge. The survey will be issued once again and members who have not responded are urged to complete it.

5.4 Senate Student Caucus

Members were reminded that Senate Student Caucus is an excellent forum for bringing student issues, concerns, and successful initiatives to the Senate. Students are encouraged to share their thoughts and feedback using the online student feedback form via uwindsor.ca/studentexperience/student-feedback.

Members were informed that the Native Students' Alliance, which is identified in the bylaw as the selecting body for the Indigenous student member on Caucus, is not currently operational. It was agreed that a bylaw revision would come to Senate, enabling AEC to nominate an Indigenous student to serve on Student Caucus in lieu of the Native Students' Alliance.

5.5 Report from the Student Presidents

University of Windsor Students Alliance (UWSA)

Senators were informed that UWSA has been busy organizing and participating in a wide range of activities for students during Welcome Week in September. Initiatives during Welcome Week included a Country night Tent party, Glow and Foam Party, Hip Hop night Tent Party, Vender Fair, Clubs Days, and Suicide Prevention Awareness. Future events include a Halloween trip to Cedar Point and a trip to the haunted Scarehouse. It was noted that UWSA has implemented the Walk Safe program in the downtown campus and is always looking for volunteers. The goal of Walk Safe is to ensure that all students feel safe on campus, especially at night. In addition, UWSA is working on creating equity, diversity, and inclusion information modules for students that will lead to an EDI Certificate of completion.

Graduate Students Society (GSS)

Members were informed that GSS is focusing on its awards programs with bursaries to facilitate new students who may not normally be eligible for funding. Members were also informed that campaigning for GSS Council election is ongoing and will run for another few weeks. GSS continues to work on the Campus Community Garden sustainability program in preparation for the winter. Members were reminded that the Garden formed a partnership with GSS a year ago to enhance community involvement.

Organization of Part-Time University Students (OPUS)

Members were informed that the OPUS annual barbeque and free tuition bursary draw was successful with over 525 students in attendance. Members were also informed that OPUS has been busy with Welcome Week events and preparing for the OPUS awards banquet at the end of the month. It was noted that OPUS recently hosted an education series on financial literacy for students.

5.6 Report of the Academic Colleague

(See document S221007-5.6 for more details.)

The document was received for information.

5.7 Report of the President

(See document S221007-5.7 for more details.)

Senators were provided with a series of updates from the President. It was noted that, in May 2022, the University of Windsor was selected to be part of the Auditor General (AG) value for money audit. This is part of the AG's Financial Management and Governance in Ontario Universities plan. It was noted that four universities were selected and will be covered together in a single report issued in late 2022.

It was noted that in June the University become aware of a cyber incident and immediately took steps to secure systems and mitigate the impact to data and operations. In order to do this, a team of leading external cyberspace experts were engaged, and restoration of systems is now complete.

The University and the WECHU announced a strategic partnership focused on training, research, student experience ,and broader community service. This partnership involves a proposal to retrofit Residence Hall West.

Gratitude was extended to organizers of Orange Shirt Day who helped to support events and initiatives such as a community walk, drum circle, art installation, as well as healing, support, and educational resources.

It was requested that a commitment be made by all members of the University community to participate in Orange Shirt Day and Indigenous events in support of Truth and Reconciliation. Members were reminded that Orange Shirt Day is a day to honour the Indigenous children who were sent away to residential schools in Canada. It's also a day to learn more about the history of those schools.

The Aboriginal Education Centre is supporting plans to establish Indigenous space on-campus in a house between University and Riverside. The property was purchased in 2021 and an Indigenous architect will be developing a renovation plan for the space.

It was noted that the following Senior Administrative Searches are in progress: Provost and Vice-President Academic, Vice-President Research and Innovation, and Vice-President, Equity, Diversity, and Inclusion.

Senators were reminded that fall convocation sessions will be held October 14-15th at the Toldo Lancer Centre. It was noted that Dr. Philip Alexander, professor emeritus in the Faculty of Engineering and Dr. Caroline Hamm, Oncologist at Windsor Regional Hospital, will both be receiving Honorary Degrees. In addition, the following faculty members will receive recognition as Distinguished University Professors: Dr. Daniel Heath, Integrative Biology/GLIER; Dr. Lisa Porter, Biomedical Sciences/ WE-SPARK; Dr. Siyaram Pandey, Chemistry and Biochemistry; and Dr. Christopher Tindale, Philosophy/CRRAR.

Members were informed that strategic planning consultations continue, with plans for consultations with Indigenous peoples as well as planning for facilitated discussions on equity, diversity, inclusion, and anti-racism.

The floor was open for questions/comments.

In response to concerns raised about the recent incidents of assault near campus, it was noted that University of Windsor Campus Police are working closely with the Windsor Police Service to increase patrols around campus and are encouraging members of the campus community to familiarize themselves with on-campus safety tools and services. Members are encouraged to download the [Safe Lancer app](#), and to be aware of the locations of blue light poles for emergency services.

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

Robert Weir/Chris Baillargeon
CARRIED

5.8 Report of the Provost

(See document S221007-5.8 for more details.)

In response to a question raised about an update on the external review of the Registrar's Office, it was noted that there were 21 recommendations that were brought forward by the reviewers in consultation with the campus community. Currently the search for a new University Registrar has commenced but the Search Committee has not met as the profile for the position has not be finalized. Senators were reminded that the University Registrar's position does not fall under the jurisdiction of the Senate or Senate bylaws. The external reviewers' report will be posted to the website and forwarded to Senators.

The document was received for information.

5.8.1 New Learning Management System – Brightspace, D2L

(See document S221007-5.8.1 for more details.)

A comprehensive presentation was provided to Senators on the new learning management system which has replaced Blackboard. It was noted that some of the features of Brightspace are that it has a clean interface, a responsive design, award winning accessibility features, continuous update and tools to create engaging courses and built-in analytics. It was also noted that pilot classes commenced in early September and course migration commenced this month. Members were informed that there will be ongoing campus training in the next few months with all courses to be taught using Brightspace as of January 2023. Members were informed that there are many Guided Training and resources available for self-education.

In response to a question raised, it was noted that the headquarters are in Waterloo, and the data is stored in Amazon Web Services (AWS) in Montreal.

5.8.2 Enrolment Management Update

(See document S221007-5.8.2 for more details.)

In response to a question raised about a decrease in full-time undergraduate enrolments, it was noted that although it is slightly down (by 348) from Fall 2021, overall enrolments are on target for Fall 2022. It was noted that one of the barriers that students continue to face is affordable housing which may be contributing to attrition from year one to year two. The Office continues to conduct research into why students choose to leave the University which will help in developing retention initiatives.

The document was received for information.

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

(See document S221007-5.9 for more details.)

The document was received for information.

5.10 Report of Vice-President, Research, and Innovation

(See document S221007-5.10 for more details.)

A comprehensive presentation on the various research activities was provided virtually by the acting VPRI. It was noted that research is fundamental to the institution, and efforts to grow research, scholarly, and creative activities need to continue. In the last year, the University received \$37 million dollars in research funding and approximately \$14.8 million is from the Tri-Agency. It was noted that in Summer 2022 there were 96 new research awards (totaling \$9.66 million) and 130 new grant submissions. The largest awards granted this summer went to Charlene Seen (\$2.5M), Aaron Fish (\$1.9M), Narayan Kar (\$1.7M), and Nigel Hussey (\$881K). It was noted that there were also three large institutional funding applications submitted by the University for Canada First Research Excellence Fund (CRREF), Canada Foundation for Innovation (CFI), and Canada Excellence Research Chair (CERC). In addition, there are 6 open Canada Research Chairs which could enhance the reputation of the University of Windsor.

The document was received for information.

6 Question Period/Other Business

Nothing to report.

7 Adjournment

MOTION: To adjourn.

Lorraine Chandler/Chris Ballargeon
CARRIED