



SENATE
Minutes of Meeting

Date: Friday, January 13, 2023

Time: 2:30pm-4:40pm

Room: 203 Anthony P Toldo Health and Education Centre

PRESENT: Esam Abdel-Raheem, Laila Albalkhi, Majid Ahmadi, Dave Andrews, Natalie Atkin, Reem Bahdi, Nick Baker, Fazle Baki, Chris Baillargeon, Isabelle Barrette-Ng, Selinda Berg, Francesco Biondi, Meris Bray, Dave Bussi re, John Cappucci, Dora Cavallo-Medved, Lorraine Chandler, Cheryl Collier, Jeff Defoe, Gordon Drake, Eahab Elsaid, Mitch Fields, Chris Fredette, Laurie Freeman, Robert Gordon (Chair), Alice Grgicak-Mannion, Nick Hector, Chris Houser, Anumita Jain, Ofelia Jianu, Debbie Kane, Jessica Kichler, Ruth Kuras, Phebe Lam, Drew Marquardt, Bruce Minaker, Ken Montgomery, Adam Mulcaster, Mary Kay Morand, Maureen Muldoon, James Oloo, Alanna Olteanu, Kat Pasquach, Lisa Porter, Jessica Raffoul, Linda Rohr, Renu Sharma-Persaud, Victor Sevillano Canicio, Francine Schlosser, Debbie Sheppard-LeMoine, Jennifer Soutter, Andrew Swan, Edwin Tam, Eric Tanlaka, Niel Van Engelen, Bill Van Heyst, Lionel Walsh, Yuntong Wang, Andrew Ward, Patricia Weir, Robert Weir, Sue Williams, Dan Xiao, Xiaobu Yuan, Zuochen Zhang.

ABSENT WITH REGRETS: Clinton Beckford, Beth Daly, Megan Evans, Zhenzhong Ma, Lydia Miljan, Jake Rondot, Michael Rossi, Allyson Skene.

ABSENT: Wissam Aoun, Mitchell Hajnal, Shashi Jasra, Sarah Khan, Norman King, Muthukeethana Kaliappan, Diana Marion, Lauren Pupulin, Hussein Samhat, Manjot Singh, Jennifer Willet, Stephen Weir.

IN ATTENDANCE: Chris Busch, Martin Crozier, Bev Hamilton; Ren e Wintermute (University Secretary), Danny Anger and Alison Zilli (University Secretariat).

Although items were not discussed in sequential order, the minutes do reflect the agenda order of business.

1 Approval of Agenda (Unstarring agenda items)
Items 5.1.1a-h and 5.2.1 were unstarred.

MOTION: That the agenda be approved.

Chris Baillargeon/Bill Van Heyst
CARRIED, as amended

2 Minutes of the meeting of December 9, 2022

MOTION: That the minutes of the meeting of December 9, 2022 be approved.

Laura Freeman/Mitch Fields
CARRIED

3 Business arising from the minutes
Nothing to report.

4 Outstanding Business/Action Items
Nothing to report.

5 Reports/New Business

5.1 Program Development Committee

5.1.1 Program/Course Changes

(a) Master of Engineering – Minor Program Changes (Form C)

(See document S230113-5.1.1a for more details.)

Concern was raised regarding the issue that the answer provided for the Indigenous question for this proposal, the new course proposals (5.1.1f), and the minor program changes (5.1.1h), does not provide enough detail regarding specifics on the “modular” approach to the inclusion of reconciliation and Indigenous content in the curricula. In addition, it was noted that although there is a reference to incorporating experiential learning with sites such as the Ska-Nah-Doht Longhouse, there are no specific examples to illustrate how this will be done. Further, it was expressed that if Indigenous people are only being portrayed as victims (*eg*, lack of representation), then greater education is needed to understand what decolonization of the curriculum means. In response, it was noted that the Engineering is still learning how to decolonize and be inclusive in all aspects and working towards best practices via EDI training and education and additional guidance is needed in this learning journey. In response, it was clarified that teaching from an EDI lens is quite different than Indigenization and decolonization.

It was agreed that this response be revised and brought back through the Program Development Committee.

(b) Kinesiology (Graduate) – Minor Program Changes (Form C)

(See document S230113-5.1.1b for more details.)

MOTION: That the requirements for Master of Human Kinetics (MHK), Master of Sport Management and Leadership (MSML), and PhD in Kinesiology be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

Chris Baillargeon/Linda Rohr

Given that the proposed revision is at the graduate level and the Faculty of Human Kinetics included a list of undergraduate courses that have Indigenous content in their response, it was agreed that this list be removed.

FRIENDLY AMENDMENT TO THE MOTION: That the requirements for Master of Human Kinetics (MHK), Master of Sport Management and Leadership (MSML), and PhD in Kinesiology be changed in accordance with the program/course change forms, as amended.

CARRIED

(c) Business (Graduate) – Minor Program Changes (Form C)

(See document S230113-5.1.1c for more details.)

MOTION: That the degree requirements for the Master of Business Administration be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

Mitch Fields/Fazle Baki

Concern was raised regarding the issue that there is reference to regular discussions with the Indigenous Curriculum and Pedagogies Coordinator but there are no specific details that

confirm these conversations. It was also suggested that if references are being made to faculty members attending Indigenous workshops, then there should be some concrete data illustrating this learning experience. (*i.e.*, who attended the workshops and which workshops did they attend; *etc.*). It was agreed that the paragraph referencing these discussions be removed and that the term “consultation” be changed to “discussion”.

FRIENDLY AMENDMENT TO THE MOTION: That the degree requirements for the Master of Business Administration be changed in accordance with the program/course change forms, as amended.

CARRIED

(d) Business (Graduate) – New Course Proposal (Form D)
(See document S230113-5.1.1d for more details.)

MOTION: That the following course be approved: ^
STEN 8930. MBA Mandate Consulting

^Subject to approval of the expenditures required.

Mitch Fields/Fazle Baki

It was agreed that revisions noted under 5.1.1c be made to the Indigenous section, based on the same rationale.

FRIENDLY AMENDMENT TO THE MOTION: That the following course be approved: STEN 8930. MBA Mandate Consulting, as amended.

CARRIED

(e) Biomedical Science (Graduate) – New Course Proposal (Form D)
(See document S230113-5.1.1e for more details.)

Concern was raised regarding the issue that the answer provided for the Indigenous question, which refers to “continuing conversations with the University’s Aboriginal Education Council”, is inaccurate or out-of-date. It was also noted that since this is a Special Topics course, consideration should be given to including Indigenous content for a section offering.

It was agreed that the response to the Indigenous section be revised and brought back through the Program Development Committee.

(f) Engineering – New Course Proposals (Form D)
(See document S230113-5.1.1f for more details.)

It was agreed that this response be revised and brought back through the Program Development Committee. (See item 5.1.1a for more details.)

(g) Kinesiology (Graduate) – New Course Proposals (Form D)
(See document S230113-5.1.1g for more details.)

MOTION: That the following courses be approved: ^
KINE-8980. Internship in Sport Management and Leadership
KINE-8990. Critical Reflections and Industry Insights in Sport Management and Leader

^Subject to approval of the expenditures required.

Chris Baillargeon/Linda Rohr

It was agreed that revisions noted under 5.1.1b be made to the Indigenous section, based on the same rationale.

FRIENDLY AMENDMENT TO THE MOTION: That the following courses be approved: KINE-8980. Internship in Sport Management and Leadership; KINE-8990. Critical Reflections and Industry Insights in Sport Management and Leader, as amended.

CARRIED

(h) Engineering – Minor Program Changes (Form C)

(See document S230113-5.1.1h for more details.)

It was agreed that this response be revised and brought back through the Program Development Committee. (See item 5.1.1a for more details.)

***5.1.2 Business – Request for Waiver of Course Deletion Form**

(See document S230113-5.1.2 for more details.)

MOTION: That the Request for Waiver of Course Deletion for the following course be approved: ACCT-4620. EDP Auditing

CARRIED*

***5.1.3 Kinesiology – Request for Waiver of Course Deletion Form**

(See document S230113-5.1.3 for more details.)

MOTION: That the Request for Waiver of Course Deletion for the following course be approved: KINE-3510. Strategic Planning of Sport Events

CARRIED*

***5.1.4 Learning Outcomes**

(a) Languages, Literatures and Cultures (French Studies)

(See document S230113-5.1.4a for more details.)

The document was received for information.*

(b) Kinesiology (Graduate Course) (KINE-8070)

(See document S230113-5.1.4b for more details.)

The document was received for information.*

5.2 Academic Policy Committee

5.2.1 Office of Experiential Learning Annual Report (2021-2022)

(See document S230113-5.2.1 for more details.)

Concern was raised regarding the issue that students may be removed from the co-op program, if they are unable to complete the work terms according to the prescribed sequencing. Students who are facing stressors while embarking on their co-op journey should have the option to take time off without being removed from the program. In response, it was noted that to maintain an accredited co-op program, students must complete their final term as in course/study, which makes it challenging to facilitate students who are out-of-sequence in co-op programs. It was expressed that finding ways to accommodate students who face hardships should be reviewed so that they are able to complete their co-op program.

The document was received for information.

5.3 Senate Governance Committee

Nothing to report.

5.4 Senate Student Caucus

Nothing to report.

5.5 Report from the Student Presidents

University of Windsor Students Alliance (UWSA)

Senators were informed that UWSA has been busy participating in a wide range of activities for students' engagement. Some of the most exciting events of the upcoming Frost Week will include DOGA (Yoga with Dogs), Dirty Bingo, ice skating, and many other events. It was noted that the Frost Fest Concert with a Winter Whiteout theme will feature DJ James Hype. It was also noted that UWSA is working on creating equity, diversity, and inclusion information modules for students that will lead to an EDI Certificate of completion, as well as working on establishing an environmental sustainability framework.

Graduate Students Society (GSS)

Senators were informed that GSS continues to work on current and new graduate student initiatives.

Organization of Part-Time University Students (OPUS)

Members were informed that OPUS had a very successful winter orientation where they awarded a new student bursary valued at \$800. Beginning January 20th, free pizza Fridays for all students will be reinstated.

5.6 Report of the Academic Colleague

It was noted that the Academic Colleagues met on December 13 and 14, 2022 and that Kim Clark, Professor from Western University, shared preliminary findings of her research on accessibility and experiences of students with disabilities. It was noted that pandemic isolation forced instructors to re-evaluate delivery methods for courses, and highlighted issues around mental health, wellness, and accessibility. It was stressed that many students are affected with multiple disabilities and that disability impacts many aspects of the students experience at the University, not just the classroom experience.

5.7 Report of the President

(See document S230113-5.7 for more details.)

Memorial for Ukraine International Airlines

Senators were informed that a memorial ceremony for Ukraine International Airlines was held on Monday, January 9 to honour members of the University community who died three years ago when Flight 752 was shot down shortly after its take-off from Tehran.

Aspire Strategic Planning

It was noted that the final drafting of the University's next Strategic Plan is underway, with approval of the plan targeted for later in Winter 2023.

State of the University Address

Senators were informed that the State of the University Address will be on Thursday, February 2, 2023, 10:00 am in the Alumni Auditorium, CAW Student Centre.

5.7.1 AGO Value-for-Money Audit: Financial Management in Ontario Universities

(See document S230113-5.7.1 for more details.)

Senators were informed that the Auditor General of Ontario's (AGO) 2022 value-for-money audit, entitled "Financial Management in Ontario Universities", includes 21 recommendations, with 14

applicable to the University of Windsor, and an expectation that most will be addressed in the next two years. The University has reviewed the findings and established next steps for each of the 14 recommendations. It was noted that it will take the full two years to implement many of the findings and the AGO is aware that consideration of the review of the size of the Board of Governors could take longer given that this is embedded in the University Act. Should there be a decision to open the Act, there will be broad consultation on expectations and goals.

It was noted that the potential impact for Senate has been determined as follows: Financial Contribution Analysis by Academic Program at Senate Subcommittee level; Partnership framework (Academic, Research, Other); Financial Literacy Training for Senior Administrators; Enhancements to financial information included in PDC process; Review of Board and Board Committees; Nomination of Senators to Board (Skills Matrix Considerations); and, SEM Plan including Diversification Efforts.

The floor was open for comments/feedback.

Members noted that the nomination process for Senators to the Board of Governors should require nominees to provide information on their experience, competencies, and skills and how they dovetail with the Board's competency matrix and current skills gaps. In response, it was noted that articulating skills and competencies, and matching these to fill skills gaps is very important when appointing members. It is taken into consideration for external positions on the Board and will be implemented for Senate positions moving forward.

Concern was raised that the audit did not address anything at the administrative level and it was expressed that funding spent on external consultants may not always be the most effective or efficient way to spend money.

It was noted that the Auditor General did not seem to take into consideration the importance of offering lifelong educational services for students and the community holistically, but instead focussed on the financial impact, which, though critical, should not be the sole consideration. Education should be at the core of the conversation. If the University aspires to be regional comprehensive, innovative, competitive, and research-intensive, but faculty and staff positions cannot always be replaced when people leave or retire due to financial constraints and a continually shrinking provincial funding system, then this is a critical component that should have been addressed and needs to be part of the University's ongoing discussions.

In response to question about how universities can push back to remind the Auditor that the value of universities is in their teaching, learning, and research mission, which does not fit into a perfect business case, it was noted that conversations with the Auditor General did convey this; however, these are difficult to highlight on a financial balance sheet. To be successful, all individuals need to activate politically and contact their MPPs to make post-secondary education a priority investment area for the government.

Updates on progress towards responding to the 14 recommendations will be provided to Senate and the Board.

5.7.2 Senior Advisor to the President on Indigenous Relations and Outreach – Update on Initiatives

The report was deferred to a future meeting.

5.8 Report of the Provost

(See document S230113-5.8.1 for more details.)

The document was received for information.

5.8.1 Enrolment Management Update
(See document S230113-5.8.1 for more details.)

The document was received for information.

5.9 Report of Vice-President, Equity, Diversity, and Inclusion
(See document S230113-5.9 for more details.)

The document was received for information.

5.10 Report of Vice-President, Research, and Innovation
(See document S230113-5.10 for more details.)

The document was received for information.

5.11 Vice-President, Research and Innovation – Search Committee Recommendation (*In-camera*)
(See document S230113-5.11 for more details.)

MOTION: That the meeting move to “in-camera”

Laurie Freeman/Chris Baillargeon
CARRIED

A presentation was provided on the search process and preferred candidate.

As per Bylaw 16, Senators were given the opportunity to provide written feedback to the Search Committee by January 20, 2023.

MOTION: That the meeting move out of “in- camera”.

John Cappucci/Meris Bray
CARRIED

Given that such search processes include public presentations whereby feedback is solicited from members of the campus community, Senators agreed that this feedback step was redundant and recommended that it be removed from the bylaws.

6 Question Period/Other Business

Concern was raised regarding the issue that the Vice-President, Equity, Diversity, and Inclusion position is academic which excludes marginalized people, who may not have a traditional terminal degree, from being eligible to applying for the position. Concern was also raised regarding the role now overseeing the Office of Human Resources. In response, it was noted that this is a model that is common at other universities and, after much deliberation, it was determined that this is the best model for UWindsor as it seeks to create positive culture change. The University needs to start thinking about human resources as an area that should be empowering people and creating a climate on campus where people are feeling included and supported.

7 Adjournment

MOTION: That the meeting be adjourned.

Majid Ahmadi/Mitch Fields
CARRIED