



SENATE
Minutes of Meeting

Date: Friday, March 10, 2023

Time: 2:30pm-5:15pm

Room: 203 Anthony P Toldo Health and Education Centre

PRESENT: Esam Abdel-Raheem, Laila Albalkhi, Dave Andrews, Natalie Atkin, Reem Bahdi, Nick Baker, Isabelle Barrette-Ng, Clinton Beckford, Selinda Berg, Francesco Biondi, Meris Bray, Dave Bussiere, John Cappucci, Lorraine Chandler, Cheryl Collier, Jeff Defoe, Gordon Drake, Eahab Elsaid, Mitch Fields, Laurie Freeman, Robert Gordon (Chair), Kevin Granville, Chris Houser, Ofelia Jianu, Debbie Kane, Ruth Kuras, Zhenzhong Ma, Alice Grgicak-Mannion, Diana Marion, Drew Marquardt, Bruce Minaker, Ken Montgomery, Adam Mulcaster, James Oloo, Kat Pasquach, Lauren Pupulin, Jessica Raffoul, Linda Rohr, Francine Schlosser, Victor Sevillano Canicio, Debbie Sheppard–LeMoine, Jennifer Soutter, Andrew Swan, Edwin Tam, Eric Tanlaka, Niel Van Engelen, Bill Van Heyst, Andrew Ward, Lionel Walsh, Yuntong Wang, Stephen Weir, Robert Weir, Sue Williams, Dan Xiao, Xiaobu Yuan, Zuo Chen Zhang.

ABSENT WITH REGRETS: Majid Ahmadi, Wissam Aoun, Fazel Baki, Chris Baillargeon, Dora Cavallo-Medved, Beth Daly, Chris Fredette, Mitchell Hajnal, Nick Hector, Anumita Jain, Muthukeethana Kaliappan, Sarah Khan, Phebe Lam, Jessica Kichler, Lydia Miljan, Lisa Porter, Maureen Muldoon, Alanna Olteanu Jake Rondot, Hussein Samhat, Renu Sharma-Persaud, Manjot Singh, Allyson Skene, Patricia Weir.

ABSENT: Megan Evans, Norman King, Mary Kay Morand.

IN ATTENDANCE: Chris Busch, Jess Dixon, Bev Hamilton, Frazier Fathers, Erika Kustra; Renée Wintermute (University Secretary), Danny Anger (Senate Governance Officer), Alison Zilli (Senate Governance Officer).

- 1 Approval of Agenda** (Unstarring agenda items)
Items 5.1.2b and 5.1.2c were unstarred.

MOTION: That the agenda be approved.

John Cappucci/Kat Pasquach
CARRIED, as amended

- 2 Minutes of the meeting of February 10, 2023**

MOTION: That the minutes of the meeting of February 10, 2023 be approved.

Alice Grgicak-Mannion /Edwin Tam
CARRIED

- 3 Business arising from the minutes**
Nothing to report.

- 4 Outstanding Business/Action Items**
Nothing to report.

5.1 Program Development Committee

5.1.1 Master of Social Work for Working Professionals – Major Program Changes (Form B)

(See document S230310-5.1.1 for more details.)

MOTION: That the major program changes to the Master of Social Work for Working Professionals be approved.^*

^Subject to approval of the expenditures required.

**The degree requirements of the regular MSW and the MSW for Working Professionals are the same, as required by the accrediting body.*

Lionel Walsh/Cheryl Collier

Members were informed that the MSWwp program has been offered since 2008 on the weekends to working professionals. During the pandemic, students and instructors provided extremely positive feedback with regard to the quality and flexibility of the online program delivery. In light of this feedback, the School of Social Work is proposing to formally change the mode of delivery to fully online.

The online MSW program for Working Professionals is fully accredited by the Canadian Association for Social Work Education and is limited to domestic students, as finding placements would be challenging for students located outside Canada. Currently the program is in high demand with approximately 387 student applications to date (with a March 10 deadline) and is financially viable as it has been generating approximately \$7 million in revenue a year.

CARRIED

*5.1.2 Program/Course Changes

(a) Education (Graduate) – Minor Program Changes (Form C)

(See document S230310-5.1.2a for more details.)

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

^Subject to approval of the expenditures required.

***CARRIED**

(b) Women's and Gender Studies – Minor Program Changes (Form C)

(See document S230310-5.1.2b for more details.)

MOTION: That the degree requirements for General BA in Women's and Gender Studies, BA Honours in Women's and Gender Studies, Combined Honours in Women's and Gender Studies, Combined Honours Women's and Gender Studies when taken with Criminology, Honours Business Administration and Women's and Gender Studies (with/without thesis), Honours Bachelor of Social Work and Women's Studies, Certificate in Women's Studies, Women's and Gender Studies Major and Minor Concentrations – Bachelor of Interdisciplinary, and, Minor in Women's and Gender Studies be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

Lionel Walsh/Cheryl Collier

In response to clarification requested as to whether Women's and Gender Studies has a standalone program, it was noted that the majority of their programs are Combined

offerings with the exception of the General program, currently housed in the School of Social Work. The Combined Bachelor of Social Work and Women's Studies is one of the most popular programs.

Given that the revised curriculum will highlight Indigenous feminist scholarship through a EDID collection of courses and students must take at least 3 per program, it was agreed that this be reflected in the learning outcomes of the new courses that will be offered in the curriculum. *(See comments under item 5.1.2c for more details.)*

CARRIED

(c) Women's and Gender Studies – New Course Proposals (Form D)
(See document S230310-5.1.2c for more details.)

MOTION: That the following courses be approved:^

WGST-2380 Good Relations: Indigenous Sovereignty, Feminism, and Reconciliation

WGST-3000 Seminar in Emerging Feminist Scholarship

WGST-4900 Special Topics in Women's and Gender Studies

^Subject to approval of the expenditures required.

Lionel Walsh/Cheryl Collier

It was agreed that a learning outcome related to assessing and critiquing the impact of white settler colonialism should be included in its courses and its programs. This stemmed from Women's and Gender Studies response to the Indigenous Question in the Forms which stated that a "critique of white settler colonialism is required of all courses in the curriculum." Women's and Gender Studies will be asked to undertake a complete review of program and course learning outcomes and propose revisions to this end.

CARRIED

***5.1.3 Computer Science – Learning Outcomes**
(See document S230310-5.1.3 for more details.)

The document was received for information*

***5.1.4 Languages, Literatures and Cultures (French Studies) – Learning Outcomes**
(See document S230310-5.1.4 for more details.)

The document was received for information*

5.2 Academic Policy Committee

5.2.1 Information Technology Services Annual Report
(See document S230310-5.2.1 for more details.)

Senators were provided with a brief overview of Information Technology Services' (ITS) activities and accomplishments over the past academic year, as well as current and future initiatives. It was noted that significant effort and resources were devoted to remediation efforts and new mitigation strategies as a result of the past summer's large-scale cyber incident.

The document was received for information.

5.2.2 Internationalization Annual Report

(See document S230310-5.2.2 for more details.)

In response to a question raised about the recommendation to Senate, it was noted that since Internationalization is, in part, about incorporating a global perspective into higher education, one element that would be helpful would be to have a mechanism in place to identify how courses build on international, intercultural, or global dimension within the curriculum. Currently, it is challenging to evaluate and track this information.

In response to suggesting to establish a working group to define targets, grow overseas research, and strategize ways to diversify international recruitment and engagement, it was noted that a Engagement Advisory Committee has been working diligently on terms of reference regarding become more strategic and focussed in regards to global engagement efforts.

It was suggested that updates on international recruitment efforts and updates on the work that is being done as a result of the Auditor General of Ontario's report (AGO) be incorporated into the monthly enrolment updates to Senate.

The Office was commended for the launch of the UniBuddy platform which is a student-led web-based platform that provides prospective students with an authentic perspective on the student experience by connecting incoming students with current students who have first-hand experience of what it means to live and learn at UWindsor. To date, over 20,000 questions from prospective students have been answered as of Feb 1, 2023. (The launch date was August 2022)

Given that the Jay Treaty provides Indigenous Peoples born in Canada with the right to cross the United States and Canada border freely, it was suggested that there are many opportunities for the University of Windsor to leverage Indigenous recruitment and support student success. (*i.e.*, bilateral partnerships with the States, *etc.*)

In response to a question raised about whether there is a strategy to improve student mobility abroad, it was noted that although it is difficult to encourage Windsor students to study abroad, it was noted that by offering international student mobility projects such as the Global Skills Opportunity program, under-represented students, who are least likely to pursue study abroad opportunities, are provided with funding to do so. In addition, the experiential learning abroad program provides financial support for student to participate in-person or via virtual international work opportunities. The Go Global First Year Study Abroad program allows first-year students to participate in short-term faculty-led study abroad programs in non-traditional and institutionally strategic countries. (*i.e.*, Costa Rica, Iceland, New Zealand).

Generally, students who have a positive experience during short-term study abroad programs are more likely to pursuing exchanges. In addition their experiences are shared with peers which generates enthusiasm, interest, and demand. Currently there are about 120 first-year students participating in short-term study abroad field trips in April-June, with student demand for these opportunities at over 400 students. Spaces are limited as they are faculty-driven/led programs.

A discussion ensued on the importance of international student recruitment, and it was noted that offering online degrees would be another effective way to recruit international students who may not be able to study abroad but would like a degree from Canada.

The document was received for information.

***5.2.3 Leddy Library Annual Report**

(See document S230310-5.2.3 for more details.)

The document was received for information.*

***5.2.4 Policy on the Repetition of Courses – Nursing Revision**

(See document S230310-5.2.4 for more details.)

MOTION: That the proposed revisions to the Policy on the Repetition of Courses be approved.

***CARRIED**

***5.2.5 – Revisions to English Language Proficiency Requirements – Kinesiology (Graduate)**

(See document S230310-5.2.5 for more details.)

MOTION: That the English Language Proficiency Requirements for the Master of Human Kinetics, Master of Sport Management and Leadership, and PhD in Kinesiology be revised.

***CARRIED**

5.3 Senate Governance Committee

5.3.1 Proposed Bylaw Revisions [Bylaws 11, 12, 13, 14, 16, 17, 18, 19]

(See document S230310-5.3.1 for more details.)

MOTION: That the proposed revisions to Bylaws 11, 12, 13, 14, 16, 17, 18, 19 be approved.

Andrew Ward/Jeff Defoe

Senators were reminded that the proposed change is a result of a request from Senate to remove the redundancy of seeking feedback from Senate on recommended appointments. The proposed wording removes this step, with Search Committee recommendations submitted directly to the President or Board, as appropriate.

The floor was open for comments and questions.

A few members expressed concern with the proposed change, stating that presenting the candidate at an *in-camera* meeting is a critical part of the process as it provides Senators with the opportunity to share feedback as a collective body, as well as being told the name of the candidate in advance. It was argued that, as these committees include members elected by Senate, they should be reporting back to Senate on the recommended candidate. Others noted that the role of Senate is to elect members to the Search Committee, which is then charged with reviewing and assessing candidates in-depth, and the role of the Board is to approve the candidate. It is important that Senate ensure it has members with the needed competencies and skills sets to serve on these committees. To this end, it was suggested that future nominations to Search Committees require the submission of a CV and bio.

It was also noted that allowing some members of the university community to provide feedback twice, once following the review of the CV and presentations and again at the recommendation stage, may not be fair and equitable.

Streamlining the process could ensure that good high quality candidates are chosen within a reasonable amount of time to accept the position. Senators need to trust the Search Committee as it extensively reviews candidates and feedback.

**Opposed: 5
CARRIED**

The following Senators requested that their opposition to the motion be noted in the minutes: Jennifer Soutter and Meris Bray.

5.4 Senate Student Caucus

In response to a question raised regarding the membership, it was confirmed that an Indigenous student has been elected by the Aboriginal Educational Council to the Senate Student Caucus.

5.5 Report from the Student Presidents

University of Windsor Students Alliance (UWSA)

Nothing to report.

Graduate Students Society (GSS)

Senators were informed that GSS elections are running this month. Successes of the academic year included increasing the number of graduate student awards and improving graduate students' benefits package.

Organization of Part-Time University Students (OPUS)

Senators were informed that OPUS free pizza Fridays have been a success and elections are completed with results soon to be released.

5.6 Report of the Academic Colleague

(See document S230310-5.6 for more details.)

The document was received for information.

5.7 Report of the President

5.7.1 University of Windsor Strategic Plan

(See document S230310-5.7.1 for more details.)

MOTION: That the University of Windsor Strategic Plan be approved.

Isabelle Barrette-Ng/Nick Baker

A summary of the University of Windsor's final Strategic Plan "*Aspire, Together for Tomorrow*" was provided to Senators. The plan, which provides an institutional framework for 2023-2028, is built on a commitment to support and recognize people so that they can lead, learn, serve, and thrive, continuing to build on transformative potential.

The floor was opens for comments/questions.

In response to a question raised regarding foundational commitments on improving institutional processes and services and how these relate to research, it was noted that work on process improvements will apply to all operations and that some work has already begun. Implementation plans will provide clarity and include process-based metrics, as well as outcome-based metrics.

Members commended the consultation process, which has been very open, extensive, and transparent, leading to a document that provides a strong foundation for change, has strong buy-in, and better accountability mechanisms.

In response to a question raised about the Tri-Colleges not specifically being mentioned in this document, it was noted that this is a high-level document with cascading academic, research, and other plans to follow, where different bodies and groups will be more specifically identified.

It was expressed that the plan honestly reflects the feedback from the consultation process, recognizes the real challenges and opportunities that are on campus, and clearly reflects the variety of voices; all pulled together into a coherent and eloquent manner.

CARRIED

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

(See document S230310-5.7.2 for more details.)

Members were provided with an update on the various initiatives and activities of the Senior Advisor to the President on Indigenous Relations and Outreach, including: hiring an Indigenous Relations Coordinator; hiring student research assistants, and; hiring Indigenous consultation coordinators and assistants. In addition, an Indigenous Media coordinator will be hired in the near future. It was noted that last June, the University of Windsor Aboriginal Education Centre collaborated with St. Clair College's Indigenous Student Services to host the first student Alumni and Student Pow Wow which was extremely successful. Members were also provided with a list of specific days that the University of Windsor needs to recognize and honour. The trauma of residential schools and survivors is experienced every day for Indigenous people, and it is important to recognize these days, at minimum, and be sensitive to Indigenous colleagues.

Senators were informed that the Strategic Planning Steering Committee continues to meet and have conversation with Indigenous Peoples and Communities, Knowledge Keepers, and Elders. Senators were also informed that progress is being made regarding the House on Sunset which will provide Indigenous space on campus.

The document was received for information.

5.7.3 Cybersecurity Framework

(See document S230310-5.7.3 for more details.)

Members were informed that the cybersecurity landscape in the educational sector has experienced a dramatic increase in ransomware attacks accounting for more than 30% of breaches in 2022. Prospective students have reported being concerned about attending schools where their personal information and data could be compromised.

Attacks are extremely sophisticated, but the procurement of computers from approved vendors is one way to help ensure that safety protocols are in place.

In response to a question raised about accommodating students who need to get through the firewall to do their research with their home laptops, it was noted that additional cybersecurity staff should be able to help with a quick turnaround time.

The document was received for information.

MOTION: To go beyond 5:00pm.

Laurie Freeman/John Cappucci

CARRIED

5.7.4 2020-2025 Strategic Mandate Agreement (SMA3) Annual Report

(See document S230310-5.7.4 for more details.)

An update was provided to Senators on the status of the SMA. It was noted that the Ministry has asked the University to create their own institution-specific metric in SMA3 Year 3 relating to the "University's contribution to knowledge, skills, and personal development". The measurement for that will be the perceived gains in knowledge, skills, and personal development from the

university experience based on the National Survey of Student Engagement (NSSE). The five percent (5%) participation weighting will continue as planned.

The document was received for information.

5.8 Report of the Provost

5.8.1 Enrolment Management Update

(See document S230310-5.8.1 for more details.)

The document was received for information.

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

(See document S230310-5.9 for more details.)

The document was received for information.

5.10 Report of Vice-President, Research, and Innovation

(See document S230310-5.10 for more details.)

The document was received for information.

5.11 Acting Associate Vice-President, Student Experience – Contract Renewal to Official Starting Date of AVPSE *(in camera)*

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

Isabelle Barrette-Ng/Nick Baker

CARRIED

MOTION: That Dr. Phebe Lam's appointment as Acting Associate Vice-President, Student Experience be extended to the start date of the incoming Associate Vice-President, Student Experience.

Edwin Tam/James Oloo

CARRIED

MOTION: To destroy the ballots.

Kat Pasquach/Meris Bray

CARRIED

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

Debbie Kane/Edwin Tam

CARRIED

6 Question Period/Other Business

Senators were invited to the second annual UWindsor/St. Clair College Pow Wow on May 12-13, 2023.

7 Adjournment

MOTION: That the meeting be adjourned.

Debbie Kane/Cheryl Collier

CARRIED