



SENATE
Minutes of Meeting

Date: Friday, March 8, 2024

Time: 2:30pm-5:00pm

Room: 203 Anthony P Toldo Health and Education Centre

ATTENDANCE: Ali Abdulhusein, Esam Abdel-Raheem, Robert Aguirre, Kyle Ashquith, Natalie Atkin, Nick Baker, Isabelle Barrette-Ng, Clinton Beckford, Selinda Berg, Francesco Biondi, Meris Bray, John Cappucci, Dora Cavallo-Medved, Cheryl Collier, Shari Cunningham, Darryl Danelon, Ray Darling, Kenneth Drouillard, Phil Dutton, Ehab Elsaid, Laurie Freeman, Nobuko Fujita, Ashley Glassburn, Robert Gordon (Chair), Kevin Granville, Ghallia Hashem, Ofelia Jianu, Shanti Johnston, Shetina Jones, Erika Kusta, Joanna Luft, Ashish Mahajan, Drew Marquardt, Scott Martyn, Bruce Minaker, Ken Montgomery, Husam Morra, Kristen Morris, Maureen Muldoon, Kat Pasquach, Jessica Raffoul, Chita Rangan, Suki Randhawa, Roger Reka, Walter Rischke, Karen Robson, Linda Rohr, Renu Sharma-Persaud, Debbie Sheppard-LeMoine, Brahmjot Singh, Jennifer Soutter, Andrew Swan, Eric Tanlaka, Bruce Tucker, Nurlan Turdaliev, Bill Van Heyst, Lionel Walsh, Patti Weir, Stephen Weir, Sue Williams, Xiaobu Yuan, Zuochen Zhang.

ABSENT: Norman King, Kate Hadwin.

REGRETS: Reem Bahdi, Chris Baillargeon, Fazle Baki, Judy Bornais, Harbal Deep Sidhu, Victoria Iannetta, Ruth Kura, Michael Macdonald, Diana Marion, Jagdish Pathak, Lauren Pupulin, Jake Rondot, Luis Rueda, Giuliana Salvato, Niel Van Engelen.

IN ATTENDANCE: Chris Busch, Jess Dixon, Beverley Hamilton, Elayne Isaacs, Beverly Jacobs, Jaimie Kecheho, Jenn Meyer, Anne Mullen, Russell Nahdee, Nicholas Papador, Rosemary Zanutto; Renée Wintermute, Danny Anger, Alison Zilli (University Secretariat).

1 Approval of Agenda (Unstarring agenda items)

Item 5.1.7 was unstarred. An item, follow-up on Benchmarking the University of Windsor in Relation to Universities Canada 13 Principles on Indigenous Education, was added under outstanding business.

MOTION: That the agenda be approved.

Meris Bray/Laurie Freeman
CARRIED, as amended

2 Minutes of the meeting of February 9, 2024

MOTION: That the minutes of the meeting of February 9, 2024 be approved.

Bruce Tucker/ Husam Morra
CARRIED

3 Business arising from the minutes

Proposed Bylaw Revisions [Bylaw 3]

In response to a question raised about the composition of the Senate Research and Innovation Advisory Committee, it was noted that consistent with other Senate Committees, the majority of members need not be Senators, though there is Senate representation on the Committee.

4 Outstanding Business/Action Items

Follow-up on Senate Working Group's Report Benchmarking the University of Windsor in Relation to Universities Canada 13 Principles on Indigenous Education

Members were reminded that the above report, and responses to it, served as a starting point in evaluating the institution's progress, offering suggestions for improvement regarding Indigenous matters and aligning them to the 13 principles on Indigenous Education. Regarding progress on Indigenous initiatives, concern was raised around continued barriers to providing effective Indigenous supports and Indigenous events, and the need for stronger support systems and consultation around Indigenous hires, especially given that several Indigenous faculty members have recently chosen to leave the University. It was suggested that the University needs to develop a framework where Indigenous hires are prioritized.

Although hiring of staff positions is not within the purview of Senate, concern also was raised about the lack of consultation with the Indigenous community regarding the recently posted position for the Director of Student Success and Leadership Centre, particularly given that the Indigenous Education Centre reports to this director. In response, it was noted that the position posting, committee membership, and hiring process are consistent with the University's employment policies and procedures. Members also were informed that the process includes having the finalists meet with Indigenous members. In response to a question raised about long-term funding for Indigenous positions within Faculties, it was noted that financial constraints have impacted the University's ability to grant full-time tenure-track positions, so many new positions across campus are currently limited-term/contractual.

In summary, the sentiment was conveyed that it is distressing to witness the departure of invaluable Indigenous hires, which emphasizes the need to address the disproportionate burden placed on Indigenous and racialized faculty, and to identify gaps and pinpoint deficiencies in the support system. This issue requires a collective effort from everyone to foster an inclusive and supportive community. Overall, there is an urgency of addressing Indigenous representation, consultation, and support within the University.

5 Reports/New Business

5.1 Program Development Committee

*5.1.1 Program/Course Changes

(a) Business Concentrations – Minor Program Changes (Form C)

(See document S240308-5.1.1a for more details.)

MOTION: That the Concentrations for the Honours Bachelor of Commerce Business Administration programs be discontinued. ^

^Subject to approval of the expenditures required.

***CARRIED**

(b) Nursing – Minor Program Changes (Form C)

(See document S240308-5.1.1b for more details.)

MOTION: That the BScN Program for Graduates of Lambton College's and St. Clair College's Practical Nursing Programs Degree Completion Pathway be changed in accordance with the program/course change forms. ^

^Subject to approval of the expenditures required.

***CARRIED**

(c) Biological Conservation Certificate – Minor Program Changes (Form C)

(See document S240308-5.1.1c for more details.)

MOTION: That the requirements for the Biological Conservation Certificate be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

***CARRIED**

(d) Business – Minor Program Changes (Form C)

(See document S240308-5.1.1d for more details.)

MOTION: That the Honours Business Administration with Specialization in Finance (with/without Co-op and with/without Thesis) and degree completion programs be changed in accordance with the program/course change forms.^

^Subject to approval of the expenditures required.

***CARRIED**

5.1.2 Bachelor of Music – Major Program Changes (Form B)

(See document S240308-5.1.2 for more details.)

MOTION: That the major program changes to the Honours Bachelor of Music be approved.^

^Subject to approval of the expenditures required.

Lionel Walsh/Nick Baker

The proposed changes (for items 5.1.2-5.1.5) are a result of structural and streamlining changes, supporting continuous improvement to the curricula for all Music programs, as well as administrative and budgetary changes and constraints. It was noted that course rotations, redundancies in core course requirements, and elimination of 1.5 credit courses are part of the overall changes.

With regard to the concurrent Education program, since only a quarter of the current requirements are needed for admission to the Ontario College of Teachers, SoCA will be able to diversify course offerings to reflect student interests while streamlining the core curriculum. Further, students wishing to pursue an Education degree will do so by completing a three-year Music program concurrently with Education, with an option to return for an additional year to complete an honours degree.

Overall, the changes will provide broader coverage of music skills within all programs, with the objective of incorporating experiential learning alongside theory, where appropriate.

CARRIED

5.1.3 Bachelor of Arts in Music – Major Program Changes (Form B)

(See document S240308-5.1.3 for more details.)

MOTION: That the major program changes to the Honours Bachelor of Arts in Music be approved.^

^Subject to approval of the expenditures required.

Lionel Walsh/Chitra Rangan

CARRIED

5.1.4 Combined BA in Music – Major Program Changes (Form B)

(See document S240308-5.1.4 for more details.)

MOTION: That the major program changes to the Combined BA Honours in Music be approved.^

^Subject to approval of the expenditures required.

Lionel Walsh/Sue Williams

CARRIED

5.1.5 Concurrent Bachelor of Music (Music Education)/Bachelor of Education – Major Program Changes (Form B) *(See document S240308-5.1.5 for more details.)*

MOTION: That the major program changes to the Concurrent Bachelor of Music (Music Education)/Bachelor of Education be approved.^

^Subject to approval of the expenditures required.

Lionel Walsh/Laurie Freeman

CARRIED

***5.1.6 Mathematics and Statistics – Course Learning Outcomes**

(See document S240308-5.1.6 for more details.)

The document was received for information. *

5.1.7 PDC Reports on University Cyclical Program Reviews: Final Assessment Reports and Implementation Plans, and Progress Reports *(See document S240308-5.1.7 for more details.)*

The University Program Review Final Assessment Reports and Implementation Plans, and the Progress Reports have been conducted under the Institutional Quality Assurance Process (IQAP), as mandated by the Ontario Council on Quality Assurance in accordance with its Quality Assurance Framework.

In response to a concern raised about the recommendation that the Education consider the merits of moving all BEd courses to a pass/fail grading system, it was noted there are no plans to adopt this type of grading system at this time, as the Faculty is still in the preliminary stages of review. A discussion ensued on the merits and drawbacks of implementing a pass/fail grading system, including the need for teachers who demonstrate adaptability and critical thinking, and the concern of grade inflation.

5.2 Academic Policy Committee

5.2.1 Leddy Library Annual Report (2022-2023)

(See document S240308-5.2.1 for more details.)

The Leddy Library is a thriving and vibrant campus hub that contributes to the University's research and creative activity, provides a safe space to study, and access to resources and technology. It was noted that the report underscores the profound impact of the Library's support on students and its active participation in a multitude of initiatives.

***5.2.2 Bachelor of Human Kinetics (Honours Kinesiology - Movement Science) – Revision to Admission Requirements** *(See document S240308-5.2.2 for more details.)*

MOTION: That the proposed revisions to the admissions requirements for the Bachelor of Human Kinetics (Honours Kinesiology – Movement Science) be approved, effective for Fall 2025 admissions.

***CARRIED**

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

(See document S240308-5.2.3 for more details.)

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

***CARRIED**

5.3 Senate Governance Committee

5.3.1 Senate Emergency Academic Plan

(See document S240308-5.3.1 for more details.)

It was noted that feedback on proposed academic plan is still being gathered. Members were reminded that the proposed plan mirrors the emergency academic plans that were implemented during the pandemic and the cybersecurity incident. The aim is to develop a process around accountability that will be flexible enough to allow components to be implemented as needed.

Concern was raised about the complexity of the types of emergencies, what would constitute an emergency, and the timelines associated with this. It was reiterated that there should be a distinction between different levels of emergencies, categorizing them from minor to major. In response, it was noted that this categorization would be set out in the overall University emergency plan covering all university operations. It was noted that a mechanism should be established to ensure that Senate can offer input when issues arise.

5.4 Senate Student Caucus

Nothing to report.

5.5 Report from the Student Presidents

5.5.1 UWSA President

Senators were informed that UWSA is currently in the midst of election and results will be officially ratified next week. It was noted that there will be several new UWSA board members to represent the student body.

5.5.2 GSS President

(See document S240308-5.5.2 for more details.)

Members were informed that the executive elections are scheduled for the March 12th and 13th. Members were also informed that GSS is actively working on initiatives to support international PhD students eligible to be charged domestic fees based on their study and work permit status.

5.5.3 OPUS President

(See document S240308-5.5.3 for more details.)

Members were informed that the OPUS team met with politicians and other university groups at Queen's Park about post-secondary education issues. Members were also informed that OPUS hosted a booth at the student support services fair, which received nearly 200 students.

5.6 Report of the Academic Colleague

(See document S240308-5.6 for more details.)

Challenges confronting institutions were discussed by colleagues, including staffing shortages, student attrition, and budget constraints. It was also noted that student representatives from the Ontario University Student Alliance (OUSA) were in attendance at the meeting to provide input on a variety of

issues. The conversation echoed themes and concerns from our previous Senate meeting, particularly regarding housing and food insecurity, as well as transit issues.

5.7 Report of the President

(See document S240302-5.7 for more details.)

The President provided a comprehensive presentation on a variety of key issues, including the government's announcement of a tuition freeze for Ontario students for the next three years, and a one-time allocation of \$700 million over the next three years to universities and colleges. A significant portion of this allocation will assist institutions with greater financial need, and \$100 million will be earmarked to support STEM programs. However, there will be a continuation of adjustments for tuition anomalies in programs such as Business, Engineering, and Law.

It was also noted that the University participated in Canada's National Research and Education Network (NREN) cybersecurity audit, with the results indicating significant progress.

In terms of appointments, Dr. Beverly Jacobs has been reappointed as Senior Advisor to the President on Indigenous Relations and Outreach for a one-year period. Dr. Jacobs continues her work on the development of the Indigenous Strategic Plan. Additionally, Dr. Judy Bornais has been appointed to the position of Associate Vice-President, External, bringing extensive experience in leadership, community engagement, partner engagement, and program development.

Honorary degrees will be conferred upon Gail J. Donnor, Lillian Dyck, Allan Gregg, and Wanda Thomas Bernard at the Spring 2024 convocation.

5.7.1 2020-2025 Strategic Mandate Agreement (SMA3) Annual Report: Evaluation Year 4

(See document S240308-5.7.1 for more details.)

Members were reminded that institutions receive their funding allocation by achieving or exceeding their performance targets and may lose funding if one or more metrics are not met. The University has met and exceeded all metrics, and so the portion of grant funding tied to performance is not in jeopardy.

The government will be initiating talks on the development of 2025-2030 strategic mandate agreements (SMA4) in the coming months.

5.8 Report of the Provost

(See document S240308-5.8 for more details.)

Senators were informed that, to provide high quality student services, the University will be developing a one-stop service centre for students. This will include state-of-the-art services, prominently located and easy to navigate both in-person and online. Senators were also informed that efforts are underway to find a new solution that streamlines the eCV format, facilitating easier utilization by grant agencies and regulatory processes. Members were informed that Dr. Erika Kustra has been appointed the Associate Vice-President, Academic for a five-year term.

5.8.1 Enrolment Management Update

(See document S240308-5.8.1 for more details.)

The document was received for information.

5.8.2 Questions Arising from Senate Information Session Strategic Enrolment

(See document S240308-5.8.2 for more details.)

None reported.

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

(See document S240308-5.9 for more details.)

Senators were reminded about the significance of today, which marks International Women's Day, a celebration honoring the invaluable contributions of women. It was noted that the Odette School of Business hosted a panel of four inspiring women who shared their passions and insights for inspiring others.

It was noted that a research paper will soon be published on the disproportionate impact of the pandemic on caregivers and women, resulting in significant harm to women's careers and highlighting the need for action to address this situation.

5.10 Report of Vice-President, Research, and Innovation

(See document S240308-5.10 for more details.)

It was noted that ORIS assisted in developing and submitting 78 funding applications from disciplines across campus, in the first two months of the year. From September – December 2023, 206 funding applications were submitted. This growth reflects the hard work of faculty members and the efficient management of the team. Partnerships and engagement with the Ontario Council on University Research (OCUR), MITACS, and Tri-agencies, and others continue to be a focus for the Office of the VPRI. One notable event over the last month was participation in a Shastri Indo-Canadian Institute-led initiative to explore research and innovation collaboration in the agricultural sector.

It was noted that the UWill Discover conference, organized by the Student Success and Leadership Centre, will take place from March 19th to 22nd. Volunteers are needed to assist with the jurying process.

6 Question Period/Other Business

Nothing to report.

7 Adjournment

MOTION: To adjourn.

Shanti Johnson/Ghallia Hasham

CARRIED