



**SENATE**  
**Minutes of Meeting**

**Date:** Friday, December 13, 2024

**Time:** 2:30pm-4:50pm

**Room:** 203 Anthony P Toldo Health and Education Centre

**ATTENDANCE:** Robert Aguirre, Kyle Ashquith, Natalie Atkin, Reem Bahdi, Nick Baker, Hisham Barakat, Isabelle Barrette-Ng, Selinda Berg, Jen Boyes-Garbin, Meris Bray, Juliet Bushi, John Cappucci, Aiden Carr, Cheryl Collier, Ray Darling, Kenneth Drouillard, Adriana Duquette, Louie Elias, Patricia Fagan, Cherie Gagnon, Natalie Giannotti, Robert Gordon (Chair), Kevin Granville, Xiaolei Guo, Ahmed Hamdi Sakr, Ghallia Hashem, Dennis Jackson, Jana Jandal, Shanti Johnson, Ziad Kobti, Erika Kustra, Mark Lubrick, Joanna Luft, Rong Luo, Michelle MacArthur, Michael Macdonald, Ashish Mahajan, Scott Martyn, Bruce Minaker, Maureen Muldoon, Claire Mummé, Alice Nelson, Kat Pasquach, Kathryn Pfaff, Jessica Raffoul, Chita Rangan, Walter Rischke, Karen Robson, Linda Rohr, Simon Rondeau-Gagné, Jake Rondot, Giuliana Salvato, Patrick Selmi, Debbie Sheppard-LeMoine, Allyson Skene, Cláudio Verani, Patti Weir, Stephen Weir.

**ABSENT:** Ali Abdulhussein, Norman King, Jagdish Pathak, Suki Randhawa.

**REGRETS:** Chris Baillargeon, Fazle Baki, Clinton Beckford, Sharma Bhagwat, Amangel Bhullar, Yong Hoon Kim, Shetina Jones, Diana Marion, Adam Merheb, Ken Montgomery, Milad Moradi Heydarloo, Stephen Pender, Roger Reka, Jennifer Rooke, Peter Savoni, Andrew Swan, Nurlan Turdaliev, Bill Van Heyst, Lionel Walsh.

**IN ATTENDANCE:** Chris Busch, John Dube, Anna Galka, Anne Mullen; Danny Anger, Renée Wintermute, Alison Zilli (University Secretariat).

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**1 Approval of Agenda** (Unstarring agenda items)

**MOTION:** That the agenda be approved.

Shanti Johnson/Walter Rischke  
**CARRIED**

**2 Minutes of the meeting of November 8, 2024**

**MOTION:** That the minutes of the meeting of November 8, 2024 be approved.

Isabelle Barrette-Ng/Robert Aguirre  
**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) Certificate in Arts Management (Discontinuation) – Minor Program Changes (Form C)**

*(See document S241213-5.1.1a for more details.)*

**MOTION:** That the Certificate in Arts Management be discontinued in accordance with the program/course change forms.^

*^Subject to approval of the expenditures required.*

**\*CARRIED**

**(b) Political Science – Minor Program Changes (Form C)**

*(See document S241213-5.1.1b for more details.)*

**MOTION:** That the Honours Political Science with Thesis, Honours Political Science with French Specialization and Thesis, Combined Honours Political Science Programs with Thesis in Political Science be changed in accordance with the program/course change forms.^

*^Subject to approval of the expenditures required.*

**\*CARRIED**

**(c) Master of Management – Minor Program Changes (Form C)**

*(See document S241213-5.1.1c for more details.)*

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

*^Subject to approval of the expenditures required.*

**\*CARRIED**

**(d) Communication, Media, and Film (Graduate) – New Course Proposal (Form D)**

*(See document S241213-5.1.1d for more details.)*

**MOTION:** That the following course be approved:^  
**CMDC-8990. Internship**

*^Subject to approval of the expenditures required.*

**\*CARRIED**

**\*5.1.2 Certificate in Coaching – Minor Program Changes (Form C with Learning Outcomes)**

*(See document S241213-5.1.2 for more details.)*

**MOTION:** That the Certificate in Coaching be approved.^

*^Subject to approval of the expenditures required.*

**\*CARRIED**

**\*5.1.3 Master of Management – Program Learning Outcomes**

*(See document S241213-5.1.3 for more details.)*

The document was received for information.\*

**\*5.1.4 Modern Languages – Suspension of Admissions**

*(See document S241213-5.1.4 for more details.)*

The document was received for information.\*

**5.2 Academic Policy Committee**

**5.2.1 Policy on Student Perceptions of Teaching (SPT) – Revisions**

*(See document S241213-5.2.1 for more details.)*

**MOTION: That the proposed revisions to the Policy on Student Perceptions of Teaching be approved.**

Isabelle Barrette-Ng/Nick Baker

Members were informed that the revisions clarify that the SET responses are linked to students but will only be accessed by the University in extenuating circumstances where there is threat to self or others or a breach of policy. Otherwise, responses will remain anonymous to the instructor. Since only instructors receive written the feedback, they will need to report any comments that seem inappropriate.

In response to a question raised as to whether consideration has been given to removing inappropriate comments before they are sent directly to instructors, it was noted that the University does not currently have a mechanism in place to filter out such comments automatically.

**CARRIED**

**\*5.2.2 Gateway Policy – Discontinuation**

*(See document S241213-5.2.2 for more details.)*

**MOTION: That the Gateway Policy be discontinued.**

**\*CARRIED**

**\*5.2.3 Global Engagement Annual Report (2023-2024)**

*(See document S241213-5.2.3 for more details.)*

The document was received for information.\*

**5.2.4 Centre for Teaching and Learning Report (2023-2024)**

*(See documents S241213-5.2.4 and S241213-5.2.4a for more details.)*

Senators were provided with an overview of on the Centre for Teaching and Learning key achievements and challenges from the 2023-2024 year, as well as plans for future initiatives, highlighting the alignment with foundational commitments and strategic priorities. Major accomplishments included: launching a nationally-recognized University Teaching Certificate program, conducting research and reviews focusing on decolonization and Indigenization, and preparing for compliance with upcoming changes to the Accessibility for Ontarians with Disabilities Act (AODA).

It was noted the CTL is facing a “crisis of expectations”, striving to identify and maintain core program offerings and supports, while reducing certain activities in light of budget cuts. It was further noted that addressing this issue will require clear communication about the changes being made, the reasons for doing so, and how they align with CTL’s core values.

Members noted that CTL is an important resource in professional development for faculty seeking to enhance their teaching to meet and exceed RTP criteria. CTL will review how best to continue to meet this need, within the resources provided.

The document was received for information.

### **5.3 Senate Governance Committee**

#### **5.3.1 Academic and Research Strategic Plan**

*(See document S241213-5.3.1 for more details.)*

Senators were provided with an overview of the Academic and Research Strategic Plan for the University. The plan emphasizes six academic and seven research priorities and prioritizes cross-disciplinary collaboration, diversity of research needs, community engagement, and data-driven decision-making.

#### **MOTION: That the Academic and Research Strategic Plan be approved**

Robert Aguirre/Shanthi Johnson

The floor was open for comment/questions and a lengthy discussion ensued about various aspects of the plan, including its alignment with the University's Aspire Strategic plan, its integration with the other forthcoming cascading plans, the intended audience, the implementation process, *etc.*

In response to a question raised regarding how this plan will be resourced, it was noted that the plan provides a general framework for areas to develop their own strategies. Strategic plans are intended to offer broad frameworks and guidance, with each area developing goals and strategies that align with their own unique needs.

It was noted that the cascading plans identified under *Aspire* are intended to be iterative. As other cascading plans are developed, priorities from the various strategic plans will be interwoven as feasible and appropriate.

Concern was raised regarding the issue that there does not appear to be faculty member representation from all Faculties on the Bellwether Committee. Concern was also raised about the overall readiness of the document (i.e., placeholders instead of photos) as well as it not complying with AODA (Accessibility for Ontarians with Disabilities Act) standards. It was agreed that wording relating to Indigenous matters should be further reviewed.

It was agreed that the item be sent back to address the concerns raised around committee representation/feedback, language, accessibility, and completeness.

**WITHDRAWN**

#### **\*5.3.2 Institute for Diagnostic Imaging Research – Closure**

*(See document S241213-5.3.2 for more details.)*

**MOTION: That that Institute for Diagnostic Imaging Research cease operations, effective immediately.**

**\*CARRIED**

#### **5.3.3 Programs, Faculty Complement, and Enrolments Report**

*(See document S241213-5.3.3 for more details.)*

Members were informed that domestic enrolment, particularly in certain programs, has seen consistent growth over three years. Both undergraduate and graduate domestic enrolments are increasing, highlighting the University's success in this area.

Members were also informed that the current institutional data systems are inadequate, and efforts are underway to improve data collection, definitions, and accessibility to support better

decision-making. Metrics such as student-to-faculty ratios, retention rates, and demographic breakdowns need further refinement. Such changes and improvements will take time, given staffing levels and increasing government reporting requirements, though it is expected that the new human resources system will help significantly.

It was noted that retention is influenced by various factors, including student relationships with faculty and support networks. For example, faculty-student engagement plays a critical role in retention, especially in smaller programs or clinical settings. Additionally, economic conditions and life circumstances impact student enrolment.

In response to a question about examining student-to-teacher ratio data to evaluate its impact on retention (particularly given the increased enrolment alongside a decline in faculty complement), it was noted that, while this is a worthwhile proposal, it would need to be prioritized against the many other reporting requirements and data requests. It was further noted that such data would inform retention initiatives and the Teaching and Learning Strategic Plan.

In response to a question raised about the enrolment funding corridor, it was noted that the University is doing well with domestic enrolment numbers reaching the corridor midpoint, with a 3% margin of growth to reach the ceiling.

It was noted that since only full-time faculty are counted (not sessional instructors) in this report, it would be helpful to include the number of courses taught. It was also noted that there is minimal data on part-time student retention.

Members noted that prioritizing faculty-student relationships and tailoring supports for diverse student groups is vital to the University's success in retention efforts. (i.e., enhancing a sense of belonging, early intervention for struggling students, academic counselling, etc.).

The document was received for information.

**\*5.3.4 UCAPT Report on Renewal, Tenure/Permanence, and Promotion Process**  
(See document S241213-5.3.4 for more details.)

The document was received for information. \*

**5.4 Senate Student Caucus**

It was noted that the committee is currently discussing a variety of student concerns including the need for course-based support due to increased global tensions, the availability of quiet areas for prayer and reflection, private spaces for breastfeeding, and overall issues related to student safety and human rights. Additionally, the Committee is reviewing the availability of study spaces beyond the library and assessing access to study rooms throughout various campus buildings.

It was expressed that many students are struggling to cope with the emotional and psychological impact of global crises and that there is a lack of clarity regarding compassionate grounds requests, especially during final exams.

**5.5 Report from the Student Presidents**

**5.5.1 UWSA President**  
(See document S241213-5.5.1 for more details.)

It was noted that UWSA released a needs assessment targeting students directly impacted by the Israeli-Palestinian conflict, with a view to addressing concerns. Many students have expressed

concerns that their Faculties are not appropriately responding to compassionate grounds requests relating to academic assessments.

The document was received for information.

**5.5.2 GSS President**

Nothing to report.

**5.5.3 OPUS President**

It was noted that OPUS continues to do what it can to provide food security to students through its regular hosting of free pizza lunches for students.

**5.6 Report of the Academic Colleague**

*(See document S241213-5.6 for more details.)*

The document was received for information.

**5.7 Report of the President**

*(See document S241213-5.7 for more details.)*

Research Infosource ranked the University first in highest total research funding from international governments, second in AI publications, sixth in research income for non-profits, and seventh in research income from corporations. The University also ranks among the top 19% of universities globally in the QS Sustainability Rankings.

Members were informed that 26 non-union administrative positions were restructured or eliminated to reduce costs and improve efficiency. There are more changes forthcoming, and every employee group will be affected by the funding cuts. Transparency and expectations of campus communications must be balanced with the need to respect affected individuals' privacy needs and rights, during these difficult times. Concern was raised regarding the impact of job cuts on women.

The President reported on the recent Alumni Sports Hall of Fame event; a new Memorandum of Understanding (MOU) with Chatham Kent Chamber of Commerce and Economic Development; and a recent visit from the Ministry of Colleges and Universities (MCU) to discuss the Strategic Mandate Agreement (SMA4).

New appointments include Kelly Gosselin as Director of Advancement and Alumni Relations, and Dwight Duncan as UWindsor's 9th Chancellor.

The document was received for information.

**5.8 Report of the Provost**

The Provost provided an overview of the renewal processes for the Dean of Engineering, Dean of Human Kinetics, Associate Vice President, Enrolment Management, and the University Librarian . The Provost also noted that the University of Windsor has made considerable progress on becoming a more sustainable campus.

**5.8.1 Enrolment Management Update**

*(See document S241213-5.8.1 for more details.)*

Members were informed that on December 5<sup>th</sup>, over 1000 individuals joined the UWindsor Fall Virtual Open house to watch Faculty presentation and learn about programs of interest .

The document was received for information.

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

*(See document S241213-5.9 for more details.)*

It was noted that the Vice-President, Equity, Diversity, and Inclusion portfolio is undergoing restructuring. The Office of Human Rights, Equity, and Accessibility (OHREA) has been renamed *Office of Human Rights, Conflict Resolution and Mediation*; and the mandate of the Office of Student Rights and Responsibilities will now fall under the Student Affairs division (under the Provost and Vice-President, Academic). In response to a concern raised, it was noted that external consultant recommendations, process changes implemented, staffing, expertise, financial constraints, etc., informed the decision to move oversight of student non-academic misconduct to the AVP Student Affairs.

The document was received for information.

## **5.10 Report of Vice-President, Research and Innovation**

Senators were provided with highlights of research activities and initiatives over the past year.

## **6 Question Period/Other Business**

Nothing to report.

## **7 Adjournment**

**MOTION: That the meeting be adjourned.**

Jana Jandal Alrifai/Ghallia Hashem

**CARRIED**