NOTICE OF MEETING
There will be a meeting of the
Senate Governance Committee (SGC)
Wednesday, December 3, 2025, at 2:30-4:00pm
LOCATION: Room 209 Assumption Hall or MS Teams

AGENDA

1 **Approval of Agenda**

2 **Approval of the minutes of the meeting of October 22, 2025**   SGC251022M

3 **Business arising from the minutes**

4 **Outstanding Business**

5 **Reports/New Business**
   5.1 **Programs, Faculty Complement, and Enrolments Report**   **Collier/Dube**-Information
                                                 SGC251203-5.1

   5.2 **Fall 2025 UCAPT Report on Renewal, Tenure/Permanence,**   **Kustra**-Information
       and Promotion Processes   SGC251203-5.2

   5.3 **Proposed Revisions to Bylaws 54 and 55 and Policy on Grading**   **Dutton**-Approval
                                                 SGC251203-5.3

6 **Question Period/Other Business**

7 **Adjournment**

Please carefully review the 'starred' (*) agenda items. As per the June 3, 2004 Senate resolution, 'starred' items will not be discussed during a scheduled meeting unless a member specifically requests that a 'starred' agenda item be 'unstarred', and therefore open for discussion/debate. This can be done any time before (by forwarding the request to the secretary) or during the meeting. By the end of the meeting, agenda items which remain 'starred' (*) will be deemed approved or received.

University of Windsor
Senate Governance Committee

5.1:   **Programs, Faculty Complement, and Enrolments**

Item for: **Information**

At its June 2022 meeting, Senate requested a report in Fall 2022 on the five-year historical trends and future projections for (i) enrolment targets and outcomes, (ii) recruitment practices and investments, and (iii) faculty complement associated with program delivery including (iv) the identification of any program that relies on a single permanent member of the instructional community that would otherwise be discontinued or collapsed. In response to a clarification sought regarding what constitutes a program, Senate noted this includes single major and double major degrees, but does not include certificates (8-10 courses) or minors (6 courses).

Five-year historical enrolments and faculty complement are provided in the attached. Recruitment activities and initiatives are reported monthly at Senate meetings. A listing of programs by department is also attached. There are no programs that rely on a single permanent member of the instructional community.

Overall projected enrolment targets for Fall 2026 will be provided next semester, with the presentation of the budget to Senate.

Program Listing by Faculty/Department

FACULTY OF ARTS, HUMANITIES AND SOCIAL SCIENCES (FAHSS)
PROGRAMS ADMINISTERED BY THE OFFICE OF THE DEAN OF FAHSS
Honours Bachelor of Interdisciplinary Arts and Science (IAS)
Honours Bachelor of Interdisciplinary Arts and Science (IAS) Double Major Concentration
Honours Bachelor of Interdisciplinary Arts and Science (IAS) Major and Double Minor Concentration
Honours in Commercial Aviation Leadership
Argumentation Studies (PhD)

COMMUNICATION, MEDIA AND FILM
General Communication, Media and Film
Honours Communication, Media and Film (with/without Co-op)
Combined Honours Communication, Media and Film
Honours Film Production (Bachelor of Fine Arts)
Concurrent General Bachelor of Arts (Communication, Media and Film)/Bachelor of Education
Master's in Communication and Social Justice (MA)

DRAMATIC ART
General Bachelor of Arts in Drama
Honours Bachelor of Arts in Drama (with/without Co-op)
Honours Bachelor of Arts in Drama for Graduates of the Theatre Arts Ontario College Advanced Diploma
Honours Bachelor of Arts in Drama for Graduates of the Music Theatre Performance Ontario College Advanced Diploma
Honours Bachelor of Arts in Drama in Education and Community with concentration in Applied Theatre (with/without Co-op)
Combined Honours Bachelor of Arts in Dramatic Art
Bachelor of Fine Arts (BFA) in Dramatic Art - Acting
Concurrent General Bachelor of Arts (Drama)/Bachelor of Education

ENGLISH AND CREATIVE WRITING
General English
Honours English (with/without Co-op)
Honours English and Creative Writing
Combined Honours English
Combined Honours English and Creative Writing
Concurrent General Bachelor of Arts (English)/Bachelor of Education
Master's in English: Literature and Creative Writing (MA)
Master's in English: Literature and Language (MA)

HISTORY
BA General History
BA Honours History (with/without Co-op)
Combined BA Honours History
Concurrent General Bachelor of Arts (History)/Bachelor of Education
Master's in History (MA)

INTERDISCIPLINARY AND CRITICAL STUDIES
DISABILTY STUDIES
BA Honours in Disability Studies
Combined Honours BA in Disability Studies and Psychology

Combined Honours BA in Disability Studies
Honours Bachelor of Social Work and Disability Studies
BA Honours Bachelor of Arts in Disability Studies for Ontario College Child and Youth Care Program Graduates - Degree Completion Pathway
Honours Bachelor of Arts in Disability Studies for College of Applied Arts and Technology Graduates - Degree Completion Pathway
BA Honours Bachelor of Arts in Disability Studies for Ontario College Child and Youth Care (formerly Child and Youth Worker) - Degree Completion Pathway
Honours Bachelor of Arts in Disability Studies for College of Applied Arts and Technology Graduates - Degree Completion Pathway
LIBERAL AND PROFESSSIONAL STUDIES
General Liberal Arts and Professional Studies
Honours Liberal Arts and Professional Studies
General Liberal Arts and Professional Studies Degree Completion Program (for Lambton College Liberal Studies Graduates) (formerly General Arts and Science University (GASU))
Honours Liberal Arts and Professional Studies Degree Completion Program (for Lambton College Liberal Studies Graduates) (formerly General Arts and Science University (GASU))
General Liberal Arts and Professional Studies for Career Professionals Degree Completion Program (for Graduates of Qualifying CAAT (or equivalent) Diploma Programs)
General Liberal Arts and Professional Studies for Career Professionals Degree Completion Program (for Graduates of Qualifying CAAT (or equivalent) Advanced Diploma Programs)
SOCIAL JUSTICE
Combined Honours in Social Justice
WOMEN'S AND GENDER STUDIES
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

LANGUAGES, LITERATURES AND CULTURES/LANGUES, LITTÉRATURES ET CULTURES (LLC)
GREEK AND ROMAN STUDIES
Honours Greek and Roman Studies (Greek or Latin Option)
Combined Honours Greek and Roman Studies1
FRENCH STUDIES
General Bachelor of Arts in French Studies
Honours Bachelor of Arts in French Studies (with/without Co-op)
Combined Honours French Studies Programs
Concurrent General Bachelor of Arts (French Studies)/Bachelor of Education
MODERN LANGUAGES
Honours Modern Languages (with year abroad)
Honours Modern Languages and Second-Language Education
Combined Honours Modern Languages
Honours Modern Languages with Two Languages Option
Concurrent General Bachelor of Arts with Second Language Education/Bachelor of Education

PHILOSOPHY
General Philosophy
Honours Philosophy (with/without Co-op)
Combined Honours Philosophy Programs
Master of Philosophy (MA)

POLITICAL SCIENCE
General Political Science
Honours Political Science (with/without Co-op)
Honours Political Science (with Thesis)
Honours Political Science with French Specialization
Honours Political Science with French Specialization and Thesis
Honours Law and Politics
Honours Law and Politics (with Thesis)
Honours International Relations and Development Studies
Honours International Relations and Development Studies (with Thesis)
Combined Honours Political Science Programs
Combined Honours Political Science Programs with Thesis in Political Science
Honours Business Administration and Political Science (with/without thesis)
Honours Business Administration and Political Science with Human Resources Specialization) (with/without thesis)
Concurrent General Bachelor of Arts (Political Science)/Bachelor of Education
Master of Arts in Political Science (MA)

PSYCHOLOGY
General Psychology
General Child Psychology
Honours Psychology (with/without Co-op)
Honours Psychology with Thesis
Honours Psychology – Interdisciplinary Health Stream
Honours Developmental Psychology
Honours Developmental Psychology with Thesis
BSc Honours Program in Behaviour, Cognition and Neuroscience (with/without thesis)
Combined Honours Psychology Programs
Combined Honours Programs in Psychology with Thesis
Combined Honours Programs in Developmental Psychology
Combined Honours Programs in Developmental Psychology with Thesis
Concurrent General Bachelor of Arts (Psychology)/Bachelor of Education/Diploma in Early Childhood Education
General Psychology for Ontario College Child and Youth Care (formerly Child and Youth Worker) Program Graduates – Degree Completion Pathway
General Child Psychology for Ontario College Child and Youth Care (formerly Child and Youth Worker) Program Graduates – Degree Completion Pathway
Honours Psychology for Ontario College Child and Youth Care (formerly Child and Youth Worker) Program Graduates – Degree Completion Pathway
Honours Psychology with Thesis for Ontario College Child and Youth Care (formerly Child and Youth Worker) Program Graduates- Degree Completion Pathway
Honours Developmental Psychology for Ontario College Child and Youth Care (formerly Child and Youth Worker) Program Graduates – Degree Completion Pathway
Honours Developmental Psychology with Thesis for Ontario College Child and Youth Care (formerly Child and Youth Worker) Program Graduates – Degree Completion Pathway
Bachelor of Arts in Psychology (Honours) with Autism and Behavioural Sciences (ABS) Post-Graduate Certificate program from Fanshawe College, Lambton College or St. Clair College
Bachelor of Arts in Developmental Psychology (Honours) with Autism and Behavioural Sciences (ABS) Post-Graduate Certificate program from Fanshawe College, Lambton College or St. Clair College
Bachelor of Commerce (Honours Business Administration and Psychology) (with/without thesis)
Bachelor of Commerce (Honours Business Administration and Psychology) with Specialization in Human Resources Management and Industrial Organizational Psychology (with/without thesis)
Clinical Psychology (MA and PhD)
Applied Social Psychology (MA and PhD)

SCHOOL OF CREATIVE ARTS
Bachelor of Fine Arts in Film Production
Honours Bachelor of Arts in Music
Honours Bachelor of Music
Combined BA Honours Music Programs
Concurrent Bachelor of Music (Honours Music Education)/ Bachelor of Education
General BA in Visual Arts
BA Honours in Media Arts and Culture
Combined BA Honours Visual Arts Programs
Bachelor of Fine Arts in Visual Arts
Bachelor of Fine Arts in Visual Arts and the Built Environment (VABE)
Concurrent General Bachelor of Arts (Visual Art)/Bachelor of Education
Master of Fine Arts in Film and Media Arts (MFA)
Master of Fine Arts in Visual Arts (MFA)

SOCIAL WORK
Honours Bachelor of Social Work
Honours Bachelor of Social Work and Disability Studies
Honours Bachelor of Social Work and Women's Studies
Honours Bachelor of Social Work for University Graduates
Honours Bachelor of Social Work for Ontario Child and Youth Care Program Graduates
BA Honours in Disability Studies
Combined Honours BA in Disability Studies and Psychology
Combined Honours BA in Disability Studies
BA Honours Bachelor of Arts in Disability Studies for Ontario College Child and Youth Care Program Graduates -
Degree Completion Pathway
Honours Bachelor of Arts in Disability Studies for College of Applied Arts and Technology Graduates - Degree
Completion Pathway
PhD in Social Work
Master of Social Work (MSW)
Master of Social Work for Working Professionals (MSW)

SOCIOLOGY AND CRIMINOLOGY
Honours Criminology
Combined Honours Criminology Programs
General Family and Social Relations
Honours Family and Social Relations
Combined Honours Family and Social Relations
General Sociology
Honours Sociology
Combined Honours Sociology Programs
Combined Honours in Sociology and Criminology
Master of Arts in Criminology (MA)
Master of Arts in Sociology (MA)
Social Data Analysis (MA) (Joint Program with Psychology)
PhD in Sociology with Specialization in Social Justice

ODETTE SCHOOL OF BUSINESS
Honours Business Administration (with/without Thesis)
Honours Business Administration Co-operative Education Program (with/without Thesis)
Honours Business Administration with Specialization in Accounting (with/without Co-op and with/without Thesis)
Honours Business Administration with Specialization in Human Resources (with/without Co-op and with/without
Thesis)

Honours Business Administration with Specialization in Finance (with/without Co-op and with/without Thesis)

Honours Business Administration with Specialization in Supply Chain and Business Analytics (with/without Co-op and with/without Thesis)

Honours Business Administration with Specialization in Marketing (with/without Co-op and with/without Thesis)

Honours Business Administration with Specialization in Strategy and Entrepreneurship (with/without Co-op and with/without Thesis)

Honours Business Administration with Specialization in International Business (with/without Thesis) (with/without Co-op)

Honours Business Administration and Computer Science (with/without Co-op and with/without Thesis)

Honours Business Administration and Computer Science with Specialization in Accounting (with/without Co-op and with/without Thesis)

Honours Business Administration and Computer Science with Specialization in Human Resources (with/without Co-op and with/without Thesis)

Honours Business Administration and Computer Science with Specialization in Finance (with/without Co-op and with/without Thesis)

Honours Business Administration and Computer Science with Specialization in Supply Chain and Business Analytics (with/without Co-op and with/without Thesis)

Honours Business Administration and Computer Science with Specialization in Marketing (with/without Co-op and with/without Thesis)

Honours Business Administration and Computer Science with Specialization in Strategy and Entrepreneurship (with/without Co-op and with/without Thesis)

Honours Business Administration and Economics (with/without Thesis)

Honours Business Administration and Economics with Specialization in Accounting (with/without Thesis)

Honours Business Administration and Economics with Specialization in Human Resources (with/without Thesis)

Honours Business Administration and Economics with Specialization in Finance (with/without Thesis)

Honours Business Administration and Economics with Specialization in Supply Chain and Business Analytics (with/without Thesis)

Honours Business Administration and Economics with Specialization in Marketing (with/without Thesis)

Honours Business Administration and Economics with Specialization in Strategy and Entrepreneurship (with/without Thesis)

Honours Business Administration and Mathematics (with/without Thesis)

Business Administration and Mathematics with Specialization in Supply Chain and Business Analytics (with/without Thesis)

Honours Business Administration and Mathematics with Specialization in Finance (with/without Thesis)

Honours Mathematics with Finance Concentration

Honours Business Administration and Political Science (with/without thesis)

Honours Business Administration and Political Science with Specialization in Human Resources) (with/without thesis)

Honours Business Administration and Psychology (with/without thesis)

Honours Business Administration and Psychology with Specialization in Human Resources Management and Industrial Organizational Psychology (with/without thesis)

Honours Business Administration and Women's and Gender Studies (with/without thesis)

Honours Business Administration for Baccalaureate Degree Holders

Honours Business Administration for 3-year CAAT (or equivalent) Diploma Holders in any area other than Business

Honours Business Administration for 3-year CAAT (or equivalent) Diploma Holders in any area in Business

Honours Business Administration for 2 year CAAT (or equivalent) Diploma Holders in any area in Business

Bachelor of Commerce (Honours Business Administration) Program for 3-year Diploma Holders in Accounting from St. Clair College

Fast-Track Honours Business Administration Program for 3-year CAAT (or equivalent) Diploma Holders in any area in Business

Fast-Track (Honours Business Administration) Program for 3-year Diploma Holders in Accounting from St. Clair College

Fast-Track Honours Business Administration Program for 3-year Diploma Holders in Human Resources from St. Clair College
Fast-Track Honours Business Administration Program for 3-year Diploma Holders in Marketing from St. Clair College
Fast-Track Honours Business Administration Program for 3-year CAAT (or equivalent) Diploma Holders in Finance
Honours Business Administration for Students from Southwestern University Finance and Economics, China
Honours Business Administration (with/without thesis; with/without co-op, and with any specialization) for students from the Global Institute of Management and Economics (GIME) of Dongbei University of Finance and Economics
Honours Business Administration for students from Chitkara University, Punjab
Master of Business Administration (MBA)
Master of Business Administration with Professional Accounting Specialization
Master of Business Administration (MBA) (For Managers and Professionals)
Master of Business Administration/Juris Doctor (MBA/JD)
Master of Management (MOM) (with/without Co-op)
Master of Engineering Management (MEM) (Joint Program with Engineering)
Master of Business Administration/Doctor of Medicine (MBA/MD) (Concurrent Program with Schulich School of Medicine)

FACULTY OF EDUCATION
Consecutive Bachelor of Education
Bachelor of Education in Technological Studies/Diploma in Education - Technological Studies
Concurrent Bachelor of Music (Honours Music Education)/ Bachelor of Education
Concurrent Honours Bachelor of Arts with Second Language Education/Bachelor of Education
Concurrent General Bachelor of Arts (Communication, Media and Film)/Bachelor of Education
Concurrent General Bachelor of Arts (Drama)/Bachelor of Education
Concurrent General Bachelor of Arts (English)/Bachelor of Education
Concurrent General Bachelor of Arts (French Studies)/Bachelor of Education
Concurrent General Bachelor of Arts (History)/Bachelor of Education
Concurrent General Bachelor of Arts (Political Science)/Bachelor of Education
Concurrent General Bachelor of Arts (Psychology)/Bachelor of Education/Diploma in Early Childhood Education
Concurrent General Bachelor of Arts (Visual Arts)/Bachelor of Education
Concurrent General Bachelor of Science (General Science)/ Bachelor of Education
Concurrent General Bachelor of Mathematics/Bachelor of Education
Concurrent Bachelor of Arts/Bachelor of Education/Diploma in Early Childhood Education - Pre-Service Program
Master of Education (MEd)
PhD in Educational Studies (PhD) (Joint Program with Brock, Lakehead and Windsor)

FACULTY OF ENGINEERING
PROGRAMS ADMINISTERED BY THE OFFICE OF THE DEAN OF ENGINEERING
Bachelor of Engineering Technology
Bachelor of Engineering Technology (BEngTech) - General Stream
Bachelor of Engineering Technology (BEngTech) – Biomedical Stream
Bachelor of Engineering Technology (BEngTech) - Mechanical Stream
Bachelor of Engineering Technology (BEngTech) - Civil Stream
Bachelor of Engineering Technology (BEngTech) – Mechatronics Stream

CIVIL AND ENVIRONMENTAL ENGINEERING
Bachelor of Applied Science in Civil Engineering
Bachelor of Applied Science in Environmental Engineering
Bachelor of Applied Science in Civil Engineering for Graduates of St. Mary's University Diploma of Engineering
Civil Engineering (MASc)
International Master of Applied Science (MASc/Laurea Magistrale) in Civil Engineering with University of Udine, Italy (Dual Degree Program)
Civil Engineering (MEng) (with/without Co-op/Internship Option)

Civil Engineering (PhD)
Environmental Engineering (MASc)
Environmental Engineering (MEng) (with/without Co-op/Internship Option)
Environmental Engineering (PhD)

ELECTRICAL AND COMPUTER ENGINEERING
Bachelor of Applied Science in Electrical Engineering
Electrical Engineering (MASc)
Electrical Engineering (MEng) (Co-op/Internship Option)
Electrical Engineering (Computer Engineering Field) (MEng)Electrical Engineering (PhD)

MECHANICAL, AUTOMOTIVE, AND MATERIALS ENGINEERING
Bachelor of Applied Science in Industrial Engineering (General Program)
Bachelor of Applied Science in Industrial Engineering - Minor in Business Administration Option
Bachelor of Applied Science in Mechanical Engineering
Bachelor of Applied Science in Mechanical Engineering with Aerospace Option
Bachelor of Applied Science in Mechanical Engineering with Automotive Option
Bachelor of Applied Science in Mechanical Engineering with Environmental Option
Bachelor of Applied Science in Mechanical Engineering with Materials Option
Bachelor of Applied Science in Mechanical Engineering Articulation Agreement with St. Mary's University Diploma of Engineering
Bachelor of Applied Science in Mechanical Engineering with Automotive Option Articulation Agreement with St. Mary's University Diploma of Engineering
Bachelor of Applied Science in Mechanical Engineering with Environmental Option Articulation Agreement with St. Mary's University Diploma of Engineering
Bachelor of Applied Science in Mechanical Engineering with Materials Option Articulation Agreement with St. Mary's University Diploma of Engineering
Automotive Engineering (MEng)
Engineering Materials (MASc)
Engineering Materials (MEng)
Engineering Materials (PhD)
Mechanical Engineering (MASc)
Mechanical Engineering (MEng) (with/without Co-op/Internship Option)
Mechanical Engineering (PhD)
Automotive Engineering (MASc/Laurea Magistrale) (International Master of Engineering with Politecnico di Torino (Dual Degree Program))
Materials Chemistry and Engineering (MEMC) (Joint with Chemistry)
Industrial Engineering (MASc)
Industrial Engineering (MEng) (with/without Co-op Internship/Option)Industrial and Manufacturing Systems Engineering (PhD) (Multi-Disciplinary Program)

FACULTY OF HUMAN KINETICS
Honours Bachelor of Science (Kinesiology and Health Studies)
Honours Bachelor of Sport Management and Leadership
Honours Bachelor of Sport Management and Leadership for Graduates of Lambton College's Three-Year Sport and Recreation Management Diploma
Honours Bachelor of Sport Management and Leadership for Graduates of Durham College's Three-Year Advanced Diploma in Sport Management Diploma
Honours Bachelor of Sport Management and Leadership for Graduates of St. Clair College's Three-Year Sport and Recreation Management Diploma
Honours Bachelor of Sport Management and Leadership (Degree Completion) for Graduates of Saskatchewan Polytechnic Business Sport Management
Honours Bachelor of Science (Kinesiology and Health Studies) for Graduates of St. Clair College's Two-Year Fitness and Health Promotion Diploma

Honours Bachelor of Science (Kinesiology and Health Studies) for Graduates of Fanshawe College's Two-Year Fitness and Health Promotion Diploma
Honours Bachelor of Science (Kinesiology and Health Studies) for Graduates of Lambton College of Applied Arts and Technology's Massage Therapy Diploma
Bachelor of Science (Kinesiology and Health Studies) for Graduates of Fanshawe College's Recreation and Leisure Services Diploma
Master of Human Kinetics (MHK)
Master of Sport Management and Leadership (MSML)
PhD in Kinesiology

FACULTY OF LAW
Juris Doctor
Concurrent Juris Doctor/Juris Doctor with University of Detroit Mercy
Concurrent MBA/JD
Concurrent MSW/JD
Master of Laws

FACULTY OF NURSING
Honours Bachelor of Science in Nursing
BScN Program for Graduates of Lambton College's and St. Clair College's Practical Nursing Programs – Degree Completion Pathway
PhD in Nursing
Master of Science in Nursing (MScN)
Master of Nursing (MN) Advanced Clinical Practice and Leadership in Nursing Fields
Master of Nursing (MN) Primary Health Care Nurse Practitioner

FACULTY OF SCIENCE
PROGRAMS ADMINISTERED BY THE OFFICE OF THE DEAN OF SCIENCE
Bachelor of Science (General Science)
Bachelor of Science (General Science) for Graduates of a College Diploma Program in Medical Laboratory Technology
Concurrent General Bachelor of Science (General Science)/Bachelor of Education
Honours Bachelor of Forensic Science (BFS)
Combined Bachelor of Arts in Forensics
Combined Bachelor of Arts in Forensics and Criminology (Applied Forensic Science Stream) - Degree Completion Pathway
Environmental Science (MSc)
Environmental Science (PhD)

BIOMEDICAL SCIENCES
Honours Biomedical Science
Honours Biochemistry and Biomedical Science (Health Stream)
PhD in Biological Science (PhD) (Joint with Integrative Biology)
Master's in Biological Sciences (MSc) (Joint with Integrative Biology)
Master of Science (MSc) in Translational Health Sciences (THS)

CHEMISTRY AND BIOCHEMISTRY
Honours Chemistry (with/without Co-op)
Honours Chemistry with Thesis (with/without Co-op)
Honours Chemistry (Applied Chemistry Stream)
Combined Honours Chemistry Programs
Honours Biochemistry (with/without Co-op)
Honours Biochemistry with Thesis (with/without Co-op)
Honours Biochemistry (Pharmacy Stream) (with/without Co-op)

Honours Biochemistry (Pharmacy Stream) with Thesis (with/without Co-op)
Honours Biochemistry and Biomedical Science (Health Stream)
Combined Honours Biochemistry Programs
Chemistry and Biochemistry (MSc)
Medical Biotechnology (MMB)
Master of Materials Chemistry and Engineering (MMCE) (Joint Program with Engineering)
Chemistry and Biochemistry (PhD)

COMPUTER SCIENCE
Bachelor of Computer Science (General)
Bachelor of Computer Science (Honours)
Bachelor of Computer Science (Honours Applied Computing)
Bachelor of Science (Honours Computer Information Systems)
Bachelor of Science (Honours Computer Science with Software Engineering Specialization)
Honours Business Administration and Computer Science (with/without Co-op and with/without Thesis)
Honours Business Administration and Computer Science with Specialization in Accounting (with/without Co-op and with/without Thesis)
Honours Business Administration and Computer Science with Specialization in Human Resources (with/without Co-op and with/without Thesis)
Honours Business Administration and Computer Science with Specialization in Finance (with/without Co-op and with/without Thesis)
Honours Business Administration and Computer Science with Specialization in Supply Chain and Business Analytics (with/without Co-op and with/without Thesis)
Honours Business Administration and Computer Science with Specialization in Marketing (with/without Co-op and with/without Thesis)
Honours Business Administration and Computer Science with Specialization in Strategy and Entrepreneurship (with/without Co-op and with/without Thesis)
Honours Mathematics and Computer Science
Combined Honours Computer Science Programs
Bachelor of Computer Science (General) for University Graduates
Bachelor of Computer Science (Honours) for University Graduates
Bachelor of Computer Science (Honours Applied Computing) for University Graduates
Bachelor of Computer Science (General) for Graduates of Qualifying Ontario and Other College Diploma Holders
Bachelor of Computer Science (Honours Applied Computing) (with and without Co-op) for Qualifying Ontario and Other College Diploma Holders
Bachelor of Computer Science (General) for Qualifying Ontario CAAT (or equivalent) Students with 2 Years of Study at CAAT (or equivalent) Diploma Program
Bachelor of Computer Science (Honours Applied Computing) (Co-op) for Qualifying Ontario CAAT (or equivalent) Students with 2 Years of Study at CAAT (or equivalent) Diploma Program
Honours Bachelor of Information Technology (BIT)
Honours Bachelor of Information Technology (BIT) Degree Completion Pathway for Students from Web Development and Internet Applications)
Honours Bachelor of Information Technology (BIT) Degree Completion Pathway (for Students from Computer Information Systems Technicians)
Honours Bachelor of Information Technology (BIT) Degree Completion Pathway (for Students from Computer Systems Technology – Networking at St. Clair College)
Honours Bachelor of Information Technology (BIT) Degree Completion Pathway (for Students from Mobile Application Development at St. Clair College)
Honours Bachelor of Information Technology (BIT) Degree Completion Pathway (for Graduates from Chitkara University)
Master of Applied Computing (MAC)
Master of Science in Computer Science (MSc)
Master of Science in Computer Science (MSc) - Artificial Intelligence Stream

PhD in Computer Science (PhD)

ECONOMICS
General Bachelor of Arts in Economics
Honours Bachelor of Arts in Economics
Honours Bachelor of Arts in Economics (Applied Economics and Policy Stream)
Honours Bachelor of Science in Economics
Combined Honours Bachelor of Arts in Economics Programs
Combined Honours Bachelor of Science in Economics Programs
Honours Business Administration and Economics (with/without Thesis)
Honours Business Administration and Economics with Specialization in Accounting (with/without Thesis)
Honours Business Administration and Economics with Specialization in Human Resources (with/without Thesis)
Honours Business Administration and Economics with Specialization in Finance (with/without Thesis)
Honours Business Administration and Economics with Specialization in Supply Chain and Business Analytics (with/without Thesis)
Honours Business Administration and Economics with Specialization in Marketing (with/without Thesis)
Honours Business Administration and Economics with Specialization in Strategy and Entrepreneurship (with/without Thesis)
Master of Economics (MA)
Master of Applied Economics and Policy (MAEP)

SCHOOL OF THE ENVIRONMENT
BSc Honours Environmental Science
BSc Honours Environmental Science (with Thesis)
BSc Honours Environmental Science (Applied Environmental Science Stream)
Honours Bachelor of Environmental Studies (BES)
Earth Sciences (MSc)
Earth Sciences (PhD)

INTEGRATIVE BIOLOGY
Honours Biological Sciences
Honours Biological Sciences with Thesis
Honours Biological Sciences - Interdisciplinary Health Science (HIS) Stream
BSc Honours in Behaviour, Cognition and Neuroscience (with Thesis)
BSc Honours in Behaviour, Cognition and Neuroscience (without Thesis)
Combined Honours Biological Sciences Programs
PhD in Biological Science (PhD) (Joint with Biomedical Sciences)
Master's in Biological Sciences (MSc) (Joint with Biomedical Sciences)

MATHEMATICS AND STATISTICS
General Mathematics
Honours Mathematics
Honours Mathematics and Statistics
Honours Mathematics and Computer Science
Honours Mathematics with Finance Concentration
Honours Actuarial Science
Combined Honours Mathematics Programs
Concurrent Bachelor of Mathematics (General)/Bachelor of Education
Honours Business Administration and Mathematics (with/without thesis)
Honours Business Administration and Mathematics with Specialization in Supply Chain and Business Analytics (with/without Thesis)
Honours Business Administration and Mathematics with Specialization in Finance (with/without thesis)
Mathematics and Statistics (MSc) (Mathematics Field)
Mathematics and Statistics (MSc) (Statistic Field)

Master of Actuarial Science (MActSc)
Mathematics and Statistics (PhD)

PHYSICS
Honours Physics (with/without Co-op)
Honours Physics with Thesis (with/without Co-op)
Honours Physics (Medical Physics) (with/without Co-op)
Honours Physics (Medical Physics with Thesis) (with/without Co-op)
Combined Honours Physics Programs
Master of Science (MSc)
Doctor of Philosophy (PhD)

University of Windsor
Senate

Update - Fall 2025 Enrolment and Faculty Count

Presented by: **John Dube, Director, Office of Institutional Analysis**

Notes and Definitions

1. **INTRODUCTION**

   Whereas the Senate is the body of governance uniquely responsible for the fulfillment, stewardship, and maintenance of the academic mission of the Institution, be it resolved that the Senate receive a presentation of academic health, including the five-year historical trends and future projections for:

   (i) enrolment targets and outcomes,
   (ii) recruitment practices and investments, and
   (iii) faculty complement associated with program delivery including (iv) the identification of any program that relies on a single permanent member of the instructional community that would otherwise be discontinued or collapsed.

In response to the data requested in this motion, each year, the Director of the Office of Institutional Analysis (OIA) presents five-year historical trends as of the Fall term for (i) enrolment outcomes and ii) faculty complement associated with program delivery; the following has been provided:

- Five years of full and part-time Fall headcount by Faculty/AAU and
- Five years of faculty within each Faculty/AAU.

2. **ENROLMENT DATA DEFINITIONS:**

Timelines
Enrolment numbers are based on the University Statistical Enrolment Reports (USER) submitted to the Ontario Ministry of Colleges and Universities (MCU). Enrolment count date for Fall is November 1st. The Enrolment information presented for Fall 2025 reflects preliminary November 1, 2025, enrolment information. The enrolment information presented will be updated after the final November 1st enrolment data is submitted to the Ministry of Colleges and Universities in December.

Enrolment data is available through the Data Centre accessible on the OIA website (Student Enrolment Dashboards | Office of Institutional Analysis):

<u>Counting Combined Majors and Joint Programs</u>
Students are allocated to faculties/departments based on their programs. Students in single majors are allocated 100% to their home faculty, while those in combined majors and joint programs are allocated proportionally to the faculty/department of each major. For example, a student in Combined Psychology and Forensics is allocated 50% to the Faculty of Arts, Humanities and Social Sciences (FAHSS) and 50% to the Faculty of Science. Please note that this allocation method provides partial head counts in some of the reports.

<u>Counting Double Degrees</u>
Double degrees are allocated proportionally to each degree. For example, MSW/JD is allocated 100% to the first degree, with students registering in either the MSW (FAHSS/Social Work) or the JD (Law) portion in different terms. Concurrent Education is allocated based on the student's program for example, the Psychology (BA) / Concurrent Education (Bed)/ Early Childhood Education is split 50% FAHSS and 50% Education. Please note this allocation method provides partial head counts in some of the reports.

3. **FACULTY DATA DEFINITIONS:**

As of Fall 2025, the full-time faculty data presented in this report is sourced from UWinSite People, the University of Windsor's new human resources platform. This year marks the first transition away from the legacy HRIS system. While the underlying definitions remain consistent, this system change may introduce minor differences in categorization. However, the data remains reliable for institutional reporting.

<u>Included in the Report:</u>

- **Academic Executives (Deans):** All individuals serving in the role of Dean are included in their official executive capacity within their respective faculties.

- **Windsor University Faculty Association (WUFA) Full-Time Members:** This includes all permanent full-time and temporary full-time faculty members within the WUFA bargaining unit. Specifically, this encompasses those holding the titles of Professor, Associate Professor, Assistant Professor, Lecturer, Sessional Lecturer (full-time), and Learning Specialist.

<u>Excluded from the Report:</u>

- **Temporary and Part-Time Faculty:** This category excludes all faculty members who are designated as temporary part-time within the Windsor University Faculty Association (WUFA) bargaining unit. This specifically includes Letter VII instructors, part-time sessional instructors, and part-time special instructors.

- **Faculty in Administrative and Service Units:** Faculty appointments linked to non-academic administrative and service units are excluded. This includes but is not limited to the Division of Student Affairs, the Center for Teaching and Learning, the Office of the Associate Vice-President (Academic), and similar units not directly tied to a faculty.

Office of Institutional Analysis 2

- **Senior Administrative Roles and Libraries:** Excluded from the report are faculty members who serve in senior administrative portfolios such as the President, Provost, Vice-Presidents, and Associate Vice-Presidents. Additionally, all faculty associated with the Leddy Library, Law Library, and the Schulich School of Medicine – Windsor Program are not included in these counts.

Similar to enrolment information, full-time faculty information as of September 1st is accessible through the Data Centre on the OIA website ([Faculty & Staff Dashboards | Office of Institutional Analysis](#))
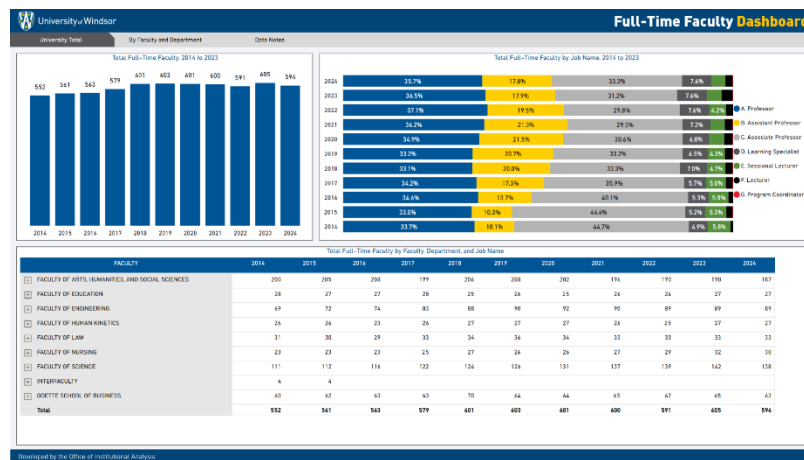
University of Windsor

Fall Undergraduate Headcount Full and Part Time Headcount

Faculty and BAU	Fall 2021			Fall 2022			Fall 2023			Fall 2024			Fall 2025		
	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total
FAHSS	**3,339**	**725**	**4,064**	**3,068**	**659**	**3,727**	**3,043**	**616**	**3,659**	**3,112**	**606**	**3,718**	**3,148**	**593**	**3,741**
Arts, Humanities, Soc Science	215	103	318	172	104	276	113	55	168	156	61	217	151	86	237
Communication, Media, Film	194	32	226	177	41	218	173	30	203	155	29	184	174	18	192
Creative Arts	200	38	238	186	46	232	216	32	248	225	38	262	210	34	243
Dramatic Arts	110	12	122	104	4	108	106	6	112	101	8	109	97	4	101
English and Creative Writing	174	42	216	176	33	209	176	29	205	157	33	190	159	24	183
History	121	35	156	116	19	135	118	24	142	142	23	165	153	18	171
Interdisc &Critical Studies							78	41	119	60	37	97	51	39	90
Languages, Literature, Culture	143	22	165	118	30	148	131	22	153	122	21	143	118	21	139
Philosophy	24	6	30	23	6	29	17	5	22	16	6	22	19	8	27
Political Science	261	48	309	240	35	275	255	35	290	299	37	336	333	38	371
Psychology	914	199	1,113	875	170	1,045	844	176	1,020	839	159	998	838	167	1,005
Social Work	373	65	438	330	62	392	300	68	368	328	61	389	327	58	385
Sociology/Criminology	610	123	733	551	109	660	516	93	609	513	93	606	519	78	597
Business	**960**	**210**	**1,170**	**893**	**193**	**1,086**	**908**	**183**	**1,091**	**923**	**165**	**1,088**	**918**	**158**	**1,076**
Odette School of Business	960	210	1,170	893	193	1,086	908	183	1,091	923	165	1,088	918	158	1,076
Education	**693**	**8**	**701**	**722**	**5**	**727**	**810**	**4**	**814**	**787**	**5**	**792**	**785**	**5**	**790**
Faculty of Education	693	8	701	722	5	727	810	4	814	787	5	792	785	5	790
Engineering	**945**	**296**	**1,241**	**805**	**304**	**1,109**	**897**	**243**	**1,140**	**988**	**241**	**1,229**	**1,062**	**254**	**1,316**
Civil and Environ.l Engin.g	155	39	194	145	42	187	123	51	174	138	39	177	148	37	185
Elec.l and Comptr Engineering	239	81	320	205	88	293	272	78	350	330	79	409	334	92	426
Faculty of Engineering	104	23	127	92	11	103	117	15	132	127	18	145	164	14	178
Mech, Auto, Materials Eng	447	153	600	363	163	526	385	99	484	393	105	498	416	111	527
Human Kinetics	**685**	**66**	**751**	**669**	**60**	**729**	**703**	**68**	**771**	**721**	**66**	**787**	**792**	**60**	**852**
Human Kinetics	685	66	751	669	60	729	703	68	771	721	66	787	792	60	852
Law	**703**	**1**	**704**	**712**	**2**	**714**	**739**	**1**	**740**	**770**	**1**	**771**	**796**	**3**	**799**
Law	703	1	704	712	2	714	739	1	740	770	1	771	796	3	799
Nursing	**893**	**29**	**922**	**934**	**32**	**966**	**946**	**46**	**992**	**995**	**31**	**1,026**	**1,113**	**29**	**1,142**
Nursing	893	29	922	934	32	966	946	46	992	995	31	1,026	1,113	29	1,142
Science	**2,376**	**377**	**2,753**	**2,395**	**385**	**2,780**	**2,455**	**401**	**2,856**	**2,453**	**379**	**2,832**	**2,315**	**340**	**2,655**
Biomedical Sciences	456	17	473	485	25	510	500	29	529	553	23	576	542	24	566
Chemistry and Biochemistry	177	41	218	159	31	190	140	25	165	136	28	164	125	25	150
Computer Science	738	175	913	771	199	970	861	221	1,082	850	182	1,032	715	180	895
Economics	88	23	111	68	14	82	83	9	92	59	22	81	80	9	89
Faculty of Science	180	19	199	184	22	206	171	21	192	154	17	171	39	2	41
Integrative Biology	465	59	524	447	53	500	457	52	509	457	56	513	567	61	628
Mathematics and Statistics	105	16	121	109	14	123	97	14	111	110	15	125	110	18	128
Physics	54	11	65	55	11	66	47	11	58	47	9	56	50	6	56
School of the Environment	113	16	129	117	16	133	99	19	118	86	27	113	86	15	101
Grand Total	**10,594**	**1,712**	**12,306**	**10,198**	**1,640**	**11,838**	**10,501**	**1,562**	**12,063**	**10,749**	**1,494**	**12,243**	**10,929**	**1,442**	**12,371**

*Fall 2025 is preliminary data

University of Windsor

Fall Graduate Headcount Full and Part Time Headcount

Faculty and BAU	Fall 2021			Fall 2022			Fall 2023			Fall 2024			Fall 2025		
	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total
FAHSS	**746**	**1**	**747**	**735**	**9**	**744**	**731**	**5**	**736**	**693**	**9**	**702**	**667**	**6**	**673**
Arts, Humanities, Soc Science	11	1	12	15	1	16									
Communication, Media, Film	12		12	7		7	8		8	8	1	9	27		27
Creative Arts	10		10	11		11	13		13	20		20			
English and Creative Writing	20		20	16	2	18	11		11	11		11	11		11
History	17		17	16		16	17		17	13		13	13		13
Philosophy	8		8	10		10	25	2	27	22	3	25	16	2	18
Political Science	34		34	40	1	41	24		24	20	1	21	20	1	21
Psychology	96		96	98		98	104		104	102		102	107		107
Social Work	495		495	479	3	482	484	2	486	458	3	461	445	3	448
Sociology/Criminology	43		43	43	2	45	45	1	46	39	1	40	28		28
Business	**568**		**568**	**836**		**836**	**729**		**729**	**618**		**618**	**635**		**635**
Odette School of Business	568		568	836		836	729		729	618		618	635		635
Education	**196**	**6**	**202**	**188**	**41**	**229**	**229**	**43**	**272**	**264**	**37**	**301**	**231**	**35**	**266**
Faculty of Education	196	6	202	188	41	229	229	43	272	264	37	301	231	35	266
Engineering	**2,226**	**2**	**2,228**	**2,538**	**10**	**2,548**	**2,696**	**9**	**2,705**	**1,617**	**8**	**1,625**	**825**	**8**	**833**
Civil and Environ.l Engin.g	360		360	497	2	499	561	1	562	359	4	363	211	2	213
Elec.l and Comptr Engineering	766		766	739	5	744	847	5	852	586	3	589	303	4	307
Faculty of Engineering	39		39	51		51	32		32	36		36	54		54
Mech, Auto, Materials Eng	1,061	2	1,063	1,251	3	1,254	1,256	3	1,259	636	1	637	257	2	259
Human Kinetics	**79**		**79**	**74**	**1**	**75**	**76**	**3**	**79**	**87**	**4**	**91**	**86**	**5**	**91**
Human Kinetics	79		79	74	1	75	76	3	79	87	4	91	86	5	91
Law	**8**		**8**	**4**		**4**	**6**		**6**	**7**		**7**	**5**		**5**
Law	8		8	4		4	6		6	7		7	5		5
Nursing	**104**	**1**	**105**	**81**	**22**	**103**	**93**	**10**	**103**	**127**	**12**	**139**	**141**	**17**	**158**
Nursing	104	1	105	81	22	103	93	10	103	127	12	139	141	17	158
Science	**998**		**998**	**1,296**		**1,296**	**1,306**		**1,306**	**1,261**	**1**	**1,262**	**948**	**2**	**950**
Biomedical Sciences				22		22	26		26	23		23	34		34
Chemistry and Biochemistry	261		261	262		262	281		281	322		322	290		290
Computer Science	497		497	786		786	762		762	685		685	431		431
Economics	56		56	59		59	68		68	63		63	32		32
Faculty of Science	31		31	26		26									
Integrative Biology	68		68	71		71	72		72	68	1	69	67	2	69
Mathematics and Statistics	58		58	47		47	58		58	66		66	55		55
Physics	13		13	8		8	9		9	8		8	7		7
School of the Environment	14		14	15		15	30		30	26		26	32		32
Grand Total	**4,925**	**11**	**4,936**	**5,756**	**83**	**5,839**	**5,869**	**70**	**5,939**	**4,676**	**71**	**4,747**	**3,542**	**73**	**3,615**

*Fall 2025 is preliminary data

University of Windsor

Number of Full-Time Faculty, Fall 2020 to Fall 2025

FACULTY	DEPARTMENT	Human Resources Information System (HRIS)					Uwinsite People
		Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	Fall 2025
FAHSS	Communication, Media And Film	12	12	9	10	10	10
	English And Creative Writing	17	18	17	18	17	16
	Faculty Of Arts, Humanities, And Social Sciences	3	3	3	3	3	3
	History	11	10	10	9	9	7
	Interdisciplinary And Critical Studies				6	7	7
	Languages, Literatures & Cultures	15	15	15	14	14	14
	Philosophy	12	11	10	9	8	8
	Political Science	15	17	17	16	15	14
	Psychology	33	34	32	32	33	29
	School Of Creative Arts	19	19	18	16	15	11
	School Of Dramatic Art	11	11	10	10	9	6
	School Of Social Work	33	29	32	29	28	27
	Sociology, Anthropology And Criminology	21	17	17	18	19	17
	Total FAHSS	**202**	**196**	**190**	**190**	**187**	**169**
Education	Faculty Of Education	25	26	24	27	27	25
	Total Education	**25**	**26**	**24**	**27**	**27**	**25**
Engineering	Civil & Environmental Engineering	18	19	19	22	25	23
	Electrical & Computer Engineering	23	23	23	22	22	21
	Faculty Of Engineering	7	6	5	5	2	2
	Mechanical, Automotive & Materials Engineering	44	42	42	40	40	40
	Total Engineering	**92**	**90**	**89**	**89**	**89**	**86**
Human Kinetics	Faculty of Human Kinetics						1
	Kinesiology	27	26	25	27	27	25
	Total Human Kinetics	**27**	**26**	**25**	**27**	**27**	**26**
Law	Law	34	33	33	33	33	30
	Total Law	**34**	**33**	**33**	**33**	**33**	**30**
Nursing	Nursing	26	27	29	32	30	28
	Total Nursing	**26**	**27**	**29**	**32**	**30**	**28**
Science	Biomedical Sciences	12	12	12	15	15	14
	Chemistry and Biochemistry	25	25	25	25	24	21
	Economics	11	11	12	10	10	10
	Faculty of Science						1
	Integrative Biology	15	15	15	17	16	14
	Mathematics and Statistics	16	16	17	17	17	17
	Physics	8	7	8	9	6	6
	School of Computer Science	25	31	33	32	33	29
	School of the Environment	19	20	17	17	17	16
	Great Lakes Institute for Environmental Research						1
	Total Science	**131**	**137**	**139**	**142**	**138**	**129**
Odette School of Business	Odette School of Business	64	65	62	65	63	58
	Total Business	**64**	**65**	**62**	**65**	**63**	**58**
Grand Total		**601**	**600**	**591**	**605**	**594**	**551**

University of Windsor
Senate Governance Committee

5.2: **UCAPT Report on Renewal, Tenure/Permanence, and Promotion Processes**

Item for: **Information**

See attached.

<div align="center">

University of Windsor
FALL 2025 REPORT to SENATE – UCAPT, UCRPPLM, and RTP Processes

</div>

This report summarizes the **Fall 2025** University Committee on Academic Promotion and Tenure (UCAPT) information on aggregated Renewal, Tenure/Permanence and Promotion (RTP/RPP) details, in accordance with the December 2023 motion regarding UCAPT reporting to Senate. According to Bylaw 22: 8.1 "The primary responsibility of the UCAPT shall be to review all recommendations made by the various AAU RTP Committees regarding promotion, tenure, or contract renewal as specified in Bylaw 23, and to ensure that **established criteria** for promotion and/or tenure have been satisfied, and the **appropriate procedures** are followed**.**" Additionally, UCAPT approves ongoing significant updates and changes to RTP/RPP criteria and provides commentary on general issues that may arise in the RTP/RPP process. A parallel process governs advancement for librarians via the University Committee on Renewal, Permanence, and Promotion for Library Members (UCRPPLM). These committees meet regularly between September and June during the academic year (July 1 to June 30). The UCAPT meeting schedule is established at the beginning of the academic year and posted publicly on the UCAPT website.

Candidate Related Data
For the 2025-2026 year, meetings were initiated with Equity training in September, and committee meetings commencing in October. The majority of RTP related activities will occur between December and June.

For the 2024-2025 academic year, we expected to receive approximately 38 files from all Faculties and three from the Library, for a total of 41 files, and we received 41 files. The trends for total RTP/RPP files over the past six years are summarized by Faculty in Appendix 1.

The following Faculty files were received for the 2024-2025 academic year:
- 12 contract renewals
- 10 tenure and promotion to Associate Professor
- 3 early tenure and promotion to Associate Professor
- 5 permanence and promotion to AAS III
- 1 early permanence and promotion to AAS III
- 5 promotions to full professor
- 1 promotion to Sessional Lecturer III
- 1 permanence only

For the 2024-2025 academic year, three (3) files were received from the libraries:
- 1 early permanence and promotion to Librarian II
- 1 permanence and promotion to Librarian III
- 1 promotion to Librarian IV

UCAPT Report of Equity, Diversity, Inclusion, Decolonization and Indigenization (EDI-DI) Data
Because of the confidential and sensitive nature of EDI-DI information, UCAPT does not directly receive the data, rather Human Resources has compiled the current information for July 1, 2024-June 30, 2025 (Appendix 2).

Revisions to UCAPT Processes and AAU RTP Criteria
AAU RTP/RPP Criteria: 20 AAU RTP Criteria were reviewed between July 1 2024-June 30 2025, with the approved criteria shared online. New and revised criteria included EDI-DI and the new Student Perceptions of Teaching survey.

Conflicts of Interest FAQ: In the Spring 2025 report, addressing questions about conflicts of interest and arms-length reviewers was identified as an issue. An FAQ was developed with the University Secretariat and shared on the website.

Equity: This year, the UCAPT committee dedicated the first meeting in September to Equity training specifically targeted for UCAPT processes, led by Diane Luu-Hoang. The UCAPT Meeting Guidelines developed in spring 2025

were reviewed and updated in September 2025, drawing attention to the role of all members in ensuring an equitable process.

The **Student Perception of Teaching (SPT)** AAU RTP/RPP criteria continue to be updated to address the new SPT forms. UCAPT encourages all applicants to submit a teaching dossier, and Heads and RTP committees to use this additional evidence, to avoid over reliance on one source of data. Faculty-level norms are available in the **User Guide** (page 17). Reliability calculations for response rates showed that when there are 10 responses or more, the SPT have good rater agreement (page 6). Based on feedback from administrative assistants and Heads, the process for sharing SPT Reports with Heads was modified for Fall 2025 reports, using Teams Channels. This will enable a repository of the reports to be developed, that will be available as people change in the roles.

The RTP/RPP Workflow andTracking System and eCV Request for Proposals (RFP) The excel tracking tool developed in 2024 continues to be the system to meet the goal for transparency in process as required by Senate. The system is manually maintained and was intended as a temporary solution. The RFP search for a more robust workflow system and eCV system was temporarily paused for budgetary reasons. This will be re-examined in the next year.

Identified Issues
Delayed submission of packages continue to be an issue, primarily due to delays in the external letters, as identified in the Fall 2024 report. Recommended timelines with earlier start dates are being piloted, particularly for tenure/permanence and promotion with external referees.

Training and Information Sessions
1. AAU Heads meeting was held on January 17, 2025 and lead by Dennis Jackson on usage of SPT Reports for RTP/RPP and Performance Reviews
2. RTP General Information e-mail to all Administrative Assistants was sent on February 13, 2025 and shared in the Teams Group for reference.
3. Early Career Faculty Workshop on *Creating and Sharing your eCV* with Erika Kustra on March 21, 2025. Discussed using the eCV system, including using the AAU /RPP criteria to guide development of the eCV and using the eCV for RTP/RPP package. 15 participants attended this session
4. AAU Heads meeting was held on March 28, 2025 to discuss RTP/RPP Draft Revised Timelines to help faculty members prepare for the process, noting these are recommendations not required by Senate Bylaws. It was suggested that Heads send confirmation messages to candidates in February and that candidate inform their Heads of submission intentions by March. Proposed establishing RTP committees in April rather than September. This process may help address external referee challenges.
5. A Spring RTP Information Session for all faculty members was held on Wednesday, April 30, 2025 in Freed Oman Commons, with 32 individuals attending.
6. A Spring RTP Information Session for all administrative assistants was held on Tuesday, May 6, 2025 in Freed-Orman Commons, with 14 individuals attending.
7. A Fall RTP Information Session for all faculty members was held on Monday, September 29, 2025 in Freed-Orman Commons, with 28 individuals attending.
8. A Fall Information Session for all administrative assistants was held on Monday, September 29, 2025 in Freed-Orman Commons, with 13 individuals attending.
9. The Centre for Teaching and Learning provided support for teaching dossiers, including the 5-day Teaching Dossier Academy, consultations, and short workshops.

At the general RTP/RPP information session, the main topics for discussion focused on:
- Specifics of applying the various Bylaws, and Collective Agreement rules and procedures
- Timelines
- Preparing a teaching dossier
- Using the SPT reports
- Using the UCAPT Evaluation forms

Appendix 1

Table 1: RTP/RPP Files by Faculty and Year from 2018-2025*

	2024-2025	2023-2024	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	TOTALS BY FACULTY
Business	6	8	3	14	9	5	1	45
Education	3	3	3	3	0	0	0	10
Engineering	3	1	9	10	10	8	4	44
FAHSS	9	19	19	22	16	18	11	108
Human Kinetics	0	1	0	3	7	3	1	16
Law	1	3	5	4	6	1	3	26
Libraries (Leddy/Law)	3	3	5	4	2	2	2	18
Nursing	3	2	2	5	1	1	2	16
Science	9	16	16	12	12	11	6	81
CTL	1	0	0	2	2	2	1	7
OOL	0	1	1	1	2	0	1	6
ARC	3	2	3	0	5	2	0	19
TOTALS BY YEAR	**41**	**59**	**66**	**80**	**72**	**54**	**30**	**395**

*The totals include all processes including contract renewal, tenure/permanence and promotion.

Appendix 2

Table 2: UCAPT Report of Equity, Diversity, Inclusion, and Decolonizing (EDID) Data July 1 to June 30, 2025

*An applicant may be a member of multiple designated groups categories. As such, the sum of the numbers from the first five columns may be greater than the total number of designated group members. For the "total number of designated group members" column, each applicant is to be counted only once.

Applicants	# of Indigenous people	# of persons with disabilities	# of sexual/ gender minorities (2SLGBTQIA+)	# of racialized people/ minorities	# of women	Total # of designated group members (do not double count individuals)*	Total # of all applicants (designated and non-designated)	Ratio of designated to non designated-group applicants
For Renewal	0	1	N/A*	5	8	11	12	91.67%
For Tenure	0	1	N/A*	6	7	12	18	66.67%
For Promotion	0	1	N/A*	7	10	14	22	63.64%

*Information not provided.

University of Windsor
Senate Governance Committee

5.3:   **Proposed Revisions to Bylaws 54 and 55 and Policy on Grading**

Item for: **Approval**

MOITON: **That the proposed revisions to Bylaw 54, Bylaw 55, and the Policy on Grading and the Calculation of Averages be approved.**

Proposed Revisions:
[revisions are in track changes]

Policy on Grading and the Calculation of Averages
[…]
Aegrotat sStanding is the exceptional granting of credit for a course based on the successful completion of the majority of the assignments/evaluations, as defined under the appropriate Faculty policy, or where the student has demonstrated achievement of sufficient learning outcomes for the course. Where the assessment of aegrotat standing result in a passing grade, an AEG will be assigned. Where the assessment of aegrotat standing result in a failing grade, a non-pass aegrotat (NPA) will be assigned. following a positive review of a student's request for consideration based on health, bereavement, or extenuating circumstances. Aegrotat sStanding (AEG and NPA) notations are recorded on the transcript but and have no numeric grade equivalent.*

[*where credit cannot be granted, an NP will be assigne
[…]

A grade of IP is recorded at the end of the first term of a two-term course. Pass/Non-Pass (P/NP) and Satisfactory/Unsatisfactory (S/U) grades are recorded on the transcript but have no numeric grade equivalent.

[…]

For (i) and (ii) above, an "Incomplete" must be changed to a grade not later than six weeks following the release of official final grades by the Registrar's Office. after the last date of the examination period. If no grade has been assigned by that date, a final grade of 0% (where numeric grades are assigned) or Non-Pass (where Pass/Non-Pass grades are assigned) is automatically entered in the student's record by the Office of the Registrar.

Bylaw 54:
[…]

2.18.3   In the cases outlined in 2.18.1-2.18.2 above, the Instructor may grant an "aegrotat standing" of pass (AEG) or non-pass (NPA), as defined in the Policy on Grading and the Calculation of Averages, grade on the basis of term work or assign an "incomplete" (IN) grade indicating what further work is required and the deadline by which such work must be completed. The instructor's response will be forwarded to the Registrar using the any approved procedure followed for submitting final grades. If further work is required, the instructor is responsible for notifying the student of the deadline by which further work is to be submitted. A final grade must be submitted no later than six weeks following the release of official final grades by the Registrar's Office.
[…]

Bylaw 55:
[...]

1.11.3 In the cases outlined in 1.11.1-1.11.2 above, the Instructor may grant an "aegrotat standing" of pass (AEG) or non-pass (NPA), as defined in the Policy on Grading and the Calculation of Averages, grade on the basis of term work or assign an "incomplete" (IN) grade indicating what further work is required and the deadline by which such work must be completed. The instructor's response will be forwarded by the Head of the AAU offering the course to the Dean of Graduate Studies for final approval. The Dean of Graduate Studies shall inform the Office of the Registrar using the any approved procedure followed for submitting final grades. If further work is required, the instructor is responsible for notifying the student of the deadline by which further work is to be submitted. A final grade must be submitted no later than six weeks following the release of official final grades by the Registrar's Office.

Rationale:

- The revisions provide greater clarity around the use of aegrotat, particularly where the review results in a failing grade. The new NPA designation acknowledges that there were external and extenuating factors that impacted the students ability to succeed in the course.
- The revisions also provide flexibility to the instructor or Associate Dean by reframing the determination of determining whether to grant aegrotat standing based on an assessment of achievement of sufficient learning outcomes for the course, particularly where there is no Faculty policy relating to aegrotat standing. It also recognizes that aegrotat standing is granted to students based on compassionate grounds and so flexibility in assessing whether to grant aegrotat (AEG or NPA) is essential.
- In practice and as programmed in the system, Incompletes are converted to 0% six weeks after official grades are posted by the Registrar's Office (not six weeks after the last day of the exam period).