



SENATE
Minutes of Meeting

Date: Friday, October 11, 2019

Time: 2:30pm-4:57pm

Room: 203 Anthony P Toldo

PRESENT: Dr. Majid Ahmadi, Dr Abdo Alfakih, Nick Baker, Dr. Fazle Baki, Katia Benoit, Prof. Jeff Berryman, Dr. Sheila Boamah, Jeremiah Bowers, Dr. Lori Buchanan, Dr. John. Cappucci, Dr. Greg Chung-Yan, Scott Cowan, Linden Crain, Biane Deghaiche, Candy Donaldson, Dr. Phil Dutton, Dr. Donna Eansor, Dr. Mitch Fields, Ryan Flannagan, Dr. Brent Furneaux, Dr. Vincent Georgie, Dr. Robert Gordon (Chair), Dr. Jim Green, Alice Grgicak-Mannion, Dr. Marcello Guarini, Dr. Mustapha Hamil, Prof. Nick Hector, Dr. Chris Houser, Dr. Andrew Hubberstey, Dr. Shashi Jasra, Dr. Ofelia Jianu, Dr. Ed King, Lynette Kivisto, Dr. Douglas Kneale, Dr. Ziad Kobti, Prof. Ruth Kuras, Dr. Mark Letteri, Dr. Joanna Luft, Dr. Cheri McGowan, Alice Miller, Dr. Bruce Minaker, Dr. Ken Montgomery, Dr. Maureen Muldoon, Prof. Kim Nelson, Bhargav Pandya, Dr. Linda Patrick, Dr. Katherine Quinsey, Dr. Jody Ralph, Dr. Steven Rehse, Dr. Anotonio Rossini, Mohammad Hannan Sadar, Dr. Mehrdad Saif, Lisa Salfi, Dr. Terry Sefton, Dr. Victor Sevillano Canicio, Jennifer Soutter, Dr. Maureen Sterling, Dr. Edwin Tam, Prof. Lionel Walsh, Dr. Chris Waters, Dr. Patricia Weir, Sue Williams, Dr. Nancy Ursel.

REGRETS: Chris Baillargeon, Dr. B. Daly, Dr. Gordon Drake, Prof. Jason Grossi, Dr. Michael Khan, Dr. Bruce Kotowich, Diana Marion, Gordon Orr, Dr. K. W. Michael Siu, Dr. Julie Smith, Dr. Elizabeth Starr, Dr. Nurlan Turdaliev, Dr. Sarah Woodruff.

ABSENT: Pascal Calarco, Deehanna Cober, Edy Haddad, Dr. Norman King, Quessia Mugabo, Jay Patel, Teresa Piruzza, Lena Sleiman.

PRESENT: Chris Busch, Dr. Cheryl Collier, Dr. Joan Dalton, Bev Hamilton, Anna Kirby, Kaye Johnson, Dr. Erika Kustra, Dr. Lisa Porter, Rose Zanutto; Renée Wintermute (University Secretary), Alison Zilli (University Secretariat).

1 Approval of Agenda (Unstarring agenda items)

MOTION: That the agenda be approved.

Dr. M. Ahmadi/Dr. P. Weir
CARRIED

2 Minutes of the meetings of May 24, 2019

MOTION: That the minutes of the meeting of May 24, 2019 be approved.

Dr. A. Rossini/Dr. J. Cappucci
CARRIED

3 Business arising from the minutes

Nothing to report.

4 Outstanding Business/Action Items

4.1 Candidates for Degrees, Diplomas and Certificates

(See document Sa191011-4.1 for more details.)

MOTION #1: To approve the slate of candidates for the Fall 2019 Convocation in the Faculty of Arts, Humanities, and Social Sciences.

Dr. L. Buchanan/Dr. J. Luft

CARRIED

MOTION #2: To approve the slate of candidates for the Fall 2019 Convocation in the Odette School of Business.

Dr. M. Fields/Dr. F. Baki

CARRIED

MOTION #3: To approve the slate of candidates for the Fall 2019 Convocation in the Faculty of Education.

Dr. K. Montgomery/Dr. K. Quinsey

CARRIED

MOTION #4: To approve the slate of candidates for the Fall 2019 Convocation in the Faculty of Human Kinetics.

Dr. C. McGowan /Dr. P. Weir

CARRIED

MOTION #5: To approve the slate of candidates for the Fall 2019 Convocation in the Faculty of Nursing.

Dr. J. Ralph/Dr. L. Patrick

CARRIED

MOTION #6: To approve the slate of candidates for the Fall 2019 Convocation in the Faculty of Science.

Dr. C. Houser/Dr. P. Dutton

CARRIED

MOTION #7: To approve the slate of candidates for the Fall 2019 Convocation in the Faculty of Law.

Dr. C. Waters/Dr. D. Eansor

CARRIED

MOTION #8: To approve the slate of candidates for the Fall 2019 Convocation in the Faculty of Engineering.

Dr. M. Saif/ Dr. M. Ahmadi

CARRIED

MOTION #9: To approve the candidate receiving the Board of Governors medals for Graduating and In-Course student awards.

Dr. C. Houser/Dr. E. King

CARRIED

MOTION #10: Tto approve the candidates receiving the Governor General's Gold Medal award.

Dr. M. Saif /Dr. J. Green

CARRIED

MOTION #11: That the Dean of the Faculty concerned in consultation with the Registrar be empowered to approve the names of candidates whose notification of completion of the requirements for their degrees arrived too late for the Senate meeting.

Dr. M. Fields/Dr. P. Dutton
CARRIED

5 Reports/New Business

5.1 Report from the Student Presidents

University of Windsor Students Alliance (UWSA)

Senators were informed that six new members have been elected to serve on Senate. Windsor Welcome Week was well attended and very successful in engaging incoming students through various activities (*i.e.*, Hip Hop night, Foam Party, Country Night, Toga Party, Blue and Gold Night). In addition, the number of student clubs has almost doubled from last year with close to 300. Upcoming events include the Winter Homecoming Festival during Frost Week.

#EveryLancerEats

UWSA is grateful to the support that they have received for their initiative to offer a weekly free breakfast program for students in an effort to ensure that every lancer has an opportunity to eat. The “Every Lancer Eats” campaign was launched under the Campus Food Pantry initiative to provide support for students who may not have enough funding for food.

Anyone interested in hosting a breakfast for students can contact the President of UWSA. Donations can also be brought to the Food Pantry in the CAW Student Centre, 2nd floor.

Organization of Part-Time University Students (OPUS)

Senators were informed that there was strong participation during the annual appreciation week for part-time students. Members were also informed that the OPUS’s annual barbeque was well attended with hundreds of students and staff at the event.

Graduate Students Society (GSS)

Senators were informed that many new members have been elected to serve on Senate. Members were also informed that the GSS annual barbeque was well attended with hundreds of students and staff at the event. It was noted that voting has closed for Council positions and results will be posted shortly.

5.2 Report of the President

(See document Sa191011-5.2 for more details.)

The Year Ahead

The University is an evolving comprehensive university with a commitment to excellence in teaching, research/scholarship/creative work, and service. Key areas of focus are: 1) Equity, Diversity and Inclusion; 2) Academic excellence; 3) Exceptional student experience and success; and, 4) Being the employer of choice and employee engagement.

Some early priorities for the President include: listening and learning from faculty, students and employee groups; connecting with new and existing partners; and building towards the University’s financial stability.

The University is in the consultation and development stages for the next round of the Strategic Mandate Agreements (SMA3). This is a contract between the Ministry of Advanced Education and Skills Development and the University which will cover the timeframe of 2020-2025. SMA3 will see a significantly larger proportion of universities’ government grants tied to performance, from \$24m at risk in Year 1 for the University increasing to \$54m by Year 5. The University is undertaking broad consultation about the SMA3 and will be hosting Town Hall information sessions on October 24th and October 31st.

Some of the challenges that the University is facing in terms of financial stability is that in 2019-2020, tuition for domestic students was reduced by 10% followed by a freeze in tuition in 2020-2021. In addition, there is uncertainty with the Special Purpose Envelopes, future provincial grants cuts, performance-based funding. To address this financial uncertainty, multi-year budget planning is needed which should include enhancing fundraising and re-visiting the internal budget modelling and resource allocation processes.

On the international landscape, the University rankings continue to grow with the majority of our students coming from India and China. In the future, considerations must be given to recruitment diversity (program and country of origin) and enhancing international student services support.

On the domestic front, the University will need to maximize corridor enrolments and consider non-traditional training opportunities which could include alternative program delivery approaches, corporate training, professional upgrading, life-long learning, resources sharing, *etc.*

The floor was open for comments/questions.

In response to a question raised, it was noted that stronger outreach to indigenous communities is needed.

In response to a question raised about recruitment in Michigan and the surrounding area, it was noted that resources have been invested in the past but there has been very little student interest. One key barrier noted from international recruitment officers was the lack of passports to come to Canada and the US students' belief in the pre-eminence of the US College degree.

In terms of creating pathways between the University and St. Clair College, it was noted that there has been discussion about meeting on a frequent basis to grow more pathways between the institutions.

In response to a question raised about continuing education, and the aging population of seniors who are eligible to free tuition at age 65, it was noted the University may need to be flexible and look at different approaches to lifelong learning. It may not always be revenue generating but it will be a reflection on the University's role responsibility within the region.

It was noted that while the University of Windsor's core undergraduate and graduate programs will continue to be taught on campus, more can be done related to online delivery.

It was noted that since graduate programs are an important component in supporting research, sufficient funding should be invested in this area to ensure that there are resources in place. It was further added that research *and teaching* should be integrated as they are not mutually exclusive.

A question was raised as to whether consideration will be given to reducing the tuition fee for international graduate student. In response, it was noted that there are some universities that have differentiate fees for international students and all possibilities will be investigated as budget planning continues.

5.3 Report of the Academic Colleague

(See document Sa191911-5.3 for more details.)

Members were informed that the main topic of discussion focussed on identifying key topics for the year revolving around the role of universities in society today, such as "how can universities maintain traditional mission while responding to increasing demands from stakeholders", *etc.* In addition, at the meeting, advice of the academic colleagues was sought on eight themes that were then discussed at the first Universities Summit. The goal was to identify strategies for "thoughtful leadership" of the COU. Some of the topics included such things as the role of government in post-secondary sector, the future of post-secondary education, meeting the needs of a changing student body, mitigating risks and increasing efficiencies, international strategies.

In response to a question raised about the Free Speech Policy, it was noted that the University submitted their Free Speech Policy as mandated by the Provincial Government, as well as the required annual report.

Concern was raised regarding the issue that Ontario universities are the lowest funded in Canada. The only way to change this is to ensure that the government is made aware of the importance of investing in its universities.

5.4 Senate Student Caucus

Members were informed that discussion at the last meeting focussed on the structure and mandate of Student Caucus. Historically, visibility and communication have been challenges, as Student Caucus is a Senate standing committee and Senate is not a big part of students' lives. Also, the discussion and agenda of the committee has expanded to include many items that are not under the purview of Senate: it intersects Senate concerns and Student Experience and Student Services concerns.

Senators were informed that over the past years, the student Co-chairs have struggled with establishing a reliable Student Liaison Committee often due to lack of understanding about the role of Student Caucus. In light of this, Student Caucus is recommending that the Student Liaison Committee be eliminated from Senate Bylaw 3. Student Caucus also agreed that the role of the Caucus as a direct conduit for student concerns to the Senate should be made clearer and more visible to the student community, and efforts will continue to this effect. It was noted that the new student co-chair for 2019-2020 is Quessia Mugaboo.

Senators were informed that the AVP Student Experience reported on the challenges of a commuter campus and building student engagement, which impacts retention. However, there has been tremendous progress in creating a sense of campus community and pride through campus events (i.e., UWin Day, UWin Proud, etc.). The focus on investment in student mental health and wellness has been tremendous with several recommendations being acted upon in the Student Mental Health Strategy document.

Members were informed that the Executive Director, Campus Services provided a report which included a broad range of initiatives and activities related to parking, bookstore and food services.

Senators were reminded that if a student has forgotten their UWin Student Card for an examination, they can use government issued photo ID card for identification and that Therapeutic Paws of Canada will be back in November for Paws for Stress sessions featuring both dogs and cats.

5.5 Program Development Committee

***5.5.1 Program Course Changes**

***a) Nursing – New Course Proposal**

(See document Sa191011-5.5.1a for more details.)

**MOTION: That the following course addition be approved: ^
NURS-1310. Pharmacology and Medication Management I**

^Subject to approval of the expenditures required.

***CARRIED**

***b) Education – New Course Proposal**

(See document Sa191011-5.5.1b for more details.)

**MOTION: That the following course addition be approved: ^
EDUC-5211. Mental Health in the Classroom**

^Subject to approval of the expenditures required.

***CARRIED**

- *c) Concurrent General Bachelor of Arts (Psychology) Bachelor of Education/Diploma in Early Childhood Education – Minor Program Changes**
(See document Sa191011-5.5.1c for more details.)

MOTION: That the Concurrent General Bachelor of Arts (Psychology) Bachelor of Education/Diploma in Early Childhood Education program be changed according to the program/course change forms.^

^Subject to approval of the expenditures required.

***CARRIED**

- *d) English – Minor Program Changes**
(See document Sa191011-5.5.1d for more details.)

MOTION: That the General English, Honours English, Honours English and Creative Writing, Combined Honours English, and Combined Honours English and Creative Writing programs be changed in accordance with the program/course change forms, and that the changes be applied retroactively to September 1, 2019.^

^Subject to approval of the expenditures required.

***CARRIED**

- *e) Law – New Course Proposal**
(See document Sa191011-5.5.1e for more details.)

MOTION: That the following course addition be made: *
LAWG-5987. Entertainment Law.^

^Subject to approval of the expenditures required.

***CARRIED**

5.6 Academic Policy Committee

- *5.6.1 Revision to Policy on Undergraduate English Language Proficiency Requirement (TOEFL)**
(See document Sa191011-5.6.1 for more details.)

MOTION: That the Policy on Undergraduate English Language Proficiency Requirement be revised as follows:

[...]

B. Undergraduate English Language Proficiency Requirement

All applicants, not covered by section A, must demonstrate proficiency in English to be considered for admission.

This can be demonstrated in the following ways:

[...]

7) A minimum score of ~~220 with a T.W.E. 4.5 on the Computer-based Test~~, 83 with an essay score of 20 on the Internet-based Test (**IBT**) of English as a Foreign Language (TOEFL). **Prospective students completing the Paper-Delivered Test (PDT) of English as a Foreign Language (TOEFL) (as offered from October 2017) will have their results assessed on an individual basis; or**

[...]

***CARRIED**

5.6.2 Revision to Policy on Advanced Standing and Credit Transfer (Undergraduate) Dual Credit Proposal

(See document Sa191011-5.6.2 for more details.)

MOTION: That the proposed revisions to the Policy on Advanced Standing and Credit Transfer (Undergraduate), which provide for dual credit for enriched university preparatory courses, be approved.

Prof. L. Walsh/Dr. P. Weir

Members were informed that the revision to the policy will allow students to get dual credit for university-level preparatory courses taught at a secondary school by a university instructor and/or a secondary school dual credit teacher. It was noted that the courses will be developed in collaboration with a subject expert at the University of Windsor and a secondary school dual credit teacher. Dual credit courses can be applied towards a student's high school average and the course will appear on a university transcript as a dual credit transfer course. Although this is currently being developed in collaboration with a high school that reached out to the University of Windsor from the GTA, there is possibility for future growth to local areas.

In response to a question raised regarding whether consideration has been given to approaching dual credit using alternative modes of delivery, it was noted that consultation would be needed with the Ministry to determine whether this would be possible.

CARRIED

5.7 Senate Governance Committee

5.7.1 Gender Requirements in Bylaws

Members were informed that the language in the current Senate Bylaws states that "both genders" must be represented on Committees. This terminology upholds the traditional gender binary by assuming that there are only two genders, male and female. However, given the extensive range of gender identities, it is time to broaden this definition.

The floor was open for comments and feedback.

It was stressed that it is important to not undue the hard-won requirement of ensuring female identified representation on Committees, along with recognition of nonbinary genders. It was also noted that in future, there should also be a broader discussion about the gender pay equity gap.

A suggestion from the Office of Human Rights and Equity and Accessibility was to broaden the language to "appreciate the range of gender diversity" and to ensure that all Committees have at least "one male identified, and one female identified".

Other suggestions included that "at least two genders" be identified or that "no committee be created of just one gender". In response to this suggestion, it was noted that this language does not guarantee that a female will be on the Committee. Concern was expressed that the language must ensure that other genders not be excluded.

Members were encouraged to send any additional feedback to the Bylaw Review Committee.

5.8 Update on WE SPARK Health Institute

(See document Sa191011-5.8 for more details.)

An update was provided to Senators regarding the initiatives that have taken place in the launching of the WE SPARK Health Institute (formerly the Windsor Health Institute) approved in Spring 2019. Some of the

highlights have included: establishing a Board, pursuing marketing and branding, launching a website, hiring staff, drafting a five-year plan, pursuing programming and grants, and launching a SPARK lecture series. Five strategic priorities have been identified: 1) Research Excellence; 2) Knowledge Transfer; 3) Building Capacity; 4) Identity and Community Engagement; and, 5) Organizational Effectiveness.

In response to a question raised about whether the institute has consulted with the Leddy Library to ensure that there is indigenous knowledge and resources in health research, it was noted that consultations are still needed regarding resources that are available for sharing. It was stressed that indigenous health and research is important and included in the overall plan.

The document was received for information.

5.8 Search Committee for Associate Vice-President, Student Experience - Election

(See document Sa191011-5.8 for more details.)

Ryan Flannagan was not present for this item.

Members were informed that in accordance with Bylaw 12, Associate Vice-President, Student Experience, a search committee is required for renewal or appointment. A call for nominations was sent out for “Six members of the Senate elected by the Senate, two of whom must be students”. It was noted that both genders shall be represented among the non-student voting members on the Search Committee.

A call for nominations went out and the following nominations were received prior to the meeting:

Maureen Sterling, Department of History

Maureen Muldoon, Odette School of Business

The floor was open for nominations.

The following student nominations were received from the floor:

Jeremiah Bowers, President, University of Windsor Students’ Alliance

Lynette Kivisto, President, Graduate Students’ Society

The following non-student nominations were received from the floor:

Vincent Georgie, Director, School of Creative Arts

Jennifer Soutter, Librarian

Lionel Walsh, School of Dramatic Art

MOTION: That nominations cease.

Dr. A. Rossini/Dr. L. Buchanan

CARRIED

Jeremiah Bowers and Lynette Kivisto were acclaimed to the student positions. Voting for the non-student senators was by secret ballot. The results were as follows: Maureen Muldoon, Maureen Sterling, Vincent Georgie, Lionel Walsh.

MOTION: That the ballots be destroyed.

Dr. M. Ahmadi/L. Crain

CARRIED

5.9 Report of the Provost

(See document Sa191011-5.9 for more details.)

Enrolment Update Fall 2019

An enrolment update was provided to Senators including enrolments as of the at the end of the add/drop

period and projections for the November 1st count date. A comparison was made between this fall and last fall with a concentration on full-time headcount. Overall full-time enrolment is up by 157 students from Fall 2018, which is positive. It was noted that the University of Windsor sent out very early offers to students in an effort to reach enrolment targets. The floor was open for comments.

Concern was raised regarding students not dropping courses so that they maintain their full-time status for OSAP funding. In response it was noted that it is difficult to determine if the changes to OSAP regulations are having an impact on attrition rate. In most cases, academic advising is key to ensuring that students are getting the support needed if they are not doing well in their courses.

In response to a question raised regarding educational incentives for working professionals, it was noted that the University has reached out to Fiat Chrysler Automobile (FCA) requesting that FCA consider the possibility of offering exit packages with some tuition reimbursement, if jobs are eliminated.

Experiential Learning

The Ignite Work Study program which facilitates experiential learning opportunities has been very successful in filling over 300 positions. It is anticipated that nearly 500 students will be employed by the end of the year. Related to this is that there have been over 300 people in attendance for career development workshops and webinars.

5.10 Report of Vice-President, Research and Innovation

On behalf of the VPRI, the Provost reported that the largest donation for research in UWin history was given in support of the Canadian Center to Alternative for Animal Methods. The Centre is dedicated to identifying alternative approaches to the use of animals in scientific testing. The \$1 million donation was from the Eric Margolis Family Foundations.

The LGBTQ+ STEM Conference which was held this past weekend brought together researchers in all fields of STEM to highlight contributions of the LGBT+ community with a broad range of topics pertaining to equity, diversity and inclusion.

6 Question Period/Other Business

Nothing to Report.

7 Adjournment

MOTION: That the meeting be adjourned.

Dr. M. Ahmadi/ Dr. S. Boamah
CARRIED