

BOARD OF GOVERNORS

The material contained in this document is the Agenda for the next meeting of the Board of Governors.

Tuesday, November 18, 2008
160 Extended Education Complex
4:00 p.m.

OPEN SESSION

Please call regrets to: 474-6165 no later than 9:00 a.m.
the day of the meeting.

Members are reminded that discussions entered into and the decisions made during this meeting are carried out in confidence and are not to be repeated or discussed outside the meeting room. Any material provided for this meeting will be held in confidence afterwards, or it may be returned to the Secretary at the end of the meeting.

Decisions reached during this meeting which are to be announced after the meeting will be made public by official announcement or press release only and such publication does not free members of the obligation to hold in confidence the discussions which took place in the meeting or the material involved.

The continued presence of a member in the room shall indicate acceptance of these conditions.

OFFICE OF THE UNIVERSITY SECRETARY



UNIVERSITY
OF MANITOBA

BOARD OF GOVERNORS

160 Extended Education Complex
Tuesday, November 18, 2008
4:00 p.m.

OPEN SESSION

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AGENDA

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3. APPROVAL OF THE AGENDA	Chair	
4. MINUTES (Open Session)	Chair	
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160 Extended Education Complex

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FOR INFORMATION

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Presenter

UMSU President

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(Oral)

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President

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12. From Executive and Governance

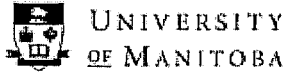
12.1 Creation of a Governance Sub-Committee

Ctte. Chair

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MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION

MOTION TO ADJOURN



**Minutes of the Meeting of the Board of Governors
Open Session
September 16, 2008**

The meeting was held at 4:00 p.m. in Room 500 John Buhler Research Centre.

Present: T. Sargeant, Chair
J. Leclerc, Secretary

J. Anderson D. Barnard A. Berg A. Black P. Bovey
A. Glenn E. Gordon J. Lederman R. Mahé H. Milan
M. Sitter J. Sopotiuik M. Tripple S. Van Schie R. Zegalski

Assessors Present:

T. Booth J. Sealey

Officials Present:

E. Goldie K. Inskip R. Kerr J. Keselman D. McCallum

Regrets:

R. Dhalla R. Eyford G. Hatch W. Norrie D. Ruth
R. Sigurdson T. Strutt

1. **Announcements**

Mr. Sargeant welcomed Mr. Richard Mahé and Dr. David Barnard to the Board of Governors.

2. **Approval of the Agenda**

It was moved by Dr. Anderson and seconded by Mr. Black:

THAT the agenda for the Open Session of the September 16th meeting be approved.

CARRIED

3. **Minutes**

3.1 Open Minutes – June 18, 2008

It was moved by Ms. Milan and seconded by Mr. Black:

THAT the minutes of the June 18, 2008 Open Session meeting be approved as circulated.
CARRIED

3.3 Business Arising - none

4. **From Finance, Administration and Human Resources Committee**

4.1 University College Residence Students' Association Referendum

It was moved by Ms. Bovey and seconded by Mr. Sopotiuik:

THAT the Board of Governors approve a fee increase from \$45 to \$60 for the University College Residence Students' Association.

CARRIED

5. **From Audit and Risk Management Committee - none**

6. **Report from the President**

Dr. Barnard provided the Board with a presentation that included observations from his first 100 days as President, discussed the relationship between a CEO and a Board, and reviewed the next steps for the University as it works towards greatness.

Dr. Barnard reminded the Board of the Leadership Symposium being held the afternoon of Monday, October 27th.

Mr. Black remarked that it would be beneficial for the Board to see long term financial planning to accompany long term strategic planning.

Dr. Anderson noted that members of the Board had completed two surveys recently, one for the Office of the Auditor General and an internal survey from the Office of the University Secretary, and wondered if Dr. Barnard would be use the outcomes of the survey to assist with planning and performance evaluation.

Ms. Lederman asked if the planning process would be an internal process or if it would include external consultation. Dr. Barnard replied that while he was still working out exactly what the planning process would entail, it will include external and internal consultation. He thanked the Board for all of their comments and advice.

7. **From Senate**

7.1 Student Discipline Bylaw and Procedure

Dr. Barnard presented the proposed Bylaw and noted that this issue has been in process for a considerable amount of time. He outlined the various stages of consultation that had occurred to date and noted that the policy was a good piece of work.

Mr. Sopotiuik added that he had come in part way through the process and there has been numerous amendments and improvements thus far, and while he looks forward to continuing to work on some issues, he felt it was important to get the Bylaw approved at this time.

Mr. Black asked if the University Discipline Committee (UDC) was unanimous in moving the Bylaw forward. Mr. Leclerc replied they were not. Mr. Black asked if the UDC working group was unanimous and Mr. Leclerc replied that they were unanimous.

It was moved by Dr. Barnard and seconded by Mr. Sopotiuik:

THAT the Board of Governors rescind the current Student Discipline Bylaw dated November 19, 1992, and approve the Student Discipline Bylaw and related Procedures as revised, effective January 1, 2009.

CARRIED

7.2 Report of the Senate Committee on Awards – Part A [dated May 13, 2008]

It was moved by Dr. Barnard and seconded by Ms. Milan:

THAT the Board of Governors approve twelve new offers, seven amended offers, and the withdrawal of two offers, as set out in Appendix A of the Report of the Senate Committee on Awards – Part A [dated May 13, 2008].

CARRIED

7.3 Report of the Senate Committee on Awards – Part B [dated May 13, 2008]

It was moved by Dr. Barnard and seconded by Dr. Anderson:

THAT the Board of Governors approve the establishment of the Manitoba Lotteries Corporation Lloyd LeVan Hall Memorial Scholarship and the Arun Sud Memorial Scholarship as set out in Appendix A of the Report of the Senate Committee on Awards – Part B [dated May 13, 2008].

CARRIED

7.4 Report of the Senate Committee on Awards [dated May 28, 2008]

It was moved by Dr. Barnard and seconded by Mr. Berg:

THAT the Board of Governors approve one new offer as set out in Appendix A of the Report of the Senate Committee on Awards [dated May 28, 2008].

CARRIED

7.5 Proposal to Establish a Professorship in Jazz Performance

Dr. Barnard noted that Jazz Performance is an important focus in the Marcel A. Desautels Faculty of Music and that it has been funded through the Asper Foundation and fundraising efforts.

Ms. Lederman noted that the Bachelor of Jazz Studies degree had been approved last year and at that time there had been a discussion regarding the funding of the program. Dr. Kerr replied that there had been some changes in funding to allow for the program to be offered sooner than anticipated.

It was moved by Dr. Barnard and seconded by Ms. Bovey:

THAT the Board of Governors approve the establishment of a Professorship in Jazz Performance [as recommended by Senate on September 3, 2008].

CARRIED

7.6 Proposal to Establish a Professorship in Supply Chain Management

It was moved by Dr. Barnard and seconded by Mr. Tripple:

THAT the Board of Governors approve the establishment of a Professorship in Supply Chain Management [as recommended by Senate on June 25, 2008].

CARRIED

7.7 Proposal to Establish a Professorship in Marketing

Ms. Gordon noted that the donation was originally made in 1985. Ms. Goldie explained that the donation was made during the Drive for Excellence when Mr. Johnson was the head of Nabisco and the donation was not enough to fund a professorship at that time. It has been invested wisely, and Dean Feltham met with Mr. Johnson last fall and developed a new plan for the funds.

It was moved by Dr. Barnard and seconded by Mr. Black:

THAT the Board of Governors approve the establishment of a Professorship in Marketing [as recommended by Senate on June 25, 2008].

CARRIED

7.8 Proposal for a Bachelor of Science (Honours) in Forensic Science

It was moved by Dr. Barnard and seconded by Ms. Milan:

THAT the Board of Governors approve the proposal for the Bachelor of Science (Honours) in Forensic Science [as recommended by Senate June 25, 2008].

CARRIED

8. **Other Business – none**

FOR INFORMATION

9. **From Senate - none**

10 **Update from the UMSU President**

Mr. Sopotiuik noted that it was an extremely busy summer for UMSU. He added that the orientations held on both the Fort Garry and Bannatyne campus had been successful and that they were now gearing up for the federal election. The federal transfers and PSE student support programs were of particular interest. Mr. Sopotiuik welcomed the new Board members and Dr. Barnard to the Board, and Dr. Barnard added that he would be meeting with Mr. Sopotiuik at least once a semester.

Motion to Move to Closed and Confidential Session

It was moved by Mr. Tripple and seconded by Ms. Bovey:

THAT the Board of Governors move into Closed and Confidential session.

CARRIED

Motion to Adjourn

It was moved by Mr. Tripple and seconded by Dr. Anderson:

THAT the meeting adjourn.

CARRIED

Chair

University Secretary

Seeking Greatness, Enabling Transformation

Installation Address, University of Manitoba

David T. Barnard

October 28, 2008

Eminent Chancellor, Your Honour, Minister McGifford, Mr. Toews, distinguished guests, graduands, colleagues, and friends.

It is an honour to be named the eleventh President of the University of Manitoba. In particular, I am privileged to succeed President Eموke Szathmary whose commitment and contributions to this institution and its success set a high standard for me and for those who will come after me. It is also a pleasure to have President Arnold Naimark here today, and to recognize his shaping contributions to this University. I know that I follow many others who have made large contributions to the long and venerable history of this University, which has been an agent of transformation in the province of Manitoba for generations. Universities at their best are always agents of transformation for individuals and for communities. So with this position of President there comes a great responsibility to serve the University community and the province by extending the pattern of transformation that originates here, and I am honoured to be taking on that responsibility.

I come to the role with a desire to be part of a University reaching for greatness – for making the largest contribution it can make. I want us to determine together what it will take for the University of Manitoba to be perceived both by those of us inside the University and those outside the University as a great University. I want to identify specific contributions we might expect to make and specific results that we might expect to achieve by the time that I leave this position (in 5 to 10 years), by the time the children of our current students come to the campus (in 25 years) and by the time *their* children come (in 50 years). Then I want to work with you to accomplish these things.

I do not want us to be satisfied with reaching only for what has already been accomplished elsewhere. Nor do I think that others will be satisfied with that. We owe our students, who come to us with hopes and dreams for the lives ahead of them, the *best* that we can provide for them. We owe those who work in the institution, who have committed their talents to our common task, the *best* that we can provide for them. We owe the people of the province, who have trusted us with public resources, the *best* that we can provide for them. I want to be part of a transformative institution. I want to reach for greatness.

What will greatness comprise for the University of Manitoba in 5, 10, 25 or 50 years?

In his poem *The Hidden Life* the poet Joseph Bottum has written about finding something out of the ordinary, something transformative. He begins like this:

Sometimes on evening walks you hear,
in whispers from old wells
and almost-words that rivers speak,

a quiet voice that tells
of small, secluded things. Like murmured
prayers from churchmen's stalls
or what the marble echoes say,
it rises, then it falls.
And you may follow when it calls

or you may think to wait.

The speaker describes a quiet voice that communicates in whispers or the word-like sounds of running water, with cadences like those overheard when someone prays with indiscernible words or when echoes come along marble corridors. If we want to know more we can follow. But we can also wait in hope for more clarity, resist following this voice into unexpected places and thus fail to learn of secluded things. Following the voice will lead to transformation – but we are free to wait.

My coming to the University of Manitoba is the result of long following a quiet voice I have not always fully understood, and thus going to unexpected places. Universities are agents of transformation: this has certainly been true in my life.

I was the first person in my family to attend university. I did not know what to expect, and my parents were not able to provide any detailed guidance. But gradually a direction emerged – sciences narrowing to computer science, a bachelor's degree followed by graduate school, a period of study followed by an appointment as a faculty member. At each stage I seemed to be in places beyond my comprehension, always expecting to be exposed as one who did not fit in.

Early in my academic career I developed an interest in administrative work. This was accidental because like others I was attracted to the academic life by a love of my discipline and the possibility of passing that on to others, not by any intention to become involved in academic administration. But I discovered the sense of satisfaction that can come from providing the circumstances in which others can do the actual work of the university.

The quiet voice also led me to other places. I have been given a number of roles in universities, in the broader public sector and in the business world. These have all been learning experiences. I have met many people who have shaped my thinking, my intellectual interests and my career. There are too many to name, but a few stand out. The team I worked with in my first management role at Queen's University tempered my inexperience and enthusiasm with wisdom – and the occasional bit of sarcasm. I met one of my best friends, George Logan, through serving on a committee and have been shaped by his gentle but inexorable stretching of my intellectual horizons for the decades during which we have known each other. Members of the team with which I worked at the University of Regina responded supportively to almost all my ideas, not hesitating to point out what was impossible; we experienced a wonderful bonding. And in the many crossings of paths in a small community I met others, including Brian Johnson, Mark MacLeod and Mo Bundon, with whom I have schemed and dreamed, and from whom I have learned many things about leadership. Chris Krywulak gave me the opportunity to work with him in his company in the information technology sector, a return to my original focus, for several years.

In all of these places I have had interesting work and have formed friendships. I have met many humane and brilliant people, and have experienced things I did not know existed to be experienced.

In the time that I was away from the academy I began developing a relationship with my fiancée, Gursh, which has sparked a passion for life that is unexpectedly powerful and rich. This passion gives me a new and more energized perspective on my professional calling. Gursh, and our combined family of five children, the most perfect grandchild, our five brothers and our extended family, have become increasingly important to me.

And then I heard the quiet voice again, followed when that voice called, met new friends during the recruitment process, became energized by the possibilities at the University of Manitoba, and was given the opportunity to become the eleventh president, and to be here today.

My life has been transformed because of my experience at universities – studying at Toronto and UBC, working at Queen’s, Regina and now Manitoba.

The second part of Bottum’s poem is this:

The green
at dusk seems deeper than
the green at dawn. Beyond the gate
a garden opens on
long shadows overgrown
with leaves and lilac nunneries,
between the gravel paths, where sparrows
seek their tenebraes.¹
And you may follow, if you please,

or keep to public streets.

The speaker now describes an image of what the quiet voice may be calling the listener to experience. At the end of the day a garden full of shadows and plants that are overgrowing and, indeed, casting the shadows. There are paths, where birds seek release from the cycle of pain and darkness. Whatever the quiet voice offers is not without darkness, stress, suffering, pain – but also, by intimation, eventual overcoming of these things. The quiet voice, in fact, continues to offer transformation.

Universities are agents of transformation for members of the university community.

In particular, universities are agents of transformation for those who come as students, opening up possibilities to them and preparing them for a rich experience of cultural, social and economic life.

¹ The name given to matins and lauds of the following day, usually sung in the afternoon or evening of Wednesday, Thursday or Friday of Holy Week, at which the candles lighted at the beginning of the service are extinguished one by one after each psalm, in memory of the darkness at the time of the crucifixion. [Oxford English Dictionary]

Li Ka Shing, the Chancellor of Shantou University, one of the University of Manitoba's international partners, recently said this:

A life of wisdom is a life of reason, blind ignorance is our only true enemy. That is why education is so important. It is not merely a degree or a certificate to a better life, it should provide us with the tools to navigate our life, it should be a journey of discovery and self-discovery, [with] your professional and linguistic skills, your creative and critical mind, all intertwined to help you to achieve and to serve with passion and a balanced mind. It is for this reason that education is the cornerstone of tradition and progression, of dignity and wisdom and our tools to shape destiny. This is what education promises.²

This is the vision that motivates those who serve in the academy. We are looking both to preserve tradition *and* to make progress, to find in ourselves – and to instill in our students – dignity and wisdom, and thus to shape destiny. This is not an easy task and it is not for the faint of heart. Passing on information is easy, but true education is not easy.

All of us who have been students, especially those of you receiving your degrees today, having had lives transformed by the university experience, need to become agents of transformation too. It is easy to speak of the university as an abstraction, but the concrete reality is found in people. You need to take what you have learned, both in formal settings and in the interaction with friends and colleagues, and use that knowledge and wisdom to become agents of transformation in your family, in your circle of friends, in your working environment and in the larger community. This pattern of transformation is a pattern that is meant to be repeated. The world will be transformed and reshaped by what you will do in concert with others transformed as you have been transformed. Those of us who have preceded you place great hope in the contributions you will make.

Universities can also be agents of transformation for those who work as faculty or as staff members.

We value collegiality as the basis for our collective experience in the academy. The University of Manitoba can be an example of effective collegial behavior. By this I mean that we should use processes that are inclusive and consultative – but we should not be satisfied with that bare minimum. We should also strive to be an outstandingly attractive place to work, a place where each person is treated with respect and dignity, and given the largest possible opportunity to make a rewarding contribution. Of course, we must behave collegially, showing respect to others and their views. Having said that, we should be committed to using collegial and consultative processes deliberately and with dispatch because there are many needs to be addressed in our community and our world, and these needs are pressing.

Universities have traditionally been the places in democratic societies where there is most freedom for the expression of radical views, and we should continue to serve that role, even when it is not comfortable.

Such collegiality – civil behavior, broad debate, the generation of results – is also not easy and not for the faint of heart.

² Li Ka Shing, What Does Education Promise?, from Reform Is In the Details, Shantou University, Annual Report, 2007.

More importantly, perhaps, you who are members of the faculty or members of the staff at the University of Manitoba will be those who actually carry out the transformative work of the University. Presidents at best facilitate this work, we do not do it. Whether you are involved in the University's primary missions of teaching, research and public service, or serve in roles providing the organizational infrastructure for those directly involved, it is your efforts that will determine whether the University of Manitoba is a great university, or whether it is less than that. Great things *can* happen as we work together, but only if *you* make them happen.

What will greatness comprise for the University of Manitoba? It should certainly include being an agent of transformation in the lives of our students; we must give them an outstanding preparation for the rest of their lives, lives of transformation in society. Greatness for the University of Manitoba should also include being an exemplary employer, allowing the transformation of growth and development to continue in our faculty and staff colleagues. Greatness for the University of Manitoba will depend upon having an outstanding group of highly committed faculty and staff, so that results can arise from the contributions that these colleagues make.

Bottum's poem continues with these lines:

Against
the bruit of the busy day,
the private houses close their eyes.
A few small panes betray
high bookshelves in a firelit room,
a woman sweeping floors,
a glimpse of some unknowing boy
at work at evening chores.
And you may follow, through those doors,

or you may turn aside.

The speaker's next image is of houses, with most curtains drawn as evening approaches, but some glimpses to be seen – bookshelves, a fire, and people doing daily chores. These houses are private places, but something of value and interest is happening inside them and the listener is encouraged to enter. The experience to which the quiet voice calls the listener is not a solitary experience, it is an experience in a community of others who have already listened.

Universities are agents of transformation in the communities that surround them.

In his popular books Richard Florida identifies *Talent, Technology and Tolerance* as defining aspects of growing regions. He notes the key role universities play in each of these – attracting talented faculty, staff and students to the community, generating ideas about the arts, the sciences and technology that spin out into the local economy primarily through educated students, but also through consulting by faculty and the creation of new enterprises, and creating a progressive, open and tolerant climate. In short, he says, "universities help to establish the broader quality of place of the communities in which they are located."³

³ Richard Florida, *The Rise of the Creative Class: And How it's Transforming Work, Leisure, Community and Everyday Life*, New York: Basic Books, 2002, p.292.

This is certainly true for the University of Manitoba. For 130 years the people of Manitoba have looked to the University for transformative contributions to the province. And as I have begun to know this community I have been told repeatedly by graduates, by members of the University itself, by external partners, by citizens in the community and by members of government that this University is a critically important contributor to the province. This is the province's research intensive university, its medical/doctoral university, its engine of innovation. What has been accomplished at the University of Manitoba is wonderful, and a source of justifiable pride.

What will greatness comprise for the University of Manitoba? Greatness will include strengthening its linkages with the community, and increasing its impact on the province's economic, cultural and social development.

Bottum's poem concludes like this:

In lines
of black between the flames,
a fire writes against its light.
Dry hopes, forgotten fames,
the traceless works of childless men:
All printed there to read.
The cinders spell the deeper night,
Dark need inside dark need.
And you may follow where they lead

or you may look away.

In this final picture the speaker looks more deeply into the fire previously seen, and perceives meaning in the interplay of light and shadow within the fire. That interplay reveals serious matters: hopes that have little chance of being fulfilled, significance fading away, and individual lives leaving no trace. There is "dark need inside dark need," yet an expectation that the listener, who is called to face the need, can become part of the transformation that makes significance in the midst of need.

In a world that faces food shortages, environmental crises, economic uncertainty, inequity of opportunity, disparities in health outcomes and the quality of life, poverty, religiously motivated strife and too great a readiness to address differences through armed conflicts, there is a pressing need for us to be even more engaged with the realities that face this province, this country and the world. As a society we need to move quickly to develop responses and to deploy them, and the University of Manitoba can play a leading role.

T.S. Eliot has said, "Only those who will risk going too far can possibly find out how far one can go." So let us commit ourselves to finding out how far we can go together, to reaching for greatness at the University of Manitoba as we enhance our capacity to make transformative contributions to individual lives and to the community.

If we commit together to listening to the quiet, whispering voice, and to looking for the rich and fulfilled life, for the life that is not available to those who will only keep to comfortable and well-trodden paths, I do not know precisely where our search will take us. We will be transformed and we will help others be transformed. We will see need and we will have the opportunity to address it, but I do not know precisely what the need will be or how we will be called to face it. I *am* confident, though, that there is a deep meaning and a deep joy to be found in this pursuit. There is an excitement associated with such a project. Perhaps the search we share will create a feeling of excitement that is something like this.

[University of Manitoba Singers perform "Adiemus"]



AGENDA ITEM: Policy and Procedure: Performance Planning and Review for Support Staff

RECOMMENDED RESOLUTION:

That the Board of Governors:

- 1) approve the attached revised Policy: Performance Planning and Review for Support Staff; and
- 2) receive for information the attached Procedures: Performance Planning and Review for Support Staff.

Action Requested: Approval (policy) Discussion/Advice Information (procedures)

CONTEXT AND BACKGROUND:

The proposed revisions of this policy are as a result of concerns expressed by the Board of Governors, Audit Services, and the need to review and update the original implementation plan from the current Policy. The revised Policy clearly makes it a requirement that annual performance evaluations be conducted with support staff and that supervisors and managers will have their performance evaluated on whether they have fulfilled their obligations under this policy.

RESOURCE REQUIREMENTS:

No new human resource or financial requirements are required by this Policy and Procedure.

IMPLICATIONS:

It is extremely important for the morale of support staff and for the effectiveness of University units that performance evaluations are conducted regularly. Legally and in a labour relations context they are also extremely important processes.

ALTERNATIVES:

One alternative that was considered was the withholding of salary increases of supervisors and managers who have not conducted annual performance plans and reviews with staff. This alternative was discounted due to the size and complexity of the University and the programming required to monitor this approach.

CONSULTATION: *[delete if not applicable]*

Consultations have taken place with all support staff unions/associations and with the Excluded Management, Administrative and Professional Staff Advisory Committee.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Terry Voss	Sept 1/08
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Deborah McCall	Oct 22/08
<input type="checkbox"/>	<input checked="" type="checkbox"/>	David [unclear]	Oct 22, 2008
<input type="checkbox"/>	<input checked="" type="checkbox"/>	FAHR Committee	NOV. 4/08
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: Terry Voss Sept 1/08

Submission approved by: D. McCallum

Attachments

Policy and Procedure: Performance Planning and Review

UNIVERSITY OF MANITOBA POLICY

No.	Effective Date:
Title: Policy: Performance Planning and Review for Support Staff	Review Date:
Approving Body: <input checked="" type="checkbox"/> Board of Governors <input type="checkbox"/> Senate <input type="checkbox"/> Administration (specify):	
Authority: <input type="checkbox"/> <i>University of Manitoba Act</i> Section # <input type="checkbox"/> Other Legislation [name and section #] <input type="checkbox"/> Bylaw [name and section #] <input type="checkbox"/> Policy [name and section #]	
Implementation: <u>President; Delegated to Vice-President (Administration)</u>	
Contact: <u>Executive Director of Human Resources</u>	
Applies to: <input type="checkbox"/> Board of Governors members <input type="checkbox"/> External Parties _____ <input type="checkbox"/> Senate members [Specify applicable external parties] <input type="checkbox"/> Faculty/School Councils <input checked="" type="checkbox"/> Employees _____ <input type="checkbox"/> Students [Specify applicable employee organizations and employment groups] See List	

- Group:
- (a) The Executive Staff (support staff only)
 - (b) Excluded Management, Administrative and Professional Staff;
 - (c) Medical Practitioners and Administrators;
 - (d) Support Staff in Bargaining Units
 - (e) Student Support Staff; and
 - (f) Out of Province Support Staff.

1.0 Reason for Policy

To provide guidance regarding the requirements for performance planning and reviews of support staff.

2.0 Policy Statement

The University of Manitoba recognizes that the performance of University employees is essential to the mission of the University and therefore, performance planning and reviews shall be conducted with and for all regular and sessional support staff in full-time or part-time positions. This performance planning and review process shall be conducted on a regular basis but not less than annually. Regular discussions regarding job performance are considered to be an essential aspect of the performance review and planning process.

2.1 The performance planning and review process is intended to ensure:

- (a) regular and on going communication between supervisor and employee;
- (b) both the employee and the supervisor have a good working knowledge of the requirements of the job, the standards of acceptable job performance, the priorities for the job, special projects or initiatives that are time limited in nature and the overall workload for the position;
- (c) the job description for the position is accurate and up to date;

- (d) the supervisor assesses the performance of the employee;
- (e) the employee is aware of the assessment of the supervisor and has the opportunity to have input into that assessment;
- (f) a discussion takes place regarding the learning and development needs and opportunities for the employee as they relate to the current job or for future career opportunities; and
- (g) a decision is made on eligibility for satisfactory performance increases in classifications which provide for such annual salary increases.

2.2 For employees covered by a collective agreement, this policy is to be read in conjunction with the provisions of the relevant collective agreement.

2.3 Annually all managers and supervisors who are responsible for conducting performance planning and reviews shall provide to his/her supervisor or manager a report of the status of performance planning and reviews to be completed. Satisfactory job performance in a managerial or supervisory position shall be deemed to include the completion of annual performance plans and reviews for all staff reporting directly to the manager or supervisor.

3.0 **Accountability**

3.1 The University Secretary is responsible for advising the President that a formal review of this Policy and Secondary Documents is required.

3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this Policy.

4.0 **Secondary Documents**

4.1 The Vice-President (Administration) or the President may approve Procedures which are secondary to and comply with this Policy.

5.0 **Review**

5.1 Formal Policy reviews will be conducted every ten (10) years. The next scheduled review date for this Policy is _____.

5.2 In the interim, this Policy may be revised or rescinded if the Board of Governors deems necessary.

5.3 If this Policy is revised or rescinded, all Secondary Documents will be reviewed as soon as reasonably possible in order to ensure that they:

- (a) comply with the revised Policy; or
- (b) are in turn rescinded.

6.0 **Effect on Previous Statements**

6.1 This Policy supersedes:

- (a) all previous Board/Senate Policies, Procedures, and resolutions on the subject matter herein;

- (b) all previous Administration Policies, Procedures, and directives on the subject matter contained herein; and
- (c) Policy Performance Planning and Review for Support Staff (dated June 30, 2000).

7.0 **Cross References**

Cross References

[Indicate names and numbers of other specific Governing Documents which should be cross referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]

Cross referenced to: (1) Procedures: Performance (2) _____
Planning and Review
(3) _____ (4) _____

UNIVERSITY OF MANITOBA PROCEDURE(S)

No.:	Effective Date:
Title: Procedures: Performance Planning and Review for Support Staff	Review Date:
Approving Body: <input type="checkbox"/> Board of Governors <input type="checkbox"/> Senate <input checked="" type="checkbox"/> Administration: President _____	
Authority: <input type="checkbox"/> Bylaw [name and section #] _____ <input type="checkbox"/> Regulation [name and section #] _____ <input checked="" type="checkbox"/> Policy [name and section #] <u>Performance Planning and Review</u>	
Implementation: <u>President Delegated to the Vice-President (Administration)</u>	
Contact: <u>Executive Director of Human Resources</u>	
Applies to: <input type="checkbox"/> Board of Governors members <input type="checkbox"/> External Parties _____ <input type="checkbox"/> Senate members [Specify applicable employee organizations] <input type="checkbox"/> Faculty/School Councils <input checked="" type="checkbox"/> Employees <u>See List</u> <input type="checkbox"/> Department Councils [Specify applicable employee organizations and employment groups] <input type="checkbox"/> Students	

- Group:
- (a) The Executive Staff (support staff only)
 - (b) Excluded Management, Administrative and Professional Staff;
 - (c) Medical Practitioners and Administrators;
 - (d) Support Staff in Bargaining Units
 - (e) Student Support Staff; and
 - (f) Out of Province Support Staff.

1.0 Reason for Procedure(s)

To set out Procedures secondary to the Policy: Performance Planning and Review for Support Staff for the provision of guidance on the requirements for performance planning and reviews of support staff.

2.0 Procedure(s)

2.1 Upon request, Human Resource Services will provide managers and supervisors with information, sample formats, advice and assistance on all aspects of performance review and planning. Performance Planning and Review formats should be reviewed by the Human Resource Consultant prior to use.

2.2 Plan for completion of Performance Plans and Reviews

2.2.1 Each department shall have a person or persons with managerial or supervisory responsibility who are accountable for conducting the Performance Plan and Review for all employees within the department.

2.2.2 Persons responsible for conducting Performance Planning and Reviews shall ensure that they have received appropriate level of training to conduct such a process. The appropriate head of the administrative unit or faculty shall be responsible for ensuring that those individuals conducting performance

evaluations have received appropriate training related to performance evaluations.

2.2.3 All managers and supervisors responsible for conducting Performance Plans and Reviews for employees shall advise the affected employees of the timing for such a review and the process or format for the review.

2.2.4 Employees shall be provided with a reasonable amount of notice of the meeting to discuss the Performance Planning and Review so that the employee can prepare for such a discussion.

2.3 Purpose of Performance Planning and Review

2.3.1 The purposes for conducting a performance plan and review are identified in section 2.1 of the Policy on Performance Planning and Reviews for Support Staff.

2.4 Confidentiality of the Performance Planning and Review Process

2.4.1 The departmental goals and objectives set for an employee are not confidential and departments are encouraged to communicate the goals and objectives to all employees in the unit.

2.4.2 Commentary or assessment of individual performance and developmental needs or plans for individual employees are confidential and should not be shared with others.

2.5 Documentation of the Performance Plan and Review

2.5.1 Performance Objectives or Planned Targets should be documented in writing at least annually. Both the employee and the supervisor/manager should have a copy of this Plan.

2.5.2 Following the review by the supervisor or manager the employee shall have the right to place his/her own comments on the review form or to append comments to the form. Employees will be provided with a copy of the final document.

2.5.3 Employees are not required to sign the performance plan and review document. Signing the document does not signify agreement with the assessment and instead merely signifies that it was read and the employee received a copy.

2.5.4 Copies of the Performance Planning and Review documentation shall be kept in the files of the department manager or supervisor. A copy of the document shall also be forwarded to Human Resource Services for inclusion in the employment file for the employee.

2.5.5 Human Resource Services shall provide assistance to departments and employees in matters identified in the Performance Planning and Review.

3.0 **Accountability**

3.1 The University Secretary or the President is responsible for initiating a formal review of these Procedures.

3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this Procedure.

4.0 **Review**

4.1 Formal Procedure reviews will be conducted every ten (10) years. The next scheduled review date for this Procedure is _____.

4.2 In the interim, these Procedures may be revised or rescinded if:

- (a) the Approving Body deems necessary (or the President deems necessary where the approving body is the Administration);
- (b) the relevant Policy is revised or rescinded.

5.0 **Effect on Previous Statements**

5.1 This Procedure supersedes:

- (a) all previous Board/Senate Procedures, and resolutions on the subject matter contained herein;
- (b) all previous Administrative Procedures, and resolutions on the subject matter contained herein; and
- (c) Policy Performance Planning and Review for Support Staff (dated June 30, 2000).

6.0 **Cross References**

Cross References

[Indicate names and numbers of other specific Governing Documents which should be cross referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]

Cross referenced to: (1) Policy Performance Planning (2) _____
and Reviews for Support Staff
(3) _____ (4) _____



AGENDA ITEM: Policy and Procedure: Salary Administration for Medical/Dental Practitioners and Administrators Excluded from Bargaining Units

RECOMMENDED RESOLUTION:

That the Board of Governors:

- 1) approve the attached Policy: Salary Administration for Medical/Dental Practitioners and Administrators Excluded from Bargaining Units; and
- 2) Receive for information the attached Procedure: Salary Administration Procedures for Medical/Dental Practitioners and Administrators Excluded from Bargaining Units.

Action Requested: Approval (policy) Discussion/Advice Information (procedures)

CONTEXT AND BACKGROUND:

The Faculties of Medicine and Dentistry employ 10 or less medical or dental practitioners or administrators who are excluded from bargaining units because they practice their profession. Their employment falls under the support staff categories. Inclusion in the EMAPS group was found to be impractical.

RESOURCE REQUIREMENTS:

No additional human resources or financial resources are required.

IMPLICATIONS:

This Policy and Procedure facilitates the recruitment and retention of medical/dental practitioners and administrators.

ALTERNATIVES:

Not applicable.

CONSULTATION: *[delete if not applicable]*

Consultation has occurred with the Faculties of Medicine and Dentistry.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Terry Voss</u>	<u>Sept 1/08</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Richard M. [Signature]</u>	<u>Oct 22/08</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>David [Signature]</u>	<u>Oct 27, 2008</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>FAHR Committee</u>	<u>NOV. 4/08</u>
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: Terry Voss Sept 1/08

Submission approved by:

Attachments

Policy and Procedure: Salary Administration for Medical/Dental Practitioners and Administrators Excluded from Bargaining Units.

UNIVERSITY OF MANITOBA POLICY

No.: _____	Effective Date: _____
Title: <u>Salary Administration Policy for Dental/Medical Practitioners and Administrators Excluded From Bargaining Units</u>	Review Date: _____
Approving Body: <input checked="" type="checkbox"/> Board of Governors <input type="checkbox"/> Senate <input type="checkbox"/> Administration (specify): _____	
Authority: <input type="checkbox"/> <i>University of Manitoba Act</i> Section # _____ <input type="checkbox"/> Other Legislation [name and section #] _____ <input type="checkbox"/> Bylaw [name and section #] _____ <input type="checkbox"/> Policy [name and section #] _____	
Implementation: <u>The President delegated to the Vice-President (Administration)</u>	
Contact: <u>Executive Director of Human Resources</u>	
Applies to: <input type="checkbox"/> Board of Governors members <input type="checkbox"/> External Parties _____ <input type="checkbox"/> Senate members [Specify applicable external parties] _____ <input type="checkbox"/> Faculty/School Councils <input checked="" type="checkbox"/> Employees Dental/Medical Practitioners and Administrators Excluded from Bargaining Units <input type="checkbox"/> Students	

1.0 Reason for Policy

To establish the University's philosophy with respect to salaries and salary ranges for dental and medical practitioners and administrators who are excluded from the various collective bargaining units.

2.0 Policy Statement

2.1 It is the objective of The University of Manitoba that the salaries paid to dental and medical practitioners and administrators excluded from bargaining units be maintained at an equitable level when compared with those paid for comparable types of work both within The University of Manitoba community and in other public agencies in Manitoba. This objective is consistent with the University's focus on the recruitment and retention of well qualified support staff.

2.2 The principal goals of the salary administration policy shall be as follows:

- a) to ensure internal equity and the concept of equal pay for work of equal value;
- b) to support recruitment and retention through the maintenance of external competitiveness with respect to external markets; and
- c) to recognize the contributions that employees make during the performance of their jobs.

2.3 The University will establish procedures for the determination of initial salary and for administering any changes to the salary of dental and medical practitioners and administrators excluded from bargaining units.

3.0 Accountability

3.1 The University Secretary is responsible for advising the President that a formal review

of this Policy is required.

3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this policy.

4.0 **Secondary Documents**

4.1 The Vice-President (Administration) or the President may approve Procedures which are secondary to and comply with this Policy.

5.0 **Review**

5.1 Formal Policy reviews will be conducted every ten (10) years. The next scheduled review date for this Policy is _____.

5.2 In the interim, this Policy may be revised or rescinded if:

- (a) the Board of Governors deems necessary; or
- (b) the Policy is revised or rescinded.

5.3 If this Policy is revised or rescinded, all Secondary Documents will be reviewed as soon as reasonably possible in order to ensure that they:

- (a) comply with the revised Policy; or
- (b) are in turn rescinded.

6.0 **Effect on Previous Statements**

6.1 This Policy supercedes:

- (a) all previous Board/Senate Policies, Procedures, and resolutions on the subject matter herein; and
- (b) all previous Administration Policies, Procedures, and directives on the subject matter contained herein.

7.0 **Cross References**

Cross References

[Indicate names and numbers of other specific Governing Documents which should be cross referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]

Cross referenced to: (1) Procedures Salary Administration (3) _____
Procedures for Dental/Medical Practitioners
And Administrators Excluded from Bargaining Units
(2) _____ (4) _____

UNIVERSITY OF MANITOBA PROCEDURE(S)

No.	Effective Date: _____
Title: Salary Administration Procedure for Dental/Medical Practitioners and Administrators Excluded from Bargaining Units	Review Date: _____
Approving Body: <input type="checkbox"/> Board of Governors <input type="checkbox"/> Senate <input checked="" type="checkbox"/> Administration (specify): President	
Authority:	
<input type="checkbox"/> Bylaw [name and section #] _____	
<input type="checkbox"/> Regulation [name and section #] _____	
<input type="checkbox"/> Policy [name and section #] _____	
Implementation: <u>President delegated to the Vice-President (Administration)</u>	
Contact: <u>Executive Director of Human Resources</u>	
Applies to: <input type="checkbox"/> Board of Governors members <input type="checkbox"/> External Parties _____	
<input type="checkbox"/> Senate members	
<input type="checkbox"/> Faculty/School Councils	<input checked="" type="checkbox"/> Employees Dental/Medical Practitioners and Administrators Excluded from Bargaining Units
<input type="checkbox"/> Department Councils	
<input type="checkbox"/> Students	

1.0 **Reason for Procedure(s)**

To set out procedures secondary to the Policy entitled "Salary Administration for Dental/Medical Practitioners and Administrators Excluded from Bargaining Units" in connection with:

- (a) the determination of initial salary; and
- (b) administering any changes to the salary of dental/medical practitioners and administrators

2.0 **Procedure(s)**

2.1 **Eligibility**

2.1.1 This Procedure does not apply to medical practitioners employed in University Health Services whose conditions of employment are contained in an agreement with Manitoba Health and the Manitoba Medical Association.

2.1.2 Based on the information compiled, the Executive Director of Human Resources will make a recommendation to the Vice-President (Administration) for an annual salary adjustment. The annual salary adjustment will be effective in April, subject to approval by the Board of Governors.

2.2 **Placement at the Time of Hiring**

2.2.1 Upon the initial hiring of an employee as a dental/medical practitioner or administrator, the Dean/Director or other administrator shall consider the

appropriate marketplace for salary comparisons for the work being performed. The initial salary shall recognize the experience possessed by the prospective candidate.

2.3. Annual Salary Adjustments

Annual salary adjustments are comprised of general salary adjustments and step increases when applicable as described below.

2.3.1 General Salary Adjustments

- 2.3.1.1 A general salary adjustment will normally be effective in April of each year and, where possible, will be implemented by that date. The general salary adjustment, as approved by the Board of Governors, is normally applied to individual salaries.
- 2.3.1.2 After the Board of Governors has approved the general salary adjustment and the annual salary adjustments have been made, the Director of Human Resource Services will inform the Dean/Director or appropriate administrator of the new salary for the employee.
- 2.3.1.3 Subsequently, the Dean/Director or appropriate administrator shall inform the staff member of his/her new salary.

2.4 Step Increases

2.4.1 Step Increases are for the purpose of recognizing an employee's service and satisfactory performance in his/her position during the time period since the last step increase review date.

2.4.2 The value of a step increase shall be determined annually by Human Resource Services.

2.4.3 The Dean/Director or appropriate administrator may deny a step increase, or award a partial step increase for an employee with an identified conduct or performance problem (and in such circumstances shall communicate the decision and reasons in writing to the employee);

2.5 Market Supplements and Market Driven Extraordinary Salary Increases

2.5.1 In demonstrated circumstances of special recruitment and retention difficulties, the Vice-President may approve the request of the Dean/Director or appropriate administrator that a market supplement or extraordinary salary increase be applied to the salary of the candidate or employee in question.

2.5.2 The Dean/Director or appropriate administrator should initially consult with his/her Human Resource Consultant as to possible approaches to resolve such recruitment or retention difficulties.

2.5.3 Thereafter, if the Dean/Director or appropriate administrator believes that a market supplement or extraordinary salary increase is the appropriate means to resolve the recruitment or retention difficulty, he/she should request this in writing to the Director of Human Resource Services.

2.5.4 The Executive Director of Human Resources will make a recommendation to the

Vice-President (Administration) regarding the request for market supplement or extraordinary salary increase.

3.0 **Accountability**

3.1 The University Secretary is responsible for advising the President that a formal review of this Procedure is required.

3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this Procedure.

4.0 **Review**

4.1 Formal Procedure reviews will be conducted every ten (10) years. The next scheduled review date for this Procedure is _____.

4.2 In the interim, this Procedure may be revised or rescinded if:

- (a) the Vice-President (Administration) or the President deems necessary; or
- (b) the relevant Bylaw, Regulation(s) or Policy is revised or rescinded.

5.0 **Effect on Previous Statements**

5.1 This Procedure supercedes

- (a) all previous Board/Senate Policies, Procedures, and resolutions on the subject matter herein; and
- (b) all previous Administration Policies, Procedures, and directives on the subject matter contained herein.

6.0 **Cross References**

Cross References [Indicate names and numbers of other specific Governing Documents which should be cross referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]	
Cross referenced to:	(1) Policy: Salary Administration for _____ (3) _____ Dental/Medical Practitioners or Administrators Excluded from Bargaining Units
	(2) _____ (4) _____



AGENDA ITEM: Policy and Procedure: Support Staff Retirements

RECOMMENDED RESOLUTION:

That the Board of Governors:

- 1) Approve the attached Policy: Support Staff Retirements; and**
- 2) Receive for information the attached Procedure: Support Staff Retirements.**

Action Requested: Approval (policy) Discussion/Advice Information (procedure)

CONTEXT AND BACKGROUND:

The University has had a significant problem of support staff carrying over unused vacation entitlement and using this vacation entitlement to provide paid leave immediately prior to the intended retirement date. The paid leave results in additional vacation leave and statutory holiday costs accumulating for the University. In addition, potential liabilities such as sick leave and long term disability claims can occur during the paid leave prior to the intended retirement date. As well units incur significant financial costs by operational disadvantages by recruiting a replacement with no opportunity for the training of the replacement by the retiring employee.

This Policy and Procedure is designed to provide guidance on the use of additional time off with pay immediately prior to the date of the retirement of a support staff member. The Policy deals with the needs of the individual employee, the need of the department to find and train a replacement and the additional costs and liabilities incurred by paying out additional time off with pay immediately prior to a retirement.

RESOURCE REQUIREMENTS:

This policy and procedure is designed to reduce financial costs and improve operational effectiveness while maintaining consistent treatment of support staff across the University.

IMPLICATIONS:

None

ALTERNATIVES:

None

CONSULTATION: *[delete if not applicable]*

All support staff bargaining units were consulted as well as the Excluded Management, Administrative and Professional Staff Advisory Committee.



UNIVERSITY
OF MANITOBA

Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Terry Voss</u>	<u>Sept 1/08</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Deborah McCall</u>	<u>Oct 23/08</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Doreen Rennie</u>	<u>Oct 27, 2008</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>FAHR Committee</u>	<u>NOV. 4/08</u>
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: Terry Voss Sept 1/08

Submission approved by:

Attachments

Policy and Procedure: Retirements for Support Staff

UNIVERSITY OF MANITOBA POLICY

No.:	Effective Date:
Title: Policy: Support Staff Retirements	Review Date:
Approving Body: <input checked="" type="checkbox"/> Board of Governors <input type="checkbox"/> Senate <input type="checkbox"/> Administration (specify):	
Authority:	<input type="checkbox"/> University of Manitoba Act Section # <input type="checkbox"/> Other Legislation [name and section #] <input type="checkbox"/> Bylaw [name and section #] <input type="checkbox"/> Policy [name and section #]
Implementation:	<u>President; Delegated to Vice-President (Administration)</u>
Contact:	<u>Executive Director of Human Resources</u>
Applies to:	<input type="checkbox"/> Board of Governors members <input type="checkbox"/> External Parties _____ <input type="checkbox"/> Senate members [Specify applicable external parties] <input type="checkbox"/> Faculty/School Councils <input checked="" type="checkbox"/> Employees <u>All Support Staff (See List)</u> <input type="checkbox"/> Students

- Group: (a) Support Staff Excluded from Bargaining Units as Members of the Board;
(b) The Executive Staff (Support Staff Members only);
(c) Excluded Management, Administrative and Professional Staff;
(d) Medical Practitioners and Administrators;
(e) Out of Province Support Staff;
(f) Student Support Staff; and
(g) All Support Staff in bargaining units.

1.0 Reason for Policy

To provide guidance regarding the use of vacation entitlement, banked overtime and banked regular time off in conjunction with the planned retirement of support staff.

2.0 Policy Statement

The University of Manitoba, as an employer, will ensure that upon retirement a support staff member receives payment of all outstanding entitlements such as approved vacation carryover, vacations accrued for the year subsequent to the actual last day worked, banked overtime and banked regular time off with pay. However it is important to balance the support staff member's entitlements with the need to provide a smooth transition for the department, and to facilitate the training of the replacement as much as is possible without jeopardizing the operations of the department.

2.1 When a support staff member indicates his/her intention to retire the employee should determine the last day on which he/she will continue to attend work. In determining this date an employee may include the use of the current vacation entitlement for the year in which the retirement will take place. In this instance vacation may be used to extend the retirement date of the employee. In doing so the transition for the replacement may become more costly.

2.2 When an employee retires, the current year's vacation entitlement may not be used to qualify for a paid holiday or for payment of the Christmas-New Year's Break unless the employee returns to work in his/her position following the paid holiday or the

UNIVERSITY OF MANITOBA PROCEDURE(S)

No.	Effective Date:
Title: Procedures: Support Staff Retirements	Review Date:
Approving Body: <input type="checkbox"/> Board of Governors <input type="checkbox"/> Senate <input checked="" type="checkbox"/> Administration: President _____	
Authority: <input type="checkbox"/> Bylaw [name and section #] _____ <input type="checkbox"/> Regulation [name and section #] _____ <input checked="" type="checkbox"/> XPolicy [name and section #] <u>Retirements for Support Staff</u>	
Implementation: President Delegated to the Vice-President (Administration)	
Contact: <u>Executive Director of Human Resources</u>	
Applies to: <input type="checkbox"/> Board of Governors members <input type="checkbox"/> External Parties _____ <input type="checkbox"/> Senate members [Specify applicable employee organizations] <input checked="" type="checkbox"/> Faculty/School Councils <input checked="" type="checkbox"/> X Employees <u>All Support Staff (See List)</u> <input type="checkbox"/> Department Councils [Specify applicable employee organizations and employment groups] <input type="checkbox"/> Students	

- Group:
- (a) Support Staff Excluded from Bargaining Units as Members of the Board;
 - (b) The Executive Staff (Support Staff Members only);
 - (c) Excluded Management, Administrative and Professional Staff;
 - (d) Medical Practitioners and Administrators;
 - (e) Out of Province Support Staff;
 - (f) Student Support Staff; and
 - (g) All Support Staff in bargaining units.

1.0 Reason for Procedure(s)

To set out Procedures secondary to the Policy: Support Staff Retirements for the provision of guidance on the establishment of the effective date of the retirement.

2.0 Procedure(s)

2.1 There are two important dates to consider for support staff who have provided notification of an intention to retire as follows:

2.1.1 The last day of work prior to the date of retirement is the last paid day that an employee will have prior to his/her cessation of employment. It is intended to be the last worked by the employee. However the University will permit a retiring employee to extend the date of retirement by using any unused current year vacation entitlement.

2.1.1.1 The extension of the retirement date without a return to work by using the vacation entitlement mentioned in 2.1.1 above does not include:

- a) vacation carried over from a previous vacation year;
- b) vacation credits earned for use in the next vacation year;
- c) banked overtime;
- d) banked regular time; and
- e) statutory holidays or the Christmas-New Year's Break.

- 2.1.1.2 The list of items a) to d) will be paid off through a lump sum payment to the employee on his/her final pay period.
- 2.1.1.3 An employee who is retiring must work the day before and after to qualify for the paid holiday or Christmas - New Year's Break.
- 2.1.2 The pension commencement date is the date on which the pension payments will commence in accordance with the terms of the Pension Plan. There may be a gap between the last day of paid employment in 2.1.1 and the pension commencement date.

3.0 **Accountability**

- 3.1 The University Secretary or the President is responsible for initiating a formal review of these Procedures.
- 3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this Procedure.

4.0 **Review**

- 4.1 Formal Procedure reviews will be conducted every ten (10) years. The next scheduled review date for this Procedure is _____.
- 4.2 In the interim, these Procedures may be revised or rescinded if:
 - (a) the Approving Body deems necessary (or the President deems necessary where the approving body is the Administration);
 - (b) the relevant Policy is revised or rescinded.

5.0 **Effect on Previous Statements**

- 5.1 This Procedure supersedes:
 - (a) all previous Board/Senate Procedures, and resolutions on the subject matter contained herein; and
 - (b) all previous Administrative Procedures, and resolutions on the subject matter contained herein; and

6.0 **Cross References**

Cross References	
[Indicate names and numbers of other specific Governing Documents which should be cross referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]	
Cross referenced to: (1) <u>Policy: Vacations</u>	(2) <u>Policy: Paid Holidays</u>
(3) <u>Procedure: Vacations</u>	(4) <u>Procedures Paid Holidays</u>

ALTERNATIVES:

One alternative would be to be silent on the issue of reasonable accommodation; however education of staff and administrative personnel is an important initiative that will avoid complaints under the Human Rights Code.

CONSULTATION: *[delete if not applicable]*

Consultations have taken place with the Excluded Management, Administrative and Professional Staff Advisory Committee.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<i>Terry Voss</i>	<i>Oct 13/08</i>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<i>Robert McEath</i>	<i>Oct 23/08</i>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>David Smith</i>	<i>Oct 27, 2008</i>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>FAHR Committee</i>	<i>NOV. 4/08</i>
<input type="checkbox"/>	<input type="checkbox"/>		

Submission prepared by: _____

Submission approved by: _____

Attachments

Policy and Procedure: Reasonable Accommodation in Employment

Employment Equity and diversity.

The concept of reasonable accommodation requires a partnership between the individual requiring the accommodation, supervisors, senior management, other affected employees and their elected representatives. All concerned should be responsible for respecting the dignity of the individual who requests the accommodation.

- 2.1 Employees wishing to have an accommodation in the workplace must disclose the nature of the disability and cooperate with all reasonable requests for medical information regarding the disability. However supervisors shall consult with only the individual concerned and relevant stakeholders in the development of an individualized accommodation plan.
- 2.2 Accommodation communications shall be confidential and in accordance with the University's policy and procedures related to the Personal Health Information Act (PHIA).
- 2.3 University departments must provide reasonable accommodation unless the accommodation would create undue hardship.

3.0 **Accountability**

- 3.1 The University Secretary is responsible for advising the President that a formal review of this Policy and Secondary Documents is required.
- 3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this Policy.

4.0 **Secondary Documents**

- 4.1 The Vice-President (Administration) or the President may approve Procedures which are secondary to and comply with this Policy.

5.0 **Review**

- 5.1 Formal Policy reviews will be conducted every ten (10) years. The next scheduled review date for this Policy is _____.
- 5.2 In the interim, this Policy may be revised or rescinded if the Board of Governors deems necessary.
- 5.3 If this Policy is revised or rescinded, all Secondary Documents will be reviewed as soon as reasonably possible in order to ensure that they:
 - (a) comply with the revised Policy; or
 - (b) are in turn rescinded.

6.0 **Effect on Previous Statements**

- 6.1 This Policy supersedes:
 - (a) all previous Board/Senate Policies, Procedures, and resolutions on the

- (b) subject matter herein; and
all previous Administration Policies, Procedures, and directives on the subject matter contained herein.

7.0 **Cross References**

Cross References

[Indicate names and numbers of other specific Governing Documents which should be cross referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]

Cross referenced to: (1) Procedures: Reasonable Accommodation (2) _____
in Employment (Disabilities)
(3) _____ (4) _____

UNIVERSITY OF MANITOBA PROCEDURE(S)

No. _____	Effective Date: _____
Title: Procedures: Reasonable Accommodation in Employment (Disabilities)	Review Date: _____
Approving Body: <input type="checkbox"/> Board of Governors <input type="checkbox"/> Senate <input checked="" type="checkbox"/> Administration: President _____	
Authority: <input type="checkbox"/> Bylaw [name and section #] _____ <input type="checkbox"/> Regulation [name and section #] _____ <input checked="" type="checkbox"/> Policy [name and section #] <u>Reasonable Accommodation in Employment</u>	
Implementation: President Delegated to the Vice-President (Administration)	
Contact: <u>Executive Director of Human Resources</u>	
Applies to: <input type="checkbox"/> Board of Governors members <input type="checkbox"/> External Parties _____ <input type="checkbox"/> Senate members [Specify applicable employee organizations] <input type="checkbox"/> Faculty/School Councils <input checked="" type="checkbox"/> Employees <u>See List</u> <input type="checkbox"/> Department Councils [Specify applicable employee organizations and employment groups] <input type="checkbox"/> Students	

This Procedure applies to the following employee groups excluded from bargaining units as identified in Procedure: Employee Organizations and Employment Groups:

- (a) Academic and Support Staff Excluded from Bargaining Units as Members of the Board;
- (b) The Executive Staff;
- (c) Senior Administrative Academic Staff;
- (d) Administrative Academic Staff;
- (e) Geographic Full-time Staff;
- (f) Research Academic Staff;
- (g) Other Academic Staff;
- (h) Members of the UMDCSA bargaining unit;
- (i) Sessional Professional Academic Staff;
- (i) Excluded Management, Administrative and Professional Staff;
- (j) Medical Practitioners and Administrators;
- (k) Out of Province Support Staff;
- (l) Students Excluded from Bargaining Units

1.0 Reason for Procedure(s)

To set out Procedures secondary to the Policy: Reasonable Accommodation in Employment (Disabilities) for the provision of accommodation opportunities in the workplace for an employee with a disability.

2.0 **Procedure(s)**

2.1 Reasonable Accommodation

2.1.1 Employees with special needs, based on one or more of the protected characteristics found in The Human Rights Code, resulting in their being unable to perform all of the normal requirements of their job, have a right to reasonable accommodation to the point of undue hardship.

2.2 Undue Hardship

2.2.1 The duty to provide reasonable accommodation must be determined on a case-by-case basis, taking into account all relevant factors. If the employee would be unable to fulfill his/her duties and obligations even after reasonable accommodation to the point of undue hardship, then accommodation is not required. Consideration with regards to undue hardship will include, but not be limited to factors such as: the financial costs of the accommodation; business efficacy; health and safety concerns; interchangeability of employees and facilities; disruption to collective agreements; impact on employees and service users; the impact on other protected rights and the benefit of the accommodation. The test of undue hardship is assessed on a case by case basis but at the University level and not at the department level

2.3 Accommodation Requests

2.3.1 An employee entitled to an accommodation as set forth above shall inform the University of his/her need for accommodation and the extent of that need. This shall include all relevant supporting documentation as determined by the University. The documentation shall be from a licensed physician (M.D.) or qualified practitioner as defined by The Medical Act, (e.g. physician, psychiatrist or clinical psychologist). The documentation must include a statement that the individual has an ongoing, recognized disability that requires accommodation and must specify the resulting limitations to the performance of the job being performed by the employee. The University has the right to request a separate medical opinion. An employee will be required to cooperate with any internal or external resources required to assess the nature of the disability and or any proposed accommodation.

2.3.2 Departments who have received a request for reasonable accommodation should consult with their Human Resource Consultant who will coordinate the expert resources necessary to consider and provide a response to the request for reasonable accommodation. This may involve resources from Equity Services, the Occupational Health and Safety Coordinator or external assistance.

2.3.3 The University will obtain the consent of an employee requiring an accommodation prior to collecting/reporting data to the Federal Contractors Program for Employment Equity purposes.

2.4 Accommodation Plan

2.4.1 If an employee is entitled to an accommodation, a plan will be developed and implemented as soon as reasonably practical. If several possible accommodations without undue hardship are available, the employee shall receive the best available accommodation. The accommodation shall continue in

effect unless there is a material change in the circumstances or accommodation request.

2.5 Reasonable Accommodation Fund Assistance

2.5.1 The University maintains a Reasonable Accommodation Fund through Equity Services in order to assist University departments with the initial costs of reasonable accommodations.

3.0 Accountability

3.1 The University Secretary or the President is responsible for initiating a formal review of these Procedures.

3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this Procedure.

4.0 Review

4.1 Formal Procedure reviews will be conducted every ten (10) years. The next scheduled review date for this Procedure is _____.

4.2 In the interim, these Procedures may be revised or rescinded if:
(a) the Approving Body deems necessary (or the President deems necessary where the approving body is the Administration); or
(b) the relevant Policy is revised or rescinded.

5.0 Effect on Previous Statements

5.1 This Procedure supersedes:
(a) all previous Board/Senate Procedures, and resolutions on the subject matter contained herein; and
(b) all previous Administrative Procedures, and resolutions on the subject matter contained herein.

6.0 Cross References

<p>Cross References [Indicate names and numbers of other specific Governing Documents which should be cross referenced to this Governing Document. Include section # of other Governing Documents if appropriate.]</p> <p>Cross referenced to: (1) <u>Policy: Reasonable Accommodation</u> (2) _____ <u>In Employment (Disabilities)</u> (3) _____ (4) _____</p>

BOARD OF GOVERNORS SUBMISSION



SUBJECT: Faculty of Human Ecology Referendum

RECOMMENDATION:

That a \$3.33 per credit hour contribution be assessed against the students in the Faculty of Human Ecology for a three year term commencing September 2009 as outlined in the letter from Dr. Gustaaf Sevenhuysen, Dean, Faculty of Human Ecology, in his letter dated October 8, 2008.

BACKGROUND/EXECUTIVE SUMMARY:

On Tuesday, September 30 and Wednesday, October 1, 2008, the Human Ecology Students Organization held a referendum to support the Faculty of Human Ecology Endowment Fund and the Faculty of Human Ecology Equipment Fund. The students voted to contribute \$3.33 per credit hour for a three year term beginning in the fall of 2009, resulting in a total contribution of approximately \$136,500.00 (pending student enrolment). Of the 455 eligible voters, 39 students voted, 22 voted yes and 5 voted no. There were 12 spoiled ballots.

Documents attached: Yes No *...use additional sheet(s) if necessary*

See back for routing and University Secretary comments

FOR OFFICE OF THE UNIVERSITY SECRETARY USE ONLY (Official only if initialed by University Secretary):

1. FINAL DISPOSITION BY: BOG OR BOG EXEC. DATE: _____ INITIALS: _____

MOTION: Moved: _____ Seconded: _____ Carried:

same wording as recommendation differs from recommendation (see back) to receive for information

2. REVIEWED ONLY: BOG

ROUTING TO BOARD OF GOVERNORS:

Original Recommendation and Related Material

Reviewed	Recommended	By	Date	Requested Disposition By BOG		
				Approval	Ratification	Information
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Clair Gaudin</u>	<u>Oct. 16/08</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Dora M. ...</u>	<u>Oct 19, 2008</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>FAHR Committee</u>	<u>NOV. 4 / 08</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

NOTES:

1. The "Ratification" column only applies to the Executive Committee actions which require ratification by the Board of Governors.
2. Place * following reference to the Executive Committee in the "By" column to designate where matter has been approved on behalf of the Board of Governors by the Executive Committee and is being forwarded to the Board of Governors for ratification or information.

UNIVERSITY SECRETARY COMMENTS:



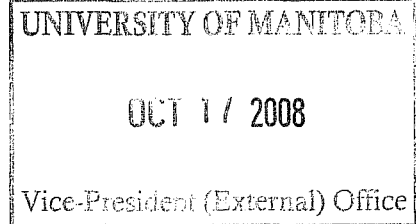
UNIVERSITY
OF MANITOBA

Faculty of Human Ecology
Office of the Dean

209 Human Ecology
Winnipeg, Manitoba
Canada R3T 2N2
Phone: (204) 474-9704
Fax: (204) 474-7592
h_ecology@umanitoba.ca

October 8, 2008

Dr. David Barnard
President and Vice-Chancellor
University of Manitoba



Dear Dr. Barnard:

I am pleased to inform you that the students in the Faculty of Human Ecology have once again voted to continue making contributions to the faculty through their student referendum.

Attached you will find the letter I received from Aaron Story, Senior Stick of the University of Manitoba Human Ecology Students Organization. The letter details how proper notice was provided to the students about the referendum initiative, including the disbursement and the vote date, through presentations made and emails sent on behalf of the members of the student council.

As Aaron explains, the students wish to contribute \$3.33 per credit hour for a three year term, to the Faculty of Human Ecology Endowment Fund and the Faculty of Human Ecology Equipment Fund. This will result in a contribution of \$136,500 (pending enrolment) to the university. This contribution is to be collected from each student in each term when fees are paid, beginning in the fall of the 2009/2010 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,

Dr. Gustaaf Sevenhuysen, Ph.D.
Professor and Dean

enclosure

cc: Annual Giving Program, Department of Development

October 6, 2008

Dr. Gustaaf Sevenhuysen
Dean, Faculty of Human Ecology
209 Human Ecology Bldg
University of Manitoba,
Winnipeg, MB R3T 2N2

Dear Dr. Sevenhuysen,

On Tuesday, September 30 and Wednesday, October 1, the Human Ecology Students Organization held a referendum to support the Faculty of Human Ecology Endowment Fund and the Faculty of Human Ecology Equipment Fund. Each student was proposed with making a donation of \$3.33 per credit hour for a three year term, beginning in the fall of 2009. This amounts to an approximate donation of \$100 per student per year. I am pleased to inform you that the vote was successful and as such, the students will be contributing \$136,500 (pending student enrolment) to the Faculty of Human Ecology over the next three years. The ballot read as follows:

**FACULTY OF HUMAN ECOLOGY
2008/2009 REFERENDUM BALLOT**

I agree to make a \$3.33 per credit hour contribution
(\$100 per year for 30 credit hours)
to be paid at the time of registration.

This contribution, which is eligible for a tax credit, will be directed to the
Faculty of Human Ecology as follows:

65% Faculty of Human Ecology Endowment Fund &
35% Faculty of Human Ecology Equipment Fund

The term for this agreement is to be 3 years.

Yes **No**

(Indicate your choice by marking with X only.)

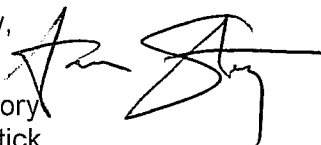
There was a 9% participation rate with 39 of the 455 eligible student voters casting a ballot. Of those votes, 22 were "yes" votes, 5 were "no" votes and there were 12 spoiled ballots.

Prior to the referendum vote, the student representatives conducted presentations to their classes to ensure all students were made aware of information detailing the referendum process, the proposed donation amount and disbursement and the need to give back. This information was also distributed to all students via email (see enclosed).

The Human Ecology Student Organization supports the results of this referendum and asks that the university take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. David Barnard, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,

Aaron Story
Senior Stick



enclosure

cc: Sana Mahboob, Department of Development



UNIVERSITY
OF MANITOBA

Students Making a Difference!

Attention students!

It's time to vote for the Faculty of Human Ecology Endowment Fund Referendum!

Our endowment fund allows our faculty to allocate money to special projects and initiatives that we otherwise wouldn't be able to afford. Anyone can make proposals to the advisory committee for use of the money generated from the endowment fund. The advisory committee is made up of 8 members, including 2 students who sit on the committee and help make decisions regarding how the money can best be used.

Last year nearly **\$47,000** was distributed from the endowment fund towards student activities & facilities along with student groups, scholarships and bursaries.

At our last referendum, students voted to support our faculty with a \$100 contribution or about \$3.33 per credit hour. This year, your student council has voted to keep the contribution amount of **\$3.33** per credit hour, which works out to **\$100** for a 30 hour course load, and we voted to carry the contribution for a **3** year term.

An open forum will be held on **Monday, September 29th** from **10:00am to 11:00am** in the **Student Lounge** to answer any questions you may have about the referendum. If you're not able to attend, please feel free to speak with any HESO council member.

Our referendum dates back 20 years when we first decided to hold a vote in 1988. This process is unique to the University of Manitoba and we strongly encourage your involvement to ensure a promising future for your Faculty of Human Ecology!

Your student council supports this decision and we encourage you to do the same by voting "**Yes**" on **Tuesday September 30th** and **Wednesday October 1st**. Voting will take place in the **Human Ecology Student Lounge** on both days from **8:30am to 4:30pm**.

Let's continue the strong Human Ecology tradition of support for our faculty and students!



AGENDA ITEM: Faculty of Education Referendum

RECOMMENDED RESOLUTION:

That a \$2.70 per credit hour contribution be assessed against the students in the Faculty of Education for a two year term commencing in the fall of 2009 as outlined in the letter from Dr. John Wiens, Dean, Faculty of Education dated October 27, 2008.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

On Thursday, October 16 and Friday, October 17, 2008, the Education Student Council held a referendum to support the Faculty of Education Endowment Fund. The students voted to contribute \$2.70 per credit hour for a two year term beginning in the fall of 2009, resulting in a total contribution of approximately \$106,596 (pending student enrolment). Of the 960 eligible voters, 176 students voted, 120 voted yes with 98 voting to "increase the contribution to \$2.70 per credit hour" and 22 voting to "continue at \$2.50 per credit hour"; 41 voted no and there were 15 spoiled ballots.

RESOURCE REQUIREMENTS:

N/A

IMPLICATIONS:

N/A

ALTERNATIVES:

[N/A]

CONSULTATION: *[delete if not applicable]*

N/A



UNIVERSITY
OF MANITOBA

Faculty of Education

Office of the Dean
225 Education Building
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 474-9001
Fax (204) 474-7551
dean_education@umanitoba.ca

October 27, 2008

Dr. David Barnard
President and Vice-Chancellor
The University of Manitoba

Dear Dr. Barnard:

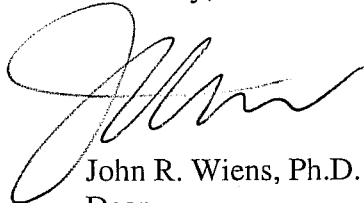
I am pleased to inform you that the students in the Faculty of Education have once again voted to continue making contributions to the faculty through their student referendum.

Attached you will find the letter I received from Jamie House, Senior Stick of the University of Manitoba Education Student Council. The letter details how proper notice was provided to the students about the referendum initiative, including the disbursement and the vote date, through presentations made and emails sent on behalf of the members of the student council.

As Jamie explains, the students wish to contribute \$2.70 per credit hour for a two year term, to the Faculty of Education Endowment Fund. This will result in a contribution of \$106,596 (pending enrolment) to the university. This contribution is to be collected from each student in each term when fees are paid, beginning in the fall of the 2009/2010 fiscal year.

I would appreciate it if you would present these results to the Board of Governors for approval.

Sincerely,



John R. Wiens, Ph.D.
Dean

enclosure

cc: Annual Giving Program, Department of Development





UNIVERSITY
OF MANITOBA

Faculty of Education

230 Education Building
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 474-9004
Fax (204) 474-7551
education@umanitoba.ca

October 26, 2008

Dr. John Wiens
Dean, Faculty of Education
225 Education Bldg
University of Manitoba,
Winnipeg, MB R3T 2N2

Dear Dr. Wiens,

On Thursday, October 16 and Friday, October 17, the Education Student Council held a referendum to support the Faculty of Education Endowment Fund. Each student was proposed with continuing a contribution of \$2.50 per credit hour (this amounts to an approximate donation of \$75 per student per year) or increasing their donation to \$2.70 per credit hour (this amounts to an approximate donation of \$81 per student per year) for a two year term beginning in the fall of 2009. I am pleased to inform you that the vote was successful and as such, the students will be increasing their donation amount to \$2.70 per credit hour. They will be contributing \$106,596 (pending student enrolment) to the Faculty of Education over the next two years. The ballot read as follows:

**FACULTY OF EDUCATION
2008/2009 REFERENDUM BALLOT**

I agree to make a contribution, which is eligible for a tax credit, to the Faculty Education Endowment Fund to be paid at the time of registration.
The term for this agreement is to be 2 years.

Yes **No**

(Indicate your choice by marking with X only.)

IF Yes:

- I agree to increase my contribution to \$2.70 per credit hour (\$81/ year for 30 credit hours)
- I agree to continue my contribution of \$2.50 per credit hour (\$75/ year for 30 credit hours)

(Indicate your choice by marking with X only.)

There was an 18% participation rate with 176 of the 960 eligible student voters casting a ballot. Of those votes, 120 were "yes" votes with 98 voting to "increase" the contribution to \$2.70 per credit hour and 22 voting to "continue" at \$2.50 per credit hour, 41 were "no" votes and there were 15 spoiled ballots.


Prior to the referendum vote, the student representatives conducted presentations to their classes to ensure all students were made aware of information detailing the referendum process, the proposed



donation amount and disbursement and the need to give back. This information was also distributed to all students via email (see enclosed).

The Education Student Council supports the results of this referendum and asks that the university take the necessary steps to implement the contributions. I am requesting that you forward this information to Dr. David Barnard, President of the University of Manitoba, who will present it to the Board of Governors for ratification. If you require any additional information or have any questions, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "House", with a long horizontal flourish extending to the right.

Jamie House
Senior Stick

enclosure

cc: Sana Mahboob, Department of Development



AGENDA ITEM: Report of the Senate Committee on Awards – Part A [dated August 26, 2008]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve 24 new offers, 48 amended offers, and the withdrawal of three offers, as set out in Appendix A of the Report of the Senate Committee on Awards – Part A [dated August 26, 2008].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The Senate Committee on Awards met on August 26, 2008, to approve 24 new offers, 48 amended offers, and the withdrawal of 3 offers, as set out in Appendix A of the Report of the Senate Committee on Awards.

RESOURCE REQUIREMENTS:

The Awards will be funded from the various sources of funding identified within the Report.

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION: *[delete if not applicable]*

All of these award decisions meet the published guidelines for awards as approved by Senate and were reported to Senate for information on October 1, 2008.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
x	x	Senate Committee on Awards	August 26, 2008
x	x	Senate Executive	September 17, 2008
x	x	Senate	October 1, 2008
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
		Senate	

Submission prepared by:

Submission approved by: University Secretary

Attachments

- Report of the Senate Committee on Awards – Part A

REPORT OF THE SENATE COMMITTEE ON AWARDS – PART A

Preamble

Terms of reference for the Senate Committee on Awards include the following responsibility:

On behalf of Senate, to approve and inform Senate of all new offers and amended offers of awards that meet the published guidelines presented to Senate on November 3, 1999, and as thereafter amended by Senate. Where, in the opinion of the Committee, acceptance is recommended for new offers and amended offers which do not meet the published guidelines or which otherwise appear to be discriminatory under the policy on the *Non-Acceptance of Discriminatory Scholarships, Bursaries or Fellowships*, such offers shall be submitted to Senate for approval. (Senate, April 5, 2000)

Observations

At its meeting of August 26, 2008, the Senate Committee on Awards approved twenty-four new offers, forty-eight amended offers, and the withdrawal of three offers, as set out in Appendix A of the *Report of the Senate Committee on Awards*.

Recommendations

On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve twenty-four new offers, forty-eight amended offers, and the withdrawal of three offers, as set out in Appendix A of the *Report of the Senate Committee on Awards – Part A* (dated May 13, 2008). These award decisions comply with the published guidelines of November 3, 1999, and are reported to Senate for information.

Respectfully submitted,

Dr. Philip Hultin
Chair, Senate Committee on Awards

Appendix A
MEETING OF THE SENATE COMMITTEE ON AWARDS
August 26, 2008

1. NEW OFFERS

Alumni Association Inc. Scholarship for Bison Student Athletes

The Alumni Association Inc. of the University of Manitoba offers an annual scholarship at the University of Manitoba to support Bison Student Athletes in their academic and athletic pursuits. One scholarship, with a value of \$3,000, will be offered to an undergraduate student who:

- (1) is a Bison Student Athlete;
- (2) is enrolled full-time in any Faculty or School not including the Faculty of Graduate Studies;
- (3) is a continuing student who has achieved a minimum degree grade point average of 3.0 on a minimum of 18 credit hours in his/her previous year of study at the University of Manitoba;
- (4) has demonstrated athletic ability in his/her sport, as determined by the selection committee;
- (5) has demonstrated involvement in community service activities.

The Award will be offered to a student on the Bison Team that has the greatest need for an additional student Award, as of August 1st each year, as determined by the Athletic Director. The coach of the appointed team will nominate one or more student athletes who meet criteria (1) through (5) to the selection committee by September 1st each year.

The selection committee will be named by the Athletic Director (or designate) and will include one representative from the Alumni Association (staff or Board member).

(The terms of this award will be reviewed annually against the Canadian Interuniversity Sport (CIS) Criteria governing University Academic Scholarships with an Athletic component, currently numbered 50.10 in the CIS Operations Manual.)

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the Award.

Hugh J. Anderson Undergraduate Scholarship in Chemistry

Dr. Hugh J. Anderson has established an endowment fund at the University of Manitoba, with an initial gift of \$50,000. The fund will be used to support undergraduate students in the Department of Chemistry. The available annual interest from the fund will be used to offer one or more scholarships to undergraduate students who:

- (1) are registered full-time in the third or fourth year of study in the Faculty of Science in any Honours or Major program offered by the Department of Chemistry;
- (2) have completed at least 24 credit hours in the previous regular session, including a minimum of 9 credit hours of Chemistry courses (courses currently numbered CHEM XYZ0);
- (3) have achieved a minimum sessional grade point average of 3.5 in the previous regular academic session;
- (4) are currently registered for a minimum of 12 credit hours of Chemistry courses (courses currently numbered CHEM XYZ0).

The selection committee will have the discretion to determine the number and value of awards offered each year. The Scholarship is not automatically renewable but previous recipients are eligible to be considered in their fourth year of study.

The selection committee will be the Scholarships Committee of the Department of Chemistry.

Dave Blatz - Eastman Therapy Bison Women's Hockey Scholarships

Eastman Therapy provides an annual contribution of \$750 to offer scholarships for members of the Bison Women's Hockey Team. The Manitoba Scholarship and Bursary Initiative has made a contribution to the award. One or more scholarships, with a minimum value of \$500, will be offered annually to undergraduate students who:

- (1) are Canadian Citizens or Permanent Residents;
- (2) are entering their first year of study at The University of Manitoba;
- (3) have graduated from a Canadian high school;
- (4) have demonstrated high academic achievement based on a minimum average of 80 percent, or equivalent, on those high school courses used for admission to the University;
- (5) are eligible to compete for The University of Manitoba in Canadian Interuniversity Sport (C.I.S.) competition;
- (6) have demonstrated athletic ability in women's hockey as determined by the selection committee.

The selection committee will have the discretion to determine the number and value of scholarships offered each year.

The selection committee shall be the Athletic Director for Bison Sports (or designate) and the Head Coach of the Bison Women's Hockey team.

(The terms of this award will be reviewed annually against the Canadian Interuniversity Sport (CIS) Criteria governing *University Academic Scholarships with an Athletic Component*, currently numbered 50.10 in the CIS Operations Manual).

Dr. Cameron Jay Memorial Scholarship

In memory of S.C. Jay, Professor (1961-1991), Head (1981-1987), and Professor Emeritus (1991-2008) of the Department of Entomology, his colleagues and friends have established an endowment fund at the University of Manitoba. The available annual interest from the fund will be used to offer one scholarship, with a minimum value of \$500, to a graduate student who:

- (1) is enrolled full-time in the Faculty of Graduate Studies, in either the M.Sc. or Ph.D. in Entomology;
- (2) has achieved a minimum degree grade point average of 3.5 (or equivalent) based on the last 60 credit hours of study;
- (3) is conducting thesis research in the area of apiculture, pollination biology or biology of social insects;
- (4) has demonstrated a high level of research potential.

Candidates will be required to submit an application that will consist of a description of their research project (maximum 500 words), a current academic transcript(s), and two academic letters of reference from professors at a post-secondary institution. The Scholarship is not automatically renewable but previous recipients may reapply. Applications will be solicited in December, with a submission deadline in January. The recipients will be announced by March.

Recipients may hold the Dr. S. Cameron Jay Memorial Scholarship concurrently with any other awards, consistent with policies in the Faculty of Graduate Studies.

In a year when no worthy candidate is identified, any unspent interest will be capitalized with the capital of the fund.

The selection committee will be named by the Dean of the Faculty of Graduate Studies (or designate). A faculty member serving as an academic supervisor of one or more of the candidates for the Scholarship shall not be named to serve on the selection committee.

The Board of Governors of The University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the Award.

Canadian Occupational Therapy Foundation Future Scholar Award

From time to time, the Canadian Occupational Therapy Foundation (COTF) offers a prize of \$100 at the University of Manitoba. The COTF will notify the Financial Aid and Awards Office by March 31st each year whether funds will be available to offer the Award. The prize will be offered to an Occupational Therapy student who demonstrates research potential. One prize will be awarded to a graduate student who:

- (1) has successfully completed the requirements for a Master of Occupational Therapy degree, in the Faculty of Graduate Studies;
- (2) has received the highest combined numerical grade in *Research Methods for Evidence-based Practice* (currently numbered OT 6350) and *Independent Study* (currently numbered OT 7750).

The selection committee will be named by the Dean of the Faculty of Graduate Studies (or designate) and will include the Chair of the Awards Committee of the Department of Occupational Therapy.

Terry Cristall Scholarship in Environmental Design

Dr. Theodore Hechter (B.Sc./56) and Mrs. S. Gail Hechter (B.A./61, B.S.W./62) have established an endowment fund at the University of Manitoba in honour of their nephew, Mr. Terry Cristall (M.Arch./73). The fund will be used to offer scholarships to students in the Faculty of Architecture who, like Mr. Cristall, recognize the importance and value of service to their community and profession. The available annual income from the fund will be used to offer one scholarship to an undergraduate student who:

- (1) is enrolled full-time in the second, third, or fourth year of study in the Faculty of Architecture, in the Bachelor of Environmental Design program;
- (2) has achieved a minimum degree grade point average of 3.0;
- (3) has made a significant contribution to student life in the Faculty of Architecture and/or has demonstrated involvement in community service (e.g. through his or her participation in professional or charitable organizations).

Candidates will be required to submit a letter of application (maximum 250 words) outlining their involvement in the Faculty and/or community service.

The selection committee will be named by the Dean of the Faculty of Architecture (or designate).

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the Award.

Hu-Friedy Golden Scaler Award

The School of Dental Hygiene offers an engraved plaque and a golden scaler to the recipient of the Hu-Friedy Golden Scaler Award. The annual Award is offered to the student who:

- (1) has successfully completed the second year of the Diploma in Dental Hygiene program;
- (2) has demonstrated a high level of development in instrumentation skills, particularly with challenging clients, as identified by the clinical faculty.

The selection committee will be named by the Director of the School of Dental Hygiene (or designate).

Great-West Life Student Athletic Award

Great-West Life has established an endowment fund at the University of Manitoba with an initial gift of \$28,000. The fund will be used to support Bison Student Athletes in their academic and athletic pursuits. The available annual income from the fund will be used to offer one scholarship, with a minimum value of \$3,000, to an undergraduate student who:

- (1) is a Bison Student Athlete;
- (2) is enrolled full-time in any Faculty or School not including the Faculty of Graduate Studies;
- (3) (i) is a continuing student who has achieved a minimum degree grade point average of 3.0 on a minimum of 18 credit hours in his/her previous year of study at the University of Manitoba or
(ii) is an entering student with a minimum average of 80 percent, or equivalent, on those high school courses used for admission to the University, or upon successful completion of 18 credit hours with a minimum degree grade point average of 3.0;
- (4) has demonstrated athletic ability in his/her sport, as determined by the selection committee;
- (5) has demonstrated involvement in community service activities.

The Award will be offered to a student on the Bison Team that has the greatest need for an additional student Award, as of August 1st each year, as determined by the Athletic Director. The coach of the appointed team will nominate one or more student athletes who meet criteria (1) through (6) to the selection committee by September 1st each year.

The selection committee will be named by the Athletic Director (or designate).

(The terms of this award will be reviewed annually against the Canadian Interuniversity Sport (CIS) Criteria governing University Academic Scholarships with an Athletic component, currently numbered 50.10 in the CIS Operations Manual).

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the Award.

Florence Kanee Scholarship

In honour of his wife, Mrs. Florence Kanee, Dr. Sol Kanee, OC, OM has established an endowment fund at the University of Manitoba with a bequest of \$25,000. The fund will be used to offer scholarships to students entering the Theatre Program in the Faculty of Arts. The available annual interest from the fund will be used to offer one or more scholarships to undergraduate students who:

- (1) are enrolled full-time in their second year of study at the University, in the Faculty of Arts, in the Advanced Major in Drama or the General Major in Drama;
- (2) have successfully completed the course *Introduction to Theatre* (currently numbered THTR 1220) and have declared a major in Drama;
- (3) have achieved a minimum degree grade point average of 3.5.

The selection committee will have the discretion to determine the number and value of scholarships offered.

The selection committee will be named by the Coordinator of the Theatre Program (or designate).

The Board of Governors of The University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the Award.

Ann Lugsdin Fund

A trust fund has been established at the University of Manitoba to support the activities of the Division of Preparatory Studies of the Marcel A. Desautels Faculty of Music. New contributions from fundraising activities and from direct donations may be made to the capital fund from time to time. Originally established as "The Preparatory Division Association Fund," this fund has been renamed to celebrate the life and achievements of Ann Lugsdin, Director of the Division of Preparatory Studies from 1988 to 2003.

1. Preparatory Studies ARCT (Associate of the Royal Conservatory of Music) Award

Seventeen percent (17%) of the annual income from the fund will be used to offer one or more Awards, by highest standing, with a minimum value of \$500, to students who:

- (1) have completed five successive years of instrument instruction with the Division of Preparatory Studies;
- (2) were registered with the Division of Preparatory Studies for at least one year of instrument instruction at the ARCT level;
- (3) have received an ARCT designation (or equivalent) within the last two years.

Applicants will be required to submit an application form and proof of having received their ARCT (or equivalent) within the last two years.

The selection committee will have the discretion to determine the number and value of awards.

The selection committee will include the Dean of the Marcel A. Desautels Faculty of Music (or designate) as Chair, the Director of the Division of Preparatory Studies, and a theory teacher from the Division of Preparatory Studies.

2. Preparatory Studies Ann Lugsdin Scholarship

Seventeen percent (17%) of the annual income from the fund will be used to offer one or more Scholarships with a minimum value of \$500, to undergraduate students who:

- (1) are registered in the Marcel A. Desautels Faculty of Music at the University of Manitoba;
- (2) have completed five successive years of instruction with the Division of Preparatory Studies;
- (3) have been admitted to the Marcel A. Desautels Faculty of Music within the last two years;
- (4) have achieved the highest academic standing among those students who also meet criteria (1) through (3), with a minimum degree grade point average of 3.5

The selection committee will have the discretion to determine the number and value of awards.

The selection committee will include the Dean of the Marcel A. Desautels Faculty of Music (or designate) as Chair, the Director of the Division of Preparatory Studies, and a theory teacher from the Division of Preparatory Studies.

3. Preparatory Studies Division Enrichment Program

Sixty-one percent (61%) of the available annual income from the fund plus any revenue not disbursed as awards under items 1. and 2. will be transferred to the operating budget of the Division of Preparatory Studies to support the costs of the Enrichment Program only. The Enrichment Program provides tuition reduction and enrichment master classes for qualifying students in the Division of Preparatory Studies.

Five percent (5%) of the available annual income from the fund is to be reinvested in the capital fund.

Should the Division of Preparatory Studies discontinue the Enrichment Program, the terms of reference for item 3. will be amended as follows:

One or more scholarships will be offered to the undergraduate or graduate student(s) who: are residents of Manitoba, are registered full-time in the Marcel A. Desautels Faculty of Music, and have achieved high academic standing with a minimum degree grade point average of 3.5. The selection committee is to be the Scholarships and Awards Standing Committee of the Marcel A. Desautels Faculty of Music.

Melvin Manishen Memorial Scholarship

In memory of her husband, Mr. Melvin Manishen, Mrs. Beverley Manishen has established an endowment fund at the University of Manitoba, with an initial gift of \$10,000. The available annual income from the fund will be used to offer one scholarship to an undergraduate student who:

- (1) has successfully completed the third year of full-time study in the I.H. Asper School of Business;
- (2) in the next ensuing academic session enrolls full-time in the final year of the Bachelor of Commerce Honours program and has declared a Major in Logistics and Supply Chain Management;
- (3) among those students who meet criteria (1) and (2), has achieved the highest academic standing, with a minimum degree grade point average of 3.5.

The selection committee will be named by the Dean of the I.H. Asper School of Business (or designate).

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the Award.

Gail MacMillan Award

Mrs. Margaret MacMillan (B.Ped./74, M.Ed./79) and Mr. Bruce MacMillan have established a trust fund at the University of Manitoba, in memory of their daughter, Gail MacMillan (B.A./78, MBA/81). The fund will be used to offer an annual scholarship to a student in the I.H. Asper School of Business who has demonstrated competence in the field of human resource management. The scholarship will be offered for twenty years or until the capital and income have been exhausted. The value of the award may be adjusted in the final year.

Each year, one scholarship valued at \$1,000 will be offered to an undergraduate student who:

- (1) is enrolled full-time in the I.H. Asper School of Business, in the Bachelor of Commerce (Honours) program with a declared major in Human Resource Management / Industrial Relations;
- (2) has completed *Human Resource Management* (currently numbered HRIR 2440) and at least two other Major courses required for the Human Resources Management/Industrial Relations Major;
- (3) has achieved a minimum degree grade point average of 3.0 with no grade lower than 3.5 on any of the Major courses for the Human Resources Management/Industrial Relations Major.

The selection committee will be named by the Dean of the I.H. Asper School of Business (or designate).

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the Award.

Robert Ross McLaughlin Scholarship in Mathematics

Family and friends of Robert Ross McLaughlin [B.Sc. (Hons.)/47] have established an endowment fund at the University of Manitoba in his honour. The available annual interest from the fund will be used to offer a scholarship to an undergraduate student who:

- (1) has achieved highest standing in the third year of any Mathematics Honours program, with a minimum degree grade point average of 3.5;
- (2) in the next ensuing academic session, is enrolled full-time* in the fourth year of study, in the Faculty of Science, in any Mathematics Honours program.

The selection committee will be named by the Head of the Department of Mathematics (or designate).

The Board of Governors of The University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the Award.

*Should changes to the academic regulations of the Faculty of Science, at some future point, allow students to pursue a B.Sc. (Honours) degree part-time, this Scholarship will also be offered to students enrolled part-time.

Geoffrey P. Mitchell and Frances G. Mitchell Bursary Fund

Frances G. Mitchell has bequeathed \$25,025 to the University of Manitoba to establish the Geoffrey P. Mitchell and Frances G. Mitchell Bursary Fund. The bursaries honour Frances (B.A./38) and her husband Geoffrey (B.Sc./42), who are alumni of the University. The available annual income from the fund will be used to offer two bursaries of equal value to undergraduate students who:

- (1) are enrolled full-time, in any year of study, in (i) any program in the Faculty of Arts or (ii) in one of the Geology Honours, Geology Major, Geophysics Honours, or Geophysics major programs in the Clayton H. Riddell Faculty of Environment, Earth, and Resources;
- (2) have achieved a minimum degree grade point average of 2.5;
- (3) have demonstrated financial need on the standard University of Manitoba bursary application form.

One bursary will be offered to a student in the Faculty of Arts and one to a student in the Clayton H. Riddell Faculty of Environment, Earth, and Resources.

The selection committee will be named by the Director of the Financial Aid and Awards (or designate).

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Northern Sky Architecture Award for Environmental Stewardship

Northern Sky Architecture Inc. offers an annual scholarship of \$500 at the University of Manitoba, to support graduate student research in the areas of sustainable and environmentally integrated architecture. The donor has agreed to fund the scholarship for a term of five years, beginning in the 2008-2009 academic year. The scholarship will be offered to a graduate student who:

- (1) is enrolled full-time in the Faculty of Graduate Studies, in the Master of Architecture program;
- (2) has achieved a minimum degree grade point average of 3.0 (or equivalent) over the last 60 credit hours;
- (3) is undertaking or has proposed to undertake research (thesis, studio project, or course work) in either sustainable architecture or environmentally integrated architecture.

The selection committee will be named by the Dean of the Faculty of Graduate Studies (or designate).

Philanthropy and the Law Essay Prize

The Winnipeg Foundation offers an annual prize of \$500 to a student in the Faculty of Law at the University of Manitoba who submits the best paper for the course *Philanthropy and the Law* (currently numbered LAW 3980). The recipient will also have the opportunity to select a charity in the Province of Manitoba to receive a grant of \$500 to be funded by The Winnipeg Foundation. The Foundation has agreed to fund the prize and the grant for a term of six years, beginning in the 2008-2009 academic year.

The selection committee shall be the Faculty of Law Awards Committee.

President's Graduate Scholarship in Human Genetics

An endowment fund has been established at the University of Manitoba, with an initial contribution of \$250,000 from the President's Fund, to support graduate students writing a thesis in any area of human genetics. One annual scholarship valued at \$11,000 will be offered to a graduate student who:

- (1) is enrolled full-time in the Faculty of Graduate Studies in either the second year of any Masters program or the third or fourth year of any Doctoral program;
- (2) has achieved a minimum degree grade point average of 3.5 (or equivalent) based on the last 60 credit hours of study;
- (3) is writing a thesis in any area of human genetics;
- (4) is in good standing in his/her degree program.

Candidates will be required to submit an application that will consist of a description of their proposed or ongoing research (maximum 500 words), a current academic transcript(s), and two academic letters of reference from professors at a post-secondary institution. Applications will be solicited in December, with a submission deadline in January. The recipient will be announced by March.

The award is not automatically renewable for Doctoral students but previous recipients may apply. The maximum number of Scholarships one student may hold in his or her lifetime is two (2).

Recipients may hold the President's Graduate Scholarship in Human Genetics concurrently with any other awards, consistent with policies in the Faculty of Graduate Studies.

Income in excess of the value of the Scholarship is to be reinvested in the capital of the fund. The status of the fund will be reviewed from time-to-time and, if the earnings on the fund permit the value of the Scholarship will be increased in increments of \$500.

The selection committee will be named by the Dean of the Faculty of Graduate Studies (or designate).

President's Laureate Scholarship

An endowment fund has been established at the University of Manitoba, with an initial contribution of \$443,459 from the President's Fund, to offer renewable entrance scholarships to outstanding applicants to the University. Each year, one scholarship valued \$5,000 will be offered to an undergraduate student who:

- (1) applies for consideration for admission to University 1 or any faculty or school of the University which admits students direct from high school;
- (2) has achieved a minimum average of 95 percent on those courses considered for the University of Manitoba General Entrance Scholarship program;

- (3) has, among candidates with a minimum average of 95%, the highest aggregate score on (a) one (1) English course (40S or 40G, or equivalent) and (b) pre-calculus math, and (c) at least one science or language course.

The Scholarship is renewable at \$5,000 in each of the second, third, and fourth years of study at the University of Manitoba provided that the recipient:

- (1) registers for, and remains registered in, a full time program in each of the four years;
- (2) achieves a sessional grade point average of at least 3.75 upon completion of each of the first, second, and third years of university study.

The President's Laureate Scholarship may be held concurrently with the Leader of Tomorrow Scholarship in name only and may not be held with any other University of Manitoba entrance scholarship excepting the Chown Centennial Scholarship and the Advanced Placement and International Baccalaureate Scholarship Enhancement.

The selection committee will be named by the Director of Financial Aid and Awards (or designate).

E. Scherer Memorial Scholarship

Mr. Eb Scherer has bequeathed \$350,000 (estimated) to establish an endowment fund at the University of Manitoba. The purpose of the fund is to support academically promising students in the field of ecology. The available annual income from the fund will be used to offer one scholarship to a graduate student who:

- (1) is enrolled full-time in the Faculty of Graduate Studies in any Masters or Doctoral program delivered by the Department of Biological Sciences;
- (2) has achieved a minimum degree grade point average of 3.5 (or equivalent) over (i) the last two regular academic sessions completed, if he/she is a student who is in his/her first two years of graduate studies or (ii) all graduate level sessions, if he/she is a student who is beyond the first two years of graduate studies;
- (3) is undertaking or has proposed to undertake thesis research in the field of ecology.

The Scholarship is renewable for one year provided that the recipient:

- (1) continues to be registered full-time in the Faculty of Graduate Studies, in a Masters or Doctoral program delivered by the Department of Biological Sciences;
- (2) has maintained a minimum degree grade point average of 3.5 (or equivalent) over (i) the last two regular academic sessions completed, if he/she is a student who is in his/her first two years of graduate studies or (ii) all graduate level sessions, if he/she is a student who is beyond the first two years of graduate studies;
- (3) is in good standing in his/her degree program.

Candidates will be required to submit an application that will consist of a description of their proposed or ongoing research (maximum 500 words), a current academic transcript(s), and two academic letters of reference from professors at a post-secondary institution. Applications will be solicited in December, with a submission deadline in January. The recipient will be announced by March.

Only one recipient may hold the Scholarship at any one time. Recipients may hold the E. Scherer Memorial Scholarship concurrently with any other awards, consistent with policies in the Faculty of Graduate Studies.

The selection committee will be named by the Dean of the Faculty of Graduate Studies (or designate) and will include the Chair (or designate) of the Scholarships and Awards Committee of the Department of Biological Sciences.

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the scholarship.

Evelyn and William Smith Award

The three children of Evelyn and William Smith have established an endowment fund of \$100,000 at the University of Manitoba to honour their parents. Evelyn and William Smith, who both came from modest backgrounds, believed strongly in the importance and value of higher education. The fund will be used to offer awards to students in University 1 and the Faculty of Arts who have demonstrated both financial need and academic excellence.

The fund will be invested in accordance with the University's investment policies for endowed funds. An annual amount will be made available for spending in accordance with the University's policy for annual distributions of income for spending by endowed funds.

The available annual amount for spending will be used to offer one bursary to an undergraduate student who:

- (1) is a Canadian citizen or permanent resident (i.e. landed immigrant);
- (2) has graduated from a Manitoba high school with a minimum average of 85 percent on those courses considered for admission;
- (3) is enrolled full-time in University 1 at the University of Manitoba;
- (4) has demonstrated financial need on the standard University of Manitoba bursary application form.

The award is tenable in the recipient's second, third and fourth years of study provided that he/she:

- (1) is a Canadian citizen or permanent resident (i.e. landed immigrant);
- (2) is enrolled full-time in the Faculty of Arts at the University of Manitoba;
- (3) has achieved a minimum degree grade point average of 3.5;
- (4) continues to demonstrate financial need on the standard University of Manitoba bursary application form.

The Award will normally be offered quadrennially. In any given year that a recipient does not qualify for continuation of the Award, however, the selection committee will name a University 1 student to hold the award.

The selection committee shall be named by the Director of Financial Aid and Awards.

Frances May Telford Bursary

In memory of his wife, Frances Telford (LL.B./82), Dr. Jack Kettler (M.D./91) has established an endowment fund of \$30,000 at the University of Manitoba. The available annual interest from the fund will be used to offer one bursary to a student who:

- (1) is enrolled full-time in the first or second year of study in the Faculty of Law;
- (2) is a graduate of a rural Manitoba high school (i.e. outside the City of Winnipeg);
- (3) has achieved a minimum degree grade point average of 2.0 and is in good academic standing;
- (4) has demonstrated financial need on the standard University of Manitoba bursary application form.

The selection committee shall be the Faculty of Law Awards Committee.

J. Peter Thomas Bursary in Medicine

Ruth Thomas has made a contribution of \$50,000 to establish an endowment fund at the University of Manitoba in honour of her husband, J. Peter Thomas. The available annual interest from the fund will be used to provide bursaries to undergraduate students who:

- (1) are enrolled full-time in any year of study in the Faculty of Medicine at the University of Manitoba;
- (2) (a) as entering students have achieved a minimum adjusted grade point average of 3.0 or (b) as continuing students have achieved satisfactory standing within the Faculty;
- (3) have demonstrated financial need on the standard University of Manitoba bursary application form.

The selection committee will have the discretion to determine the number and value of bursaries.

The selection committee shall be named by the Dean of the Faculty of Medicine.

Lillian Webb, Arthur Webb, and Elsie M. Webb Scholarship Fund

Elsie Maud Webb has established an endowment fund at the University of Manitoba with a bequest of \$50,000. The fund will be used to offer scholarships to students who have completed a Bachelor of Arts degree and wish to pursue graduate studies. The available income from the fund will be used to offer one scholarship, with a maximum value of \$5,000, to a graduate student who:

- (1) has completed a Bachelor of Arts degree at the University of Manitoba;
- (2) is enrolled full-time in the Faculty of Graduate Studies, in the first year of a Masters program delivered by a Department in the Faculty of Arts;
- (3) has achieved a minimum degree grade point average of 3.5 based on the last 60 credit hours of study;
- (4) has volunteered within and outside their role as a student;
- (5) has demonstrated strong leadership abilities.

Candidates will be required to submit an application that will consist of: (i) a current academic transcript(s), (ii) a statement (maximum 500 words) describing their volunteer activities and demonstrated leadership abilities, (iii) two letters of reference one of which must be from a professor at the University of Manitoba. The letters of support should address the nominee's integrity of character, inquisitive nature, and leadership abilities.

Recipients may hold the Lillian Webb, Arthur Webb, and Elsie M. Webb Scholarship Fund concurrently with any other awards, consistent with policies in the Faculty of Graduate Studies.

In any year that the available annual income from the fund exceeds \$5,000, the surplus revenue will be capitalized.

The selection committee will be named by the Dean of the Faculty of Graduate Studies (or designate).

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

Mary Louise Young Scholarship in Music

In memory of Phyllis Holtby and Eva Clare, who dedicated their lives to music and music education, Mrs. Mary Louise Young (A.M.M./48) has established an endowment fund at the University of Manitoba with an initial gift of \$10,000. The fund will be used to offer scholarships to students in the Marcel A. Desautels Faculty of Music who have a passion for, and innate love of, music. Mrs. Young will contribute \$450 to offer the initial scholarship in 2008-2009. In subsequent years, the available annual income from the fund will be used to offer one scholarship, with a minimum value of \$450, to an undergraduate student who:

- (1) is enrolled full-time in the second, third, or fourth year of study in the Marcel A. Desautels Faculty of Music;

- (2) has achieved a minimum degree grade point average of 3.0;
- (3) has demonstrated strong potential in any instrumental or vocal area.

The selection committee will be named by the Dean of the Marcel A. Desautels Faculty of Music (or designate).

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

2. Amendments

American Academy of Oral and Maxillofacial Pathology Award

At the request of the Faculty of Dentistry, course names and numbers in the terms of reference have been amended from: Mechanisms of Disease and Therapy Parts I and II (currently numbered 100.305 and 208, respectively) to: Pathology and Microbiology I and II (currently numbered ORLB 2100 and ORLB 3020, respectively).

Gladys Burns Awards in the Faculty of Nursing

At the request of the Faculty of Nursing, the terms of reference for the *Gladys Burns BPRN Scholarships*, which is one of four *Gladys Burns Awards in the Faculty of Nursing*, have been amended to open this scholarship to students who are enrolled part-time (minimum 60 percent course load). Preference will be given to students who are enrolled in a minimum 80 percent course load.

The revised terms of reference also specify that, in any given year that fewer than three students meet the minimum course load requirement for the *Gladys Burns BPRN Scholarships*, one or more additional *Gladys Burns Scholarships* will be offered to students in the Four-Year Baccalaureate Nursing program who meet the requirements for that scholarship. Preference will be given first to the second-ranked student entering the final year of the program and then to the third- and fourth-ranked students entering the third year of the program.

Canada Northlands Development Award

The terms of reference for the *Canada Northlands Development Award* have been amended at the request of the Faculty of Engineering. The revised terms limit the pool of candidates to undergraduate students enrolled full-time in the fourth year of study in the Faculty of Engineering, who meet the selection criteria for the award. Previously, the award was also open to students entering an M.Sc. or Ph.D. program in Engineering or an M.Eng. program.

Sheila Chipman Memorial Award

The terms of reference for the *Sheila Chipman Memorial Award* have been amended to clarify that the value of the award is \$1,500 (rather than \$750) and that the award is supported by annual contributions from both the donor and the Manitoba Scholarship and Bursary Initiative.

Cool FM Jazz Awards

The terms of reference for the *Cool FM Jazz Awards*, of which there are four, have been amended at the request of the donor. The name of the awards program has been changed from: *Cool FM Jazz Awards* to: *99.1 Groove FM Jazz Awards*. The names of the individual awards have been amended from: *Cool FM Jazz Major Scholarship*, *Cool FM Summer Jazz Camp Prize*, *Cool FM Senior High School Honour Jazz Band Prize*, and *Cool FM Jazz Combo Prize* to: *99.1 Groove FM Jazz Major*

Scholarship, 99.1 Groove FM Summer Jazz Camp Prize, 99.1 Groove FM Senior High School Honour Jazz Band Prize, and 99.1 Groove FM Jazz Combo Prize, respectively.

Several references to the "Faculty of Music" have been changed to the "Marcel A. Desautels Faculty of Music."

Yude M. Henteleff Award in Human Rights and Civil Liberties

A number of amendments have been made to the terms of reference for the *Yude M. Henteleff Award in Human Rights and Civil Liberties*.

- The existing award will be offered to the student who achieves the highest standing in Human Rights and Civil Liberties (currently numbered LAW 3980). Formerly, the award was offered to a student who achieved high standing in one or more of: Canadian Charter of Rights and Freedoms, Immigration and Refugee Law, any future course(s) offered at the Faculty of Law related to human rights and civil liberties. The requirement that candidates have demonstrated an active interest in human rights and civil liberties has been removed.
- A second award has been created specifically for a student who (1) has completed the third year of study in the Faculty of Law and (2) has an active interest in human rights and civil liberties as a volunteer. The Canadian Lawyers for International Human Rights has been added to the list of organizations, for which students may have dedicated their services as a volunteer, that was developed for the original award.
- The value of each of these two awards will be one half of the available annual interest from the endowment fund.
- The name of the award has been changed to the *Yude M. Henteleff Awards in Human Rights and Civil Liberties*.

Manitoba Moose Award

The terms of reference for the *Manitoba Moose Award* have been amended to clarify that the value of the award is \$1,500 (rather than \$750) and that the award is supported by annual contributions from both the donor and the Manitoba Scholarship and Bursary Initiative.

Shirley Rempel Memorial Award

A number of amendments have been made to the terms of reference for the *Shirley Rempel Memorial Award* following the creation of an endowment fund to support the award.

- The opening paragraph has been amended to indicate that the award is supported by an endowment fund as well as a contribution from the Manitoba Scholarship and Bursary Initiative.
- The number and value of awards has been changed from: two awards of \$750 each to: two or more awards with a minimum value of \$750. The maximum value of each award is not to exceed the maximum allowable for an individual student athlete, in accordance with the Canadian Interuniversity Sport Regulations. The selection committee will have the discretion to determine the number and value of awards.

A.G. Robinson Memorial Scholarship

At the request of the Department of Entomology, a number of amendments have been made to the terms of reference for the *A.G. Robinson Memorial Scholarship*.

- The requirement that the recipient has not previously held the scholarship has been revised to specify that he or she has not previously held the award *in his or her current program*.

- The revised terms specify that the scholarship will be offered to the candidate who has written the best literature review essay in one of the required courses ENTM 7150 or ENTM 7220. Previously, the terms specified that the award would be offered to the student who had written a high quality literature review essay on his or her thesis topic in one of these courses.
- A statement has been added to stipulate that the committee of course instructors and the Chair of the Entomology graduate program will review thesis literature review essays submitted during the previous year (January 1 through December 31).
- Several editorial changes have been made.

Duff Roblin Political Studies Fellowship (in Canadian and Manitoba Government and Politics)

At the request of the donor, the number of fellowships offered each year has been increased from: one to: three. The three fellowships will be valued at \$15,000 each. A number of editorial changes have been made.

Judy Stewart Sutherland Scholarship

At the request of the donor, the value of the capital of the endowment fund has been corrected from: \$191,278 to: \$183,304 in the opening paragraph of the terms.

University Gold Medal in Human Ecology

At the request of the Faculty of Human Ecology, program medals have been created for the Health Sciences program and the Health Studies programs, which were recently established within the Faculty. The selection criteria for the *Faculty of Human Ecology Medal (Health Sciences)* and the *Faculty of Human Ecology Medal (Health Studies)* are equivalent to existing criteria for other Human Ecology program medals.

University of Manitoba Golf Awards

The terms of reference have been amended to acknowledge a contribution from the Manitoba Scholarship and Bursary Initiative. A number of editorial changes have also been made.

Erika Wicha Memorial Scholarship

At the request of the donor, the value of this annual scholarship has been increased from: \$500 to: \$1,000. Several references to the "Faculty of Music" have been updated to the "Marcel A. Desautels Faculty of Music."

Winnipeg Music Festival Award

Course numbers for Major Practical Study 33.347 and Major Practical Study 33.447 have been updated to MUSC 3470 and MUSC 4470, respectively. References to the "Faculty of Music" have been updated to the "Marcel A. Desautels Faculty of Music." A number of editorial changes have been made.

Manitoba Scholarship and Bursary Initiative

Terms of reference for 9 awards will be revised to indicate that the Manitoba Scholarship and Bursary Initiative has made a contribution to the endowment or trust fund for the award.

- M.C. Bjarnason Bursary
- Pat (Pisnook) Boland Memorial Scholarship
- Boston Pizza Scholarship
- Building Energy Management Manitoba (BEMM) Scholarship in Architecture and Engineering
- Doug Hedley Memorial Award
- Ed Kotowich Award
- Morse Silden, Q.C., Bursary in Law
- Anna Storgaard Scholarship
- Winnipeg Blue Bombers Alumni Scholarship

Editorial Amendments to Awards for Music Students

References to the Faculty of Music in the terms of reference for 56 undergraduate awards and 4 graduate awards will be amended to the Marcel A. Desautels Faculty of Music (Attachment I).

An editorial amendment has been made to the terms of reference for 23 awards that are open to undergraduate or graduate Music students. References to cumulative grade point average have been changed to degree grade point average. The amendment is required following a computing-systems renewal that saw IMS replaced by Aurora Student. The calculation used to determine a student's degree g.p.a. in Aurora Student is the same calculation that was used to establish a student's cumulative g.p.a. in IMS (Attachment I).

3. Withdrawals

Human Ecology Travel Award for Historical Research

The terms of reference for the *Human Ecology Travel Award for Historical Research*, which were established in 1996 to offer a one-time award, were withdrawn.

Stikeman Elliott/Carswell Award for Corporate Taxation

Stikeman Elliott/Carswell Award for Excellence in Taxation Courses

At the request of the donor, the terms of reference for two annually funded awards for students in the Faculty of Law, the *Stikeman Elliott/Carswell Award for Corporate Taxation* and the *Stikeman Elliott/Carswell Award for Excellence in Taxation Courses*, have been withdrawn.

Award Name	Award No.	Change to Faculty Name*	Change CGPA to DGPA
Undergraduate awards:			
Bernardin, Jessica Marie Memorial Scholarship	25235	Yes	Yes
Bernier, Emile Memorial Scholarship	20243	Yes	No
Bernstein, Zita Prize	24131	Yes	No
Boyd, Stella Irene Award	24432	Yes	Yes
Bronstein, Ada Bursary Fund	25118	Yes	Yes
99.1 Groove FM Jazz Awards	24937, 24938	Yes	Yes
Dufault, Andree Memorial Loan Fund	24391	Yes	No
Eva Clare Society Emergency Bursary Assistance Fund	24838	Yes	No
Faculty of Music Endowment Scholarships	22906	Yes	Yes
Faculty of Music Gold Medal		Yes	No
Marcel A. Desautels Faculty of Music Prize in Composition	TBA	Yes	Yes
Genser, Lawrence Music Scholarship	21242, 24179	Yes	No
Gillis, T. Award for Excellence in Brass	14350	Yes	No
Grimes, J. Conrad Memorial Scholarship	24235	Yes	Yes
Heaton, Leonard Memorial Scholarship	11460, 21470	Yes	No
Henry, Bethia Memorial Bursary	21500	Yes	No
Hugo, Reg and Anne Memorial Fund Scholarship in Music	25266	Yes	No
Isaacs, Leonard Scholarship	21745	Yes	No
Jazz Investments Bursary	24226	Yes	Yes
Jomini, Elizabeth and Marie Memorial Scholarship	24453	Yes	No
Kirk, William "Bill" Scholarship in Music	24173	Yes	Yes
Klymkiw, Walter Scholarship	24405	Yes	Yes
Kotelko-Yuzyk, Anne and Yuzyk, John Bursary	25070, 25071	Yes	Yes
Kuntzemueller, Dr. Albert Memorial Scholarship	21871	Yes	No
Kuryk, Andrew Memorial Scholarship	21870	Yes	No
Lightcap, Winona Memorial Scholarship	24430	Yes	Yes
Litch, Richard and Kathleen Dunlop Music Award	24393	Yes	Yes
Loh, Berchmans Scholarship in Music	14382	Yes	No
Maxim Truck & Trailer Scholarship for Jazz Studies	25317	Yes	No
McIntyre, Gladys Music Prize	22040	Yes	No
McKean, Allan Memorial Scholarship	12051	Yes	No
Motley, Edith Memorial Scholarship	22316	Yes	No
Nozick, Mark Memorial Music Therapy Scholarship	24256	Yes	Yes
Plezia, Carol-Anne Memorial Bursary	22515	Yes	No
Richardson Scholarships in Music	22741	Yes	No
Rogers, Patricia Ruth Music Award	12775	Yes	No
Russell, Jessie C. Bursary	23912	Yes	No
Shinn, W.H. Memorial Bursary	12993	Yes	No
Simanavicius, Val Memorial Scholarship	15096	Yes	No
Smith, Harvard Memorial Scholarship	24494	Yes	Yes
St. John's Music Ltd. Scholarship	23165	Yes	No
St. John's Music Scholarship	25112	Yes	No
St. John's Yamaha Music Centre Piano Scholarship	24617	Yes	No
Starbucks Scholarship for the Most Accomplished Continuing Jazz Student	25278	Yes	No
Starbucks Scholarship for the Most Promising New Jazz Student	25279	Yes	No
Tees, James Memorial Scholarship	24626	Yes	No
Thomas, Rhys Prize	24433	Yes	No
Tyler, Margaret H. Award in Music	24497	Yes	Yes
Westdal, Margaret Mary Memorial Scholarship	23413	Yes	No
Weston, George Scholarship	24277	Yes	Yes
Wicha, Erika Memorial Scholarship	25181	Yes	Yes
Wilson and Day Prize	23905	Yes	Yes
Winnipeg Music Festival Award	24883	Yes	No
Wright, Don Entrance Scholarship in Music	15276, 25276	Yes	Yes
Wright, Dr. Don Scholarships in Music Education - Practical Instrumental Arranging	23566	Yes	No
Wright, Dr. Don Scholarships in Music Education - Vocal and Choral Music	23559	Yes	No

Award Name	Award No.	Change to Faculty Name*	Change CGPA to DGPA
Graduate awards:			
Engbrecht, Henry Graduate Fellowship	45282	Yes	Yes
Faculty of Music Prize in Composition	TBA	Yes	Yes
Lord Strathcona Trust Fund Scholarships (Manitoba and Northwest Ontario)	23209	No	No
Rieder, Wilhelm Award in Music	45292	Yes	Yes

* From Faculty of Music to Marcel A. Desautels Faculty of Music



AGENDA ITEM: Report of the Senate Committee on Awards – Part B [dated August 26, 2008]

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the Report of the Senate Committee on Awards – Part B [dated August 26, 2008].

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The Senate Committee on Awards reviewed the application for five new award offers, the “*Jack Armstrong Memorial Bursary*”, the “*Ken Kehler Entrance Award*”, the “*Ph.D. Studies for Aboriginal Scholars (PSAS) Fund*”, the “*President’s Graduate Scholarship for First Nations, Inuit, and Métis Students*”, and the “*Joan and Dean Sandham Scholarship in Aboriginal Health Professional Leadership*” and the amendment of one offer, the “*Human Ecology Endowment Fund Scholarship for Aboriginal Students*” that appear to be discriminatory according to the Policy for Non-Acceptance of Discriminatory Scholarships, Bursaries or Fellowships. Letters of support were received from Dean Sandham, Faculty of Medicine; Ms. Kali Storm, Director, Aboriginal Student Centre; Dean Harvey Sexter, Faculty of Law; Dean J. Doering, Faculty of Graduate Studies; Dr. Fred Shore, Executive Director, Office of University Accessibility; and Dean Gustaaf Sevenhuysen, Faculty of Human Ecology.

RESOURCE REQUIREMENTS:

The Awards will be funded from various donations as identified within the Report.

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A

CONSULTATION: *[delete if not applicable]*

The establishment of these awards were approved by Senate on October 1, 2008.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
x	x	Senate Committee on Awards	August 26, 2008
x	x	Senate Executive	September 17, 2008
x	x	Senate	October 1, 2008
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
		Senate	

Submission prepared by:

Submission approved by: University Secretary

Attachments

- Report of the Senate Committee on Awards – Part B including letters of support

REPORT OF THE SENATE COMMITTEE ON AWARDS – PART B

Preamble

Terms of reference for the Senate Committee on Awards include the following responsibility:

On behalf of Senate, to approve and inform Senate of all new offers and amended offers of awards that meet the published guidelines presented to Senate on November 3, 1999, and as thereafter amended by Senate. Where, in the opinion of the Committee, acceptance is recommended for new offers and amended offers which do not meet the published guidelines or which otherwise appear to be discriminatory under the policy on the *Non-Acceptance of Discriminatory Scholarships, Bursaries or Fellowships*, such offers shall be submitted to Senate for approval. (Senate, April 5, 2000)

Observation

At its meeting of August 26, 2008 the Senate Committee on Awards reviewed five new offers and amended one offer that appear to be discriminatory according to the *Policy for Non-Acceptance of Discriminatory Scholarships, Bursaries or Fellowships*.

Recommendation

The Senate Committee on Awards recommends that Senate and the Board of Governors approve five new offers and one amended offer as set out in Appendix A of the *Report of the Senate Committee on Awards – Part B* (dated August 26, 2008).

Respectfully submitted,

Dr. Philip Hultin
Chair, Senate Committee on Awards

Comments of the Senate Executive Committee:
The Senate Executive Committee endorses
the report to Senate.

Appendix A

MEETING OF THE SENATE COMMITTEE ON AWARDS August 26, 2008

1. NEW OFFERS

Jack Armstrong Memorial Bursary

The Medicine Class of 1966 has established an endowment fund (initial gift of \$25,000) at the University of Manitoba in memory of their colleague and friend, Dr. Jack Armstrong M.D., F.R.C.P. (C), C.M. The Manitoba Scholarship and Bursary Initiative has made a contribution to this fund. The fund will be used to offer bursaries to Aboriginal students in the Faculty of Medicine. The available annual income from the fund will be used to offer one bursary to a student who:

- (1) is Aboriginal (Status, Non-Status, Métis, Inuit);
- (2) is enrolled full-time in any year of study in the Undergraduate Medical Education Program in the Faculty of Medicine and is in good standing;
- (3) has demonstrated financial need on the standard University of Manitoba bursary application form.

The selection committee for this award will be named by the Dean of the Faculty of Medicine (or designate).

The Dean of the Faculty of Medicine is authorized to recommend to the Senate Committee on Awards, for approval, amendments to the financial and other terms of the bursary as changing circumstances may require. Such amendments shall conform as closely as possible to the expressed intention of the donor in establishing this bursary.

(Attachments I and II)

Ken Kehler Entrance Award

The Manitoba Association of Crown Attorneys has established an endowment fund at the University of Manitoba, with an initial gift of \$20,000. The fund will be used to offer bursaries for Aboriginal students entering their first year of study in the Faculty of Law. The available annual interest from the fund will be used to offer one bursary to a student who:

- (1) is Aboriginal (Status, Non-Status, Métis, Inuit);
- (2) applies to the Faculty of Law and who meets the requirements for early admission;
- (3) accepts an offer of admission on or before March 15th in the year of application;
- (4) demonstrates financial need based on a government student loan assessment from their home province and completes the standard University of Manitoba bursary application form.

The selection committee will be the Faculty of Law Awards Committee.

(Attachments III and IV)

Ph.D. Studies for Aboriginal Scholars (PSAS) Fund

An anonymous donor has contributed \$250,000 to establish a trust fund at the University of Manitoba. The Manitoba Scholarship and Bursary Initiative, the President's Fund, and the Faculty of Graduate Studies have made contributions to the fund. The fund will be used to offer fellowships to students

enrolled in the Ph.D. Studies for Aboriginal Scholars (PSAS) Program at the University; fellowships will be valued from \$5,000 to \$20,000. The selection committee will have the discretion to determine the value of each award. The Fellowships will be offered until the capital and income have been exhausted.

The Fellowships will be offered to graduate students who:

- (1) are Aboriginal (Status, Non-Status, Métis, Inuit);
- (2) are enrolled full-time in the Faculty of Graduate Studies, in the first four years of any doctoral program;
- (3) have achieved a minimum degree grade point average of 3.0 (or equivalent) based on the last 60 credit hours of study; and
- (4) if they are a continuing student, are in good standing and have demonstrated significant progress in their degree program.

Preference will be given to students from Manitoba, as determined by the location of the high school from which the student graduated.

Candidates will be required to submit an application that will consist of a description of their proposed or ongoing research (maximum 500 words). Continuing students must submit a complete Annual Progress Report (APR) form (available from the Faculty of Graduate Studies). In addition, candidates must provide a statement of how the award will enhance their graduate studies experience. Candidates will be assessed as follows: record of academic achievement (including APR) (60%), statement of how the award will enhance their graduate experience (40%). The award is not automatically renewable but previous recipients may reapply. Subsequent Fellowships may not be offered at the value of the initial award but may be pro-rated based on a recipient's demonstrated progress in his/her degree program.

Recipients may hold this Fellowship concurrently with any other awards consistent with policies in the Faculty of Graduate Studies.

The selection committee will be named by the Dean of the Faculty of Graduate Studies (or designate) and will include the Coordinator of the Ph.D. Studies for Aboriginal Scholars Program (or designate).

(Attachments V and VI)

President's Graduate Scholarship for First Nations, Inuit, and Métis Students

An endowment fund has been established at the University of Manitoba, with an initial contribution of \$250,000 from the President's Fund, to offer scholarships to Aboriginal students in the Faculty of Graduate Studies. The endowment was established to provide matching funds to encourage private donors to contribute to the Scholarship as a way to promote Aboriginal students pursuing graduate-level study. The available annual income from the fund will be used to offer one scholarship to a graduate student who:

- (1) is Aboriginal (Status, Non-Status, Métis, Inuit);
- (2) is enrolled full-time in the Faculty of Graduate Studies in the first four years of any Doctoral program or the first two years of any Masters program;
- (3) has achieved a minimum degree grade point average of 3.0 (or equivalent) based on the last 60 credit hours of study; and
- (4) if he/she is a continuing student, is in good standing in his/her degree program.

Preference will be given to Doctoral students. In any year that no Doctoral student meets the selection criteria set out in the preceding paragraphs, the Scholarship will then be offered to a Masters student.

Recipients may hold the President's Graduate Scholarship concurrently with any other awards, consistent with policies in the Faculty of Graduate Studies. The Scholarship may not be held with a fellowship from the Ph.D. Studies for Aboriginal Scholars (PSAS) Fund.

The selection committee will be named by the Dean of the Faculty of Graduate Studies (or designate).

(Attachments VII and VIII)

Joan and Dean Sandham Scholarship in Aboriginal Health Professional Leadership

An endowment fund has been established at the University of Manitoba with an initial gift of \$138,921. A contribution has been made from the President's Fund. The fund will be used to offer scholarships to Aboriginal students who are passionate about Medicine or Nursing and who are pursuing further degree studies that will specifically serve to enhance and develop leadership skills, in order to advance their professional career in delivering high quality health care. The available annual interest from the fund will be used to offer one or more scholarships to students who:

- (1) are Aboriginal (Status, Non-Status, Métis, Inuit);
- (2) have successfully completed a Doctor of Medicine, Bachelor of Nursing, or Registered Nursing program;
- (3) are enrolled full-time or part-time, in any year of study, in any Faculty or School at the University, including the Postgraduate Medical Education Program, in the Faculty of Medicine;
- (4) have a record of successful post-secondary achievement;
- (5) have demonstrated leadership skills and a commitment to developing a career in Medicine or Nursing.

The selection committee will have the discretion to determine the number and value of awards offered each year.

Candidates will be required to submit an application to the Director, Centre for Aboriginal Health Education, that will consist of (i) a current academic transcript(s), (ii) a curriculum vitae, (iii) a description of demonstrated leadership skills and career goals and how their present course of studies and this scholarship will assist them in preparing to be a leader in their career in Medicine or Nursing (maximum 500 words).

The donors will be pleased to receive a report on how the scholarship assisted the recipient in achieving these goals.

The selection committee will be named by the Dean of the Faculty of Medicine (or designate) and the Dean of the Faculty of Nursing (or designate) and will include the Director, Centre for Aboriginal Health Education (or designate) as the chair.

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the Scholarship.

(Attachments IX and X)

2. AMENDMENTS

Human Ecology Endowment Fund Scholarship for Aboriginal Students

At the request of the Faculty of Human Ecology, several amendments have been made to the terms of reference for the Human Ecology Endowment Fund Scholarship for Aboriginal Students.

- The revised terms specify that up to three scholarships, with a minimum value of \$1,000 will be offered each year. The maximum value for these awards, which was previously set at \$1,500, has been removed.
- The scholarships, which were previously offered only to students entering the Faculty, will now be open to students who are registered full-time in any year of study in the Faculty of Human Ecology.
- In criterion (3), "cumulative grade point average" has been updated to "degree grade point average."
- A statement has been added to specify that the selection committee will be named by the Dean of the Faculty of Human Ecology (or designate).

(Attachments XI and XII)



UNIVERSITY
OF MANITOBA

Faculty of Medicine

Office of the Dean
Room 260 Brodie
727 McDermot Avenue
Winnipeg, Manitoba
Canada R3E 3P5
Telephone (204) 789-3557
Fax (204) 789-3928

June 12, 2008

Dr. Rick Baydack
Chair, Senate Committee on Awards
c/o Shannon Coyston, Awards Establishment Coordinator
Financial Aid and Awards Office
422 University Centre

Dear Dr. Baydack and members of the Senate Committee on Awards:

RE: Jack Armstrong Memorial Bursary

The Faculty of Medicine at the University of Manitoba is committed to growth in Aboriginal education. The Aboriginal population in Manitoba makes up 11.7% (approximately 150,045) of the total population of Manitoba. According to the Senate-approved General Terms and Conditions for Student Awards at the University of Manitoba, we can allow and encourage the establishment of discriminatory awards for designated groups such as Aboriginal students as long as the proportion of Aboriginal students to the total student population falls below 80 percent of the proportion of Aboriginal people within the total provincial population. Eighty percent of 11.7% is 9.36%, and the population of Aboriginal students on campus is still a long way from 9.36% of the total student population.

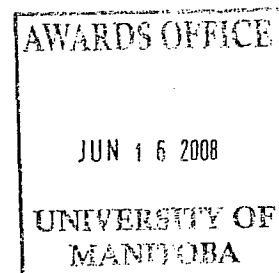
In 2007-2008, the student population in the Undergraduate Medical Education (UGME) Program at the Faculty of Medicine was 388. At 9.36% of this total student population, we would hope to have a population of at least 36 Aboriginal students. The actual number of self-declared Aboriginal students was 13, or 3.35% of the undergraduate population.

	2008	2007	2006	2005	2004	2003
# of students admitted to UGME	110	100	101	94	87	89
Aboriginal students admitted to UGME	6	6	3	2	3	2
Aboriginal student population in the UGME program by %	5.5	6.0	3.0	2.1	3.4	2.2

As the statistics show, Aboriginal students are a highly under-represented group within the Undergraduate Medical Education Program at the Faculty of Medicine. Therefore, I strongly support the establishment of the Jack Armstrong Memorial Bursary.

Sincerely,

J. Dean Sandham,
Dean, Faculty of Medicine
University of Manitoba





UNIVERSITY
OF MANITOBA



Aboriginal Student Centre
537 University Centre
Winnipeg, Manitoba R3T 2N2
Phone (204) 474-8850
Fax (204) 275-3142
Email: asc@umanitoba.ca

April 25, 2008

Dr. Rick Baydack
Chair of the Senate Committee on Awards
C/o Ms. Shannon Coyston, Awards Establishment Coordinator
417 University Centre

Dear Dr. Baydack & Senate Committee:

Please accept this letter as formal support for the Jack Armstrong Memorial Bursary designed to assist a deserving Aboriginal student in the Faculty of Medicine.

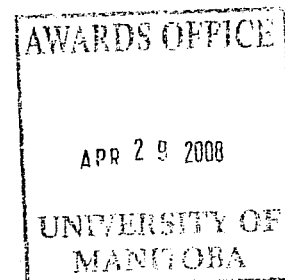
As the Director of the Aboriginal Student Centre, I can verify that financial strain is the leading cause for Aboriginal students leaving school before graduation. It is common knowledge that many Aboriginal peoples live in poverty and whereas a university education can help rectify this, most cannot afford to do so. It is only reasonable that the University of Manitoba would want to assist in rectifying this situation with or without the declared commitments made in the Strategic Plan.

The number of Aboriginal students attending the University of Manitoba continues to increase and, I believe, is partially due to the financial assistance made available through community members, programs and faculties. The Jack Armstrong Memorial Bursary will be offered to an Aboriginal student in the Undergraduate Medical Education Program in the Faculty of Medicine who is in good academic standing.

I trust that the Senate committee will approve this bursary and others like it, in the hopes of increasing the recruitment and retention of Aboriginal students, especially in the under-represented faculties such as Medicine.

In education, miigwetch!

Kali Storm, Director
Aboriginal Student Centre



A few related statistics:

Aboriginal Peoples comprise 15% of the Manitoba population

Aboriginal Peoples comprise 10% of the City of Winnipeg population

Aboriginal Peoples comprise 7% of the University of Manitoba population

4% of the Aboriginal population complete a university degree vs. 12.6% of the non-Aboriginal population.

* There are only 14 self-declared Aboriginal students registered in the Faculty of Medicine, or 0.8% of the Faculty student population.



UNIVERSITY
OF MANITOBA

Faculty of Law

OFFICE OF THE DEAN



Robson Hall
Faculty of Law - University of Manitoba

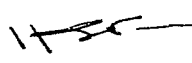
224 Dysart Road
Winnipeg, MB R3T 2N2
Ph: (204) 474-9282

Fax: (204) 474-7663
Harvey_Sector@umanitoba.ca

INTER-OFFICE MEMORANDUM

DATE: June 25, 2008

TO: Dr. Rick Baydack,
Chair, Senate Committee on Awards,
c/o Department of Environment & Geography,
255 Wallace Building

FROM: Prof. Harvey L. Sector,
Dean, Faculty of Law, 
301 Robson Hall

RE: Ken Kehler Entrance Award

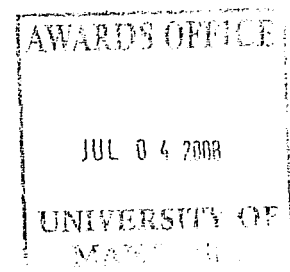
Attached please find a copy of the Terms of Reference for a new award in the Faculty of Law. As you will see, the Ken Kehler Entrance Award is designed to support our efforts to attract more qualified Aboriginal students into the Faculty of Law.

Notwithstanding a variety of initiatives undertaken during the past several years, Aboriginal people are still under-represented in the Faculty of Law. Our goal is to have our enrolment more accurately reflect the makeup of the population of Manitoba. While we are pleased with our progress and our performance, which compares favorably with other institutions, we remain a distance from achieving our goal.

The Faculty has developed a variety of initiatives to address this challenge and aggressively recruit students from Aboriginal communities. We, therefore, welcome and fully support the establishment of the Ken Kehler Entrance Award, which is designed to provide financial assistance to an Aboriginal student pursuing his or her legal education at the University of Manitoba.

HLS:clh

Attachment





UNIVERSITY
OF MANITOBA



Aboriginal Student Centre
537 University Centre
Winnipeg, Manitoba R3T 2N2
Phone (204) 474-8850
Fax (204) 275-3142
Email: asc@umanitoba.ca

August 28, 2008

Dr. Rick Baydack
Chair of the Senate Committee on Awards
C/o Ms. Shannon Coyston
Awards Establishment Coordinator
422 University Centre

Dear Dr. Baydack & Senate Committee:

Please accept this letter as formal support for the proposed Ken Kehler Entrance Award designed to assist Aboriginal students entering their first year of study in the Faculty of Law.

The number of Aboriginal students attending the University of Manitoba continues to increase and, I believe, is partially due to the financial assistance made available through initiatives such as this. The Ken Kehler Entrance Award is an example of how we can recruit and support at the University of Manitoba.

I trust that the Senate committee will approve this award and others like it, in the hopes of increasing the recruitment and retention of Aboriginal students in the identified area of Law.

In education, miigwetch!

Kali Storm, Director
Aboriginal Student Centre

The following statistics* are provided in support of the proposed Ken Kehler Entrance Award.

- Aboriginal Peoples comprise 15% of the Manitoba population
- Aboriginal Peoples comprise 10% of the City of Winnipeg population
- 4% of the Aboriginal population complete a university degree vs. 12.6% of the non-Aboriginal population.
- There are 1,648 Aboriginal students who self-declared at the University of Manitoba, or 6.6% of the undergraduate population (fall, 2007).
- There are 19 self-declared Aboriginal students in the Faculty of Law, or 1.2% of the population (fall, 2007).

*Statistics are from the Government of Canada 'Aboriginal Census 2006 Highlights' and from Institutional Analysis 'A Profile of Canadian Aboriginal Students at The University of Manitoba'.



UNIVERSITY
OF MANITOBA

Office of the Dean
Faculty of Graduate Studies

John Doering, Ph.D., P.Eng., FCSCE
500 University Centre
Winnipeg, Manitoba
Canada R3T 2N2
Telephone: (204) 474-9887
Fax: (204) 474-7553

MEMORANDUM

DATE: 24 June 2008

TO: Senate Committee On Awards (SCOA)
c/o Shannon Coyston, Awards Establishment Coordinator

FROM: John (Jay) Doering, Dean, Faculty of Graduate Studies

RE: PSAS Scholarship

A handwritten signature in black ink, appearing to read 'John Doering', written in a cursive style.

The Faculty of Graduate Studies is committed to increasing the enrolment of Aboriginal students pursuing graduate studies at the University of Manitoba. While there are many success stories associated with improving Aboriginal enrolment in master's programs, there has been little to no effort directed at increasing Aboriginal enrolment in doctoral studies. To this end the Faculty of Graduate Studies with the assistance of an advisory council and a program coordinator has recruited and accepted its first cohort of eight doctoral students. Although the Aboriginal population makes up approximately 14% of Manitoba's population, these eight students represent less than 1% (8/841) of the doctoral graduate student population.

A fund has been established to support the studies of this cohort. The Ph.D. Studies for Aboriginal Scholars (PSAS) fund will be used to offer fellowships to students enrolled in the PSAS Program at the University of Manitoba. This fund is critical to the support of the students in the PSAS program. Given its critical importance, I very strongly support the establishment of this scholarship.



UNIVERSITY
OF MANITOBA

Aboriginal Student Centre

April 15, 2008

Dr. Rick Baydack
Chair of the Senate Committee on Awards
C/o Ms. Shannon Coyston
Awards Establishment Coordinator
422 University Centre

Dear Dr. Baydack & Senate Committee;

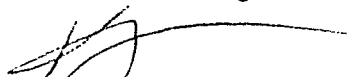
Please accept this letter as formal support for the proposed Aboriginal Ph.D. Scholars Fund designed to assist Aboriginal students enrolled in the Ph.D. Studies for Aboriginal Scholars (PSAS)

As Director of the Aboriginal Student Centre, I can verify that financial strain is the leading cause for Aboriginal students leaving school before graduation. It is common knowledge that many Aboriginal peoples live in poverty and whereas a university education can help rectify this, most cannot afford to do so. Aboriginal students cannot often afford university due to generations of poverty in the families – this is true of both Metis and First Nations. Whereas First Nations have a chance at obtaining financial support to attend school the waiting lists are an increasing barrier. Also, many First Nations communities are no longer able to assist second degrees and/or graduate degrees because of the growing demand for funding assistance. Metis students have even fewer resources and lack access to specified funds designed for university studies.

The Ph.D. Scholars Fund will specifically assist Aboriginal graduate students who are, or will become, our scholars. Having our own Ph.D. graduates will increase our recruitment efforts to hire more Aboriginal faculty and thus increase our recruitment of undergraduate students. Given the difficulties mentioned above regarding obtaining Band and/or family financial assistance this scholarship will assist the students complete a Ph.D. by reducing personal financial hardships which compound the stress on family (immediate and extended).

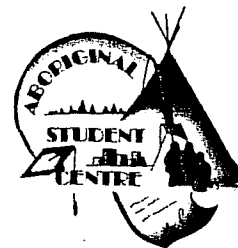
The number of Aboriginal students attending the University continues to increase and, I believe, is partially due to the financial assistance made available through programs, faculties and community donations, such as the one being supported here. I trust this information is satisfactory and the attached scholarship proposal will attain Senate approval. I thank you in advance for your continued support to the Aboriginal students attending the University of Manitoba.

In education, miigwech!

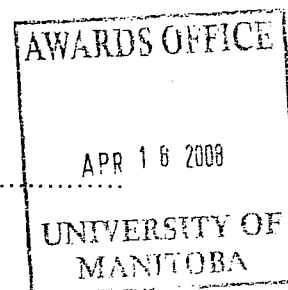

K&li Storm, Director
Aboriginal Student Centre

Aboriginal Peoples comprise 15% of the Manitoba population
Aboriginal Peoples comprise 10% of the City of Winnipeg population
Aboriginal Peoples comprise 7% of the University of Manitoba population
4% of the Aboriginal population complete a university degree vs. 12.6% of the non-Aboriginal population.
There are only 7 self-declared Aboriginal students in the Ph.D. program of Graduate Studies (fall, 2007).

- Statistics are from the Government of Canada 'Aboriginal Census 2006 Highlights' and from Institutional Analysis 'A Profile of Canadian Aboriginal Students at The University of Manitoba'.



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UNIVERSITY
OF MANITOBA

Office of the Dean
Faculty of Graduate Studies

John Doering, Ph.D., P.Eng., FCSCE
500 University Centre
Winnipeg, Manitoba
Canada R3T 2N2
Telephone: (204) 474-9887
Fax: (204) 474-7553

MEMORANDUM

DATE: 13 August 2008

TO: Senate Committee On Awards (SCOA)
c/o Shannon Coyston, Awards Establishment Coordinator

FROM: John (Jay) Doering, Dean, Faculty of Graduate Studies

RE: President's Graduate Scholarship for First Nations, Inuit, and Métis Students

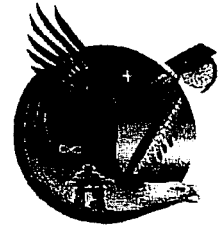
The Faculty of Graduate Studies is committed to increasing the enrolment of First Nations, Inuit, and Métis students pursuing graduate studies at the University of Manitoba. While there are success stories associated with improving Aboriginal enrolment in master's programs, there has been little to no effort directed at increasing First Nations, Inuit, and Métis enrolment in doctoral studies. To this end the Faculty of Graduate Studies with the assistance of an advisory council and a program coordinator has recruited and accepted its first cohort of eight doctoral students. Although the Aboriginal population makes up approximately 14% of Manitoba's population, these eight students represent less than 1% (8/841) of the doctoral graduate student population.

Funds are needed to support Aboriginal students pursuing graduate studies. The President's Graduate Scholarship for First Nations, Inuit, and Métis Students is essential to the support and success of Aboriginal students pursuing graduate studies. Given its critical importance, I very strongly support the establishment of this scholarship.





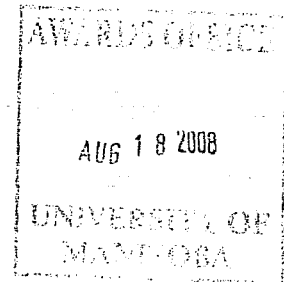
UNIVERSITY
OF MANITOBA



Aboriginal Student Centre
45 Curry Place
Winnipeg, Manitoba R3T 2N2
Phone (204) 474-8850
Fax (204) 275-3142
Email: asc@umanitoba.ca

August 13, 2008

Dr. Rick Baydack
Chair of the Senate Committee on Awards
C/o Ms. Shannon Coyston
Awards Establishment Coordinator
422 University Centre



Dear Dr. Baydack & Senate Committee;


Please accept this letter as formal support for the proposed President's Graduate Scholarship for First Nations, Inuit, and Métis Students in the Faculty of Graduate Studies.

As Director of the Aboriginal Student Centre, I can verify that financial strain is the leading cause for Aboriginal students leaving school before graduation. It is common knowledge that many Aboriginal peoples live in poverty and whereas a university education can help rectify this, most cannot afford to do so. Aboriginal students cannot often afford university due to generations of poverty in the families – this is true of the First Nations, Inuit and Métis. Whereas First Nations and Inuit students have a chance at obtaining financial support to attend school the waiting lists are an increasing barrier. Also, many communities and sponsoring agencies are no longer able to assist second degrees and/or graduate degrees because of the growing demand for funding assistance. Métis students have even fewer resources and lack access to specified funds designed for university studies.

The President's Graduate Scholarship for First Nations, Inuit, and Métis Students Scholarship will specifically assist Aboriginal graduate students who are, or will become, our scholars. Having our own growing community of Aboriginal graduate students will increase our recruitment efforts to hire more Aboriginal faculty which in turn increases our recruitment of undergraduate students. Given the difficulties mentioned above regarding obtaining Band and/or family financial assistance this scholarship will assist with the recruitment and retention of Aboriginal graduate students by reducing personal financial hardships.

The number of Aboriginal students attending the University has increased significantly over the years and, I believe, is partially due to the financial assistance made available through programs, faculties and community donations, such as the one being supported here. I trust this information is satisfactory and the attached scholarship proposal will attain Senate approval. I thank you in advance for your continued support to the Aboriginal students attending the University of Manitoba.

In education, miigwech!



Kali-Storm, Director
Aboriginal Student Centre

Aboriginal Peoples comprise 15% of the Manitoba population
Aboriginal Peoples comprise 10% of the City of Winnipeg population
Aboriginal Peoples comprise 7% of the University of Manitoba population
4% of the Aboriginal population complete a university degree vs. 12.6% of the non-Aboriginal population.
There are only 127 self-declared Aboriginal students in Graduate Studies (fall, 2007).
Statistics are from the Government of Canada 'Aboriginal Census 2006 Highlights' and from Institutional Analysis 'A Profile of Canadian Aboriginal Students at The University of Manitoba'



UNIVERSITY
OF MANITOBA

Faculty of Medicine

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Telephone (204) 789-3557
Fax (204) 789-3928

August 14, 2008

Senate Committee on Awards,
c/o Shannon Coyston, Awards Establishment Coordinator
Financial Aid and Awards Office
422 University Centre

Dear Ms. Coyston:

RE: Aboriginal Student Award

This award is designed to assist in rectifying the very serious deficit in enrolment of students of Indigenous origin (First Nations Status and Non-Status, Metis, and Inuit) in the Faculty of Medicine and more pertinently, deficit in numbers of individuals who have become faculty members.

The highest percentage enrolment of Aboriginal students in our Faculty has been 6% which occurred this year. This is a marked underrepresentation, as this population occupies approximately 13% of our provincial population. I refer also to similar shortages of aboriginal students in other faculties including Graduate Studies, with approximately 1% of doctoral students representing aboriginal students, and similar numbers which occur in Nursing. In addition, the health disparities in indigenous people are very significant.

Please let me know if additional information is required.

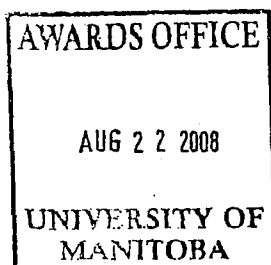
Thank you.

Yours Truly,

J. Dean Sandham MD, FRCPC, FACP
Dean, Faculty of Medicine

c.c. Mrs. Elaine Goldie

JDS/kh





UNIVERSITY
OF MANITOBA

142 Aboriginal House
University of Manitoba
Winnipeg, Manitoba
Canada R3T 5V5
Telephone (204) 474-6084
Fax (204) 474-7922
Fred_Shore@Umanitoba.Ca

Office of University Accessibility

August 26, 2008

Chair
Senate Committee on Awards
University of Manitoba

RE: Joan and Dean Sandham Scholarship in Aboriginal Health
Professional Leadership

Dear Chair:

I fully support the establishment of the above Scholarship. The need for such support beyond the MD, BN and RN level is great. Many Aboriginal students who have achieved this level of success find themselves financially exhausted by the process and this type of help is welcome. This is not to say that Aboriginal students are the only ones in this situation but rather that the sources of financial support available to them is more limited than for others. This is especially true for First Nation students whose Education Authorities are not usually willing to fund them beyond the first degree.

Aboriginal health is an area where leadership in the Aboriginal community is needed. Aboriginal politicians are committed to improving the situation for their communities but they often have to look to non-Aboriginal people to take up leadership roles since the number of available Aboriginal MD's, BN's and RN's is limited.

I commend Dr. Sandham and his wife for their commitment to the education of Aboriginal scholars in the health field. They are quite correct that Aboriginal health issues are some of the most important healthcare issues in Canada today.

If you require any further information, please do not hesitate to contact me.

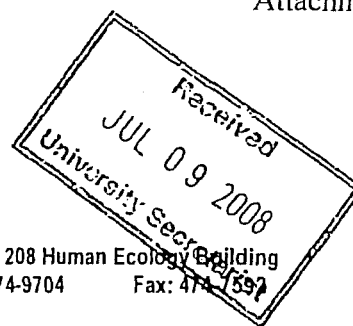
Yours sincerely,

A handwritten signature in black ink, appearing to read 'Fred J. Shore'.

Fred J. Shore Ph.D.
Executive Director, Office of University Accessibility
Assistant Professor, Department of Native Studies

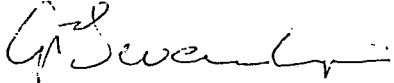
Faculty of Human Ecology

Office of the Dean



Room 208 Human Ecology Building
Tel: 474-9704 Fax: 474-1597

Interdepartmental Correspondence

Date: June 20, 2008
 To: Senate Committee on Awards
 From: Gustaaf P. Sevenhuysen, Dean 
 Subject: Human Ecology Endowment Fund Scholarship for Aboriginal Students

The Faculty of Human Ecology is committed to growth in Aboriginal Human Ecology education. Consistent with this policy, I am writing in support of the attached changes that are being made to the Human Ecology Endowment Fund Scholarship for Aboriginal Students.

During the regular session 2007-2008, a total of 25 Aboriginal students are studying in the Faculty of Human Ecology, approximately 1.5% of the Human Ecology student population. As Aboriginal peoples represent 11.7% of Manitoba's population*, Aboriginal students are under-represented in the Faculty of Human Ecology in comparison to the general population.

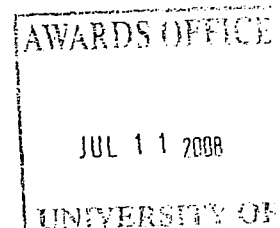
Over the past five years, the ratio of Aboriginal students enrolled in the Faculty of Human Ecology relative to the total number of Human Ecology students (full and part-time) was:

2003-2004	five (5) or .5% of the Human Ecology population
2004-2005	twelve (12) or .7% of the Human Ecology population
Fall 2005	eleven (11) or .7% of the Human Ecology population
Fall 2006	nineteen (19) or 1.2% of the Human Ecology population
Fall 2007	twenty-five (25) or 1.5% of the Human Ecology population

Clearly, Aboriginal students have a history of being under-represented relative to the total Human Ecology student population.

The Human Ecology Endowment Fund Scholarship for Aboriginal Students may provide support to Aboriginal students enrolled full-time in the Faculty of Human Ecology. Given the University of Manitoba's commitment to the growth of Aboriginal education, and given the under-representation of Aboriginal students in the Faculty of Human Ecology, I strongly support the changes that are being proposed to the existing Scholarship.

*Statistics Canada, 2001 Census





UNIVERSITY
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Aboriginal Student Centre



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April 16, 2008

Dr. Rick Baydack
Chair of the Senate Committee on Awards
C/o Ms. Shannon Coyston
Awards Establishment Coordinator
417 University Centre

Dear Dr. Baydack & Senate Committee;

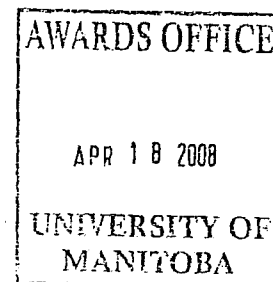
Please accept this letter as formal support for the revision being requested to the Human Ecology Endowment Fund Scholarship. I understand that a maximum of three awards will be offered to assist newly admitted Aboriginal students to the Faculty of Human Ecology.

Aboriginal students continue to be under-represented in the Faculty of Human Ecology with only 25 self-declared students, or 1.5% of the population (Institutional Analysis, fall 2007).

I trust this is satisfactory when reviewing the request for revision.

In education, miigwech!

Kali Storm, Director
Aboriginal Student Centre





AGENDA ITEM: Siting of the West Grid Computing Building

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the report of the Senate Planning and Priorities Committee [dated September 22, 2008] regarding the Siting of the West Grid Computing Building

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The proposed site is within the complex of Science buildings at the former location of a chilled water building which is no longer operational. The proposed building would require about 2000 square feet. As the main purpose of the building is to house high performance computers, major electrical and cooling requirements must be considered. Previously considered sites were deemed unsuitable due to the structural requirements of such a facility.

RESOURCE REQUIREMENTS:

Construction of this building is part of a network project with other universities funded by the Canadian Foundation for Innovation (CFI); thus the siting and construction are time sensitive.

IMPLICATIONS:

There is no foreseeable alternate use for this site.

ALTERNATIVES:

Alternative sites were considered in the Engineering Building and at Smart Park, but the site recommended is deemed superior for the reasons outlined in the SPPC report.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
x	x	SPPC	September 22, 2008
x	x	Senate	October 1, 2008
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
		Senate	

Submission prepared by:

Submission approved by: University Secretary.

Attachments

- Report of SPPC [September 22, 2008] and attachments.

Report of the Senate Planning and Priorities Committee on Siting of the West Grid Computing Building

Preamble

1. The terms of reference of the Senate Planning and Priorities Committee (SPPC) are found on the website at:
http://umanitoba.ca/admin/governance/governing_documents/governance/sen_committees/508.htm, wherein SPPC is charged with making recommendations to Senate regarding physical plant development.

Observations

1. The Committee considered the presentation by Alan Simms, Associate Vice-President (Administration) on the siting of the West Grid Computing Building.
2. The proposed building would require about 2000 square feet. As the main purpose of the building is to house high performance computers, major electrical and cooling requirements must be considered. Previously considered sites were deemed unsuitable due to the structural requirements of such a facility.
3. The proposed site is within the complex of Science buildings at the current location of a chilled water building which is no longer operational.
4. Construction of this building is part of a network project with other universities funded by the Canadian Foundation for Innovation (CFI); thus the siting and construction are time sensitive.
5. An added benefit of this site being proximal to other Science buildings is that the building will be designed to recapture heat from the computers to help heat the Science buildings.
6. It was confirmed that there was no foreseeable alternate use for this site.

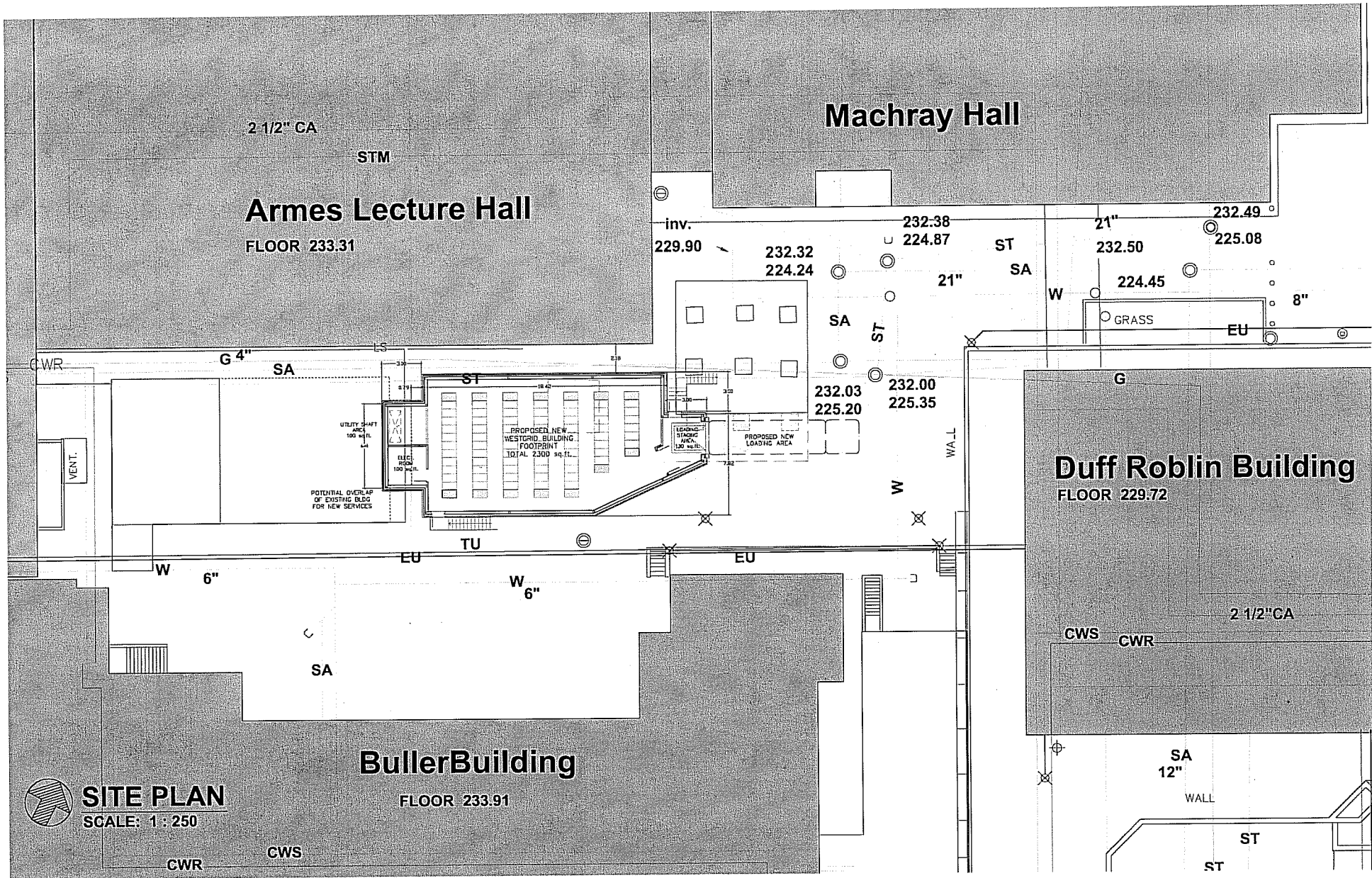
Recommendation:

SPPC recommends THAT: the Senate approve and recommend that the Board of Governors approve the siting of the West Grid Computing Building as indicated in the attached diagram.

Respectfully submitted,

Norman Hunter, Chair
Senate Planning and Priorities Committee

/mb



SITE PLAN
SCALE: 1 : 250



AGENDA ITEM: Siting of a Football Stadium within the Designated Sports and Active Living Precinct

RECOMMENDED RESOLUTION:

THAT the Board of Governors approve the report of the Senate Planning and Priorities Committee [dated September 22, 2008] regarding the Siting of a Football Stadium within the Designated Active Living Precinct.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The designation of the Sports and Active Living Precinct was approved by the Board of Governors in 2006. The Senate Planning and Priorities Committee reviewed the proposal on siting a possible Football Stadium within this Precinct and fully supports the proposed siting at the intersection of Chancellor Matheson Boulevard and University Crescent, east of and adjacent to the existing University Stadium.

An ad hoc committee has been formed to review and recommend on the proposed development to the Board of Governors. A further subcommittee has been struck to identify an interim or permanent replacement site for the soccer fields and tennis courts currently located on the site.

RESOURCE REQUIREMENTS:

It is intended that beyond the land, the University will make no financial commitment to the stadium.

IMPLICATIONS:

The proposed football stadium will contribute to the stated objectives of the Sport and Active Living Precinct: develop a world class recreational and athletic facilities, become a world leader in advancing student and community health and wellness interests, enhance the University's interaction with the community, and advance and benefit from key partnerships.

ALTERNATIVES:

N/A



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
x	x	SPPC	September 22, 2008
x	x	Senate	October 1, 2008
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
		Senate	

Submission prepared by:

Submission approved by: University Secretary.

Attachments

- Report of SPPC [September 22, 2008] and attachments.

Report of the Senate Planning and Priorities Committee on Siting of a proposed Football Stadium within the Designated Sport and Active Living Precinct

Preamble

1. The terms of reference of the Senate Planning and Priorities Committee (SPPC) are found on the website at:
http://umanitoba.ca/admin/governance/governing_documents/governance/sen_committees/508.htm, wherein SPPC is charged with making recommendations to Senate regarding physical plant development.
2. The designation of the Sport and Active Living Precinct was approved by the Board of Governors in 2006.

Observations

1. The Committee reviewed the proposal on siting a possible Football Stadium within the Sports and Active Living Precinct and fully supports the proposed siting.
2. The proposed site is at the intersection of Chancellor Matheson Boulevard and University Crescent, east of and adjacent to the existing University Stadium. To the immediate north lies the Southwood Golf Course lands which are owned now by the University and come into the University's possession in several years. The stadium site plan does not envision use of any of the Southwood lands.
3. The overall opportunity would entail the development of a 30,000 seat football stadium, a fitness centre, a refurbished University Stadium, a parkade, as well as development of lands for outdoor soccer fields and tennis courts displaced by a proposed stadium. It was noted that the stadium would involve a 25 foot excavation for the playing area making the height of the stadium seating about four stories, much lower than that at the Polo Park stadium.
4. The proposed football stadium will contribute to the stated objectives of the Sport and Active Living Precinct: develop a world class recreational and athletic facilities, become a world leader in advancing student and community health and wellness interests, enhance the University's interaction with the community, and advance and benefit from key partnerships.
5. The approval of Senate and the Board of Governors is considered to be an important first step in this process enabling further negotiations on the potential development.
6. An ad hoc committee has been formed to review and recommend on the proposed development to the Board of Governors. A further subcommittee has been struck to identify an interim or permanent replacement site for the soccer fields and tennis courts currently located on the site.
7. The proposed parkade will complement this proposal but is not part of the proposal nor will it be located in the Sport and Active Living Precinct. Rather, it is part of the University's overall long term planning.

Recommendation:

SPPC recommends THAT: the Senate approve and recommend that the Board of Governors approve the siting of a proposed Football Stadium within the Designated Sport and Active Living Precinct as outlined in the attached proposal.

Respectfully submitted,

Norman Hunter, Chair
Senate Planning and Priorities Committee

/mb



UNIVERSITY OF MANITOBA | Office of the
Vice-President (Administration)
September 17, 2008

202 Administration Building
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 474-9777
Fax (204) 261-1318

To: Norm Hunter, Chair, SPPC Committee

From: Alan Simms, Associate Vice-President (Administration)

Re: **Siting of a Football Stadium within the Designated Sports and Active Living Precinct**

This is a submission to SPPC requesting approval for siting a football stadium within the University's Sports and Active Living Precinct (the "Precinct"). Both the Precinct and the proposed siting of the stadium with the Precinct are outlined on the attached Schedule 'A'.

The Precinct was approved by the Board of Governors in 2006 in explicit recognition of the cluster of sport facilities that already have been developed. The stated objectives upon which the Precinct was founded and would be further developed were to:

- Develop world class recreational and athletic facilities at the University of Manitoba;
- Become a leader in advancing student and community health and wellness interests;
- Enhance the University's interaction with the community;
- Advance and benefit from key partnerships.

Further development of the Precinct is potentially at hand.

The overall opportunity entails development at the Fort Garry Campus of a 30,000 seat football stadium, a fitness centre, a refurbished University Stadium, a parkade, as well as development of lands for outdoor soccer fields and tennis courts displaced by a proposed stadium. These would be undertaken pursuant to agreements that have yet to be fully negotiated with Creswin Properties (the "combined agreements"). The combined agreements would require Board of Governors' approval and would be further subject to provincial and federal government financial contributions.

Siting of these additional facilities would require SPPC approval, and the proposed site for the football stadium is the subject matter of this particular submission.

As indicated by Schedule 'A', the site is at the intersection of Chancellor Matheson Boulevard, and University Crescent; within the Sports and Active Living Precinct; east of and adjacent to the existing University Stadium, which would be retained and refurbished. To the immediate north lies the Southwood Golf Course lands, which are owned now by the University and come into the University's possession in several years.

The soccer fields and tennis courts on the proposed site would be re-located as part of the overall development.

The benefits for the University to the stadium development, along with the complementary facilities, are significant and include:

- An enhanced interaction and profile within the community;
- An enhanced profile with prospective students;
- Enhanced facilities for the Bison Football program and amateur sport;
- A refurbished University Stadium;
- A new parkade;
- A new student/community fitness facility;
- Relationship building with federal, provincial and municipal governments;
- Enhanced municipal motivation to develop Rapid Transit to Fort Garry Campus.

There is much to negotiate under the overall development, and an ad-hoc committee has been struck to review and recommend on the proposed development to the Board of Governors. The following are members of this committee:

- Norm Hunter, Head, Dept. of Chemistry
- Eduard Epp, Chair, Environmental Design
- Jane Watkinson, Dean, Faculty of Kinesiology & Recreation Management
- Bill Schellenberg, University Architect
- John Danakas, Director, Public Affairs
- Jonny Sopotiuik, President, UMSU
- Debbie McCallum, Vice-President (Administration)
- Alan Simms, Associate Vice-President (Administration)

The approval by SPPC of the proposed site for development of a football stadium that is part of a larger overall development, which in turn would be subject to Board of Governors approval, is a necessary first step enabling further negotiation.

cc. Norm Hunter, Head, Dept. of Chemistry
Eduard Epp, Chair, Environmental Design
Jane Watkinson, Dean, Faculty of Kinesiology & Recreation Management
Bill Schellenberg, University Architect
Jonny Sopotiuik, President, UMSU
John Danakas, Director, Public Affairs
Debbie McCallum, Vice-President (Administration)

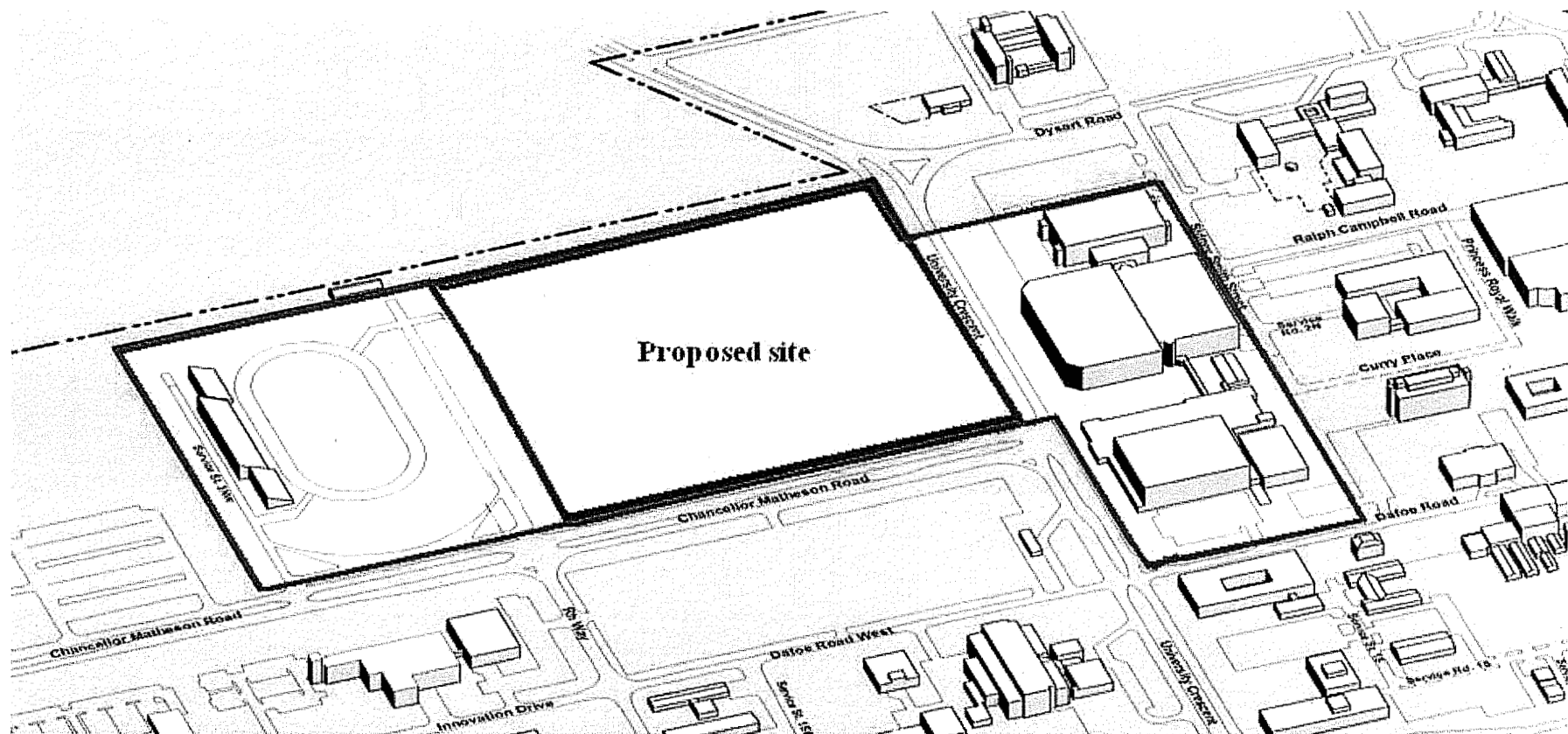
WAS/lr

Schedule 'A'

Sports & Active Living Precinct and Proposed Siting of Football Stadium



Proposed Use of Area for Football Stadium within Designated Sport and Active Living Precinct



FOR INFORMATION ONLY



UNIVERSITY
OF MANITOBA

Board of Governors Submission

AGENDA ITEM: Implementation of Master of Physician Assistant Studies Program

RECOMMENDED RESOLUTION:

For information only.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The Master of Physician Assistant Studies Program was approved by the Board of Governors on April 22, 2008 and the Council on Post-Secondary Education (COPSE) on June 12, 2008. COPSE has authorized the release of funds in support of this program. The Vice-President (Academic) and Provost has authorized the immediate implementation of this program.

RESOURCE REQUIREMENTS:

Funding has been approved by the Council on Post-Secondary Education.

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A



UNIVERSITY
OF MANITOBA

Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
x	<input type="checkbox"/>	Senate Executive	September 17, 2008
x	<input type="checkbox"/>	Senate	October 1, 2008
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
		Senate	

Submission prepared by:

Submission approved by: University Secretary

Attachments

none

FOR INFORMATION ONLY



UNIVERSITY
OF MANITOBA

Board of Governors Submission

AGENDA ITEM: Statement of Intent RE: Graduate Program in Pediatric Dentistry

RECOMMENDED RESOLUTION:

For information only.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The Faculty of Dentistry has submitted a Statement of Intent for a Graduate Program in Pediatric Dentistry. This program will be completely unique in North America. It will prepare professionals to become proficient in providing both primary and comprehensive preventative and therapeutic oral health care for infants and children. The program will also emphasize research and scholarship related to innovations in prevention and population health, especially among high-risk populations. COPSE has authorized the development of a full proposal, which will be considered in due course.

RESOURCE REQUIREMENTS:

Will be provided in the full program proposal.

IMPLICATIONS:

An interdisciplinary Diploma/M.Sc. program in pediatric dentistry would give the University of Manitoba an opportunity to develop a reputation in the field. At present, there is only one specialty and Master's degree-granting pediatric dentistry program in English-speaking Canada. However, in the United States, Europe and elsewhere several universities grant graduate degrees in this field; and it is significant to note that all of these programs are interdisciplinary in scope. None of the existing programs require all residents to complete the M.Sc. degree. This makes the proposed program different than all other existing programs and enables us to be regarded as an epicenter for intellectual thought in the areas of prevention and public health.

ALTERNATIVES:

N/A

CONSULTATION: *[delete if not applicable]*

The Manitoba Dental Association, Winnipeg Regional Health Authority, Manitoba Health, Manitoba Blue Cross, the University of Manitoba Faculties of Dentistry, Medicine and Nursing.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
x	<input type="checkbox"/>	Faculty of Graduate Studies	June 5, 2008
x	<input type="checkbox"/>	Senate Executive	September 17, 2008
x	<input type="checkbox"/>	Senate	October 1, 2008
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
		Senate	

Submission prepared by:

Submission approved by: University Secretary.

Attachments

- Statement of Intent

STATEMENT OF INTENT

Institution

<input checked="" type="checkbox"/>	Brandon University	Assiniboine Community College
	University of Manitoba	University College of the North
	University of Winnipeg	Red River College
	Collège universitaire de Saint-Boniface	

Program Overview

- Program Name: Graduate Program in Pediatric Dentistry
- Credential to be offered: Diploma and M.Sc.
- Does the program require accreditation from a licencing group? YES NO
If yes, name group... Commission on Dental Accreditation of Canada
- Length of the program: 3 Years Months Semesters
- Proposed program start date: 1/8/2009
Day/Month/Year
- Which department(s) within the institution will have responsibility for the program?
Faculty of Dentistry Department of Preventive Dental Science
- As compared to other programs your institution will be proposing, is the priority of this program:
 High
Medium
Low
- Is this a new program? YES NO
- Is this a revision of an existing program: YES NO
If YES, name program
What are the impacts of changing this program?
- Will the program be available to part-time students? YES NO
- Will this program have a cooperative education component? YES NO
If YES, how long with the field placement be?
The entire third year of the program will be spent at outreach clinics throughout the Province of Manitoba providing dental services and public health education/training in underserved communities.
- Will the program contain an option to assess the prior learning of students, to grant credit for the skills/knowledge already present? YES NO
Provide Details
- Will there be distance delivery options? YES NO
Provide Details
- Will this program be delivered jointly with another institution? YES NO
If YES, name the institution
- Are similar programs offered in Manitoba or other jurisdictions? YES NO
If YES, indicate why this program is needed (e.g., area of specialization)
- What articulation, block transfer or credit transfer arrangements will you be looking at developing for this program? None

Specific Program Information

1. Program Description

- Describe the program and its objectives:

The three-year Diploma/M.Sc. program in pediatric dentistry will prepare students to become proficient in providing both primary and comprehensive preventive and therapeutic oral health care for infants and children through adolescence, including those with special health care needs. The program requires the M.Sc. degree providing an emphasis on research and scholarship related to innovations in prevention and population health. This makes the program completely unique in North America.

The objectives of the Diploma/M.Sc. program in pediatric dentistry are as follows:

1. To establish only the second in English-speaking Canada, advanced educational specialty program in pediatric dentistry, to train pediatric dentists for Manitoba, Canada, North America and worldwide.
2. To integrate and enrich the current teaching programs and establish new ones, for the vulnerable child portion of the population and with 6 residents (2 per class) double the existing provision of services to underserved children and adolescents in Manitoba.
3. To improve dental health and reduce the prevalence dental diseases in the child populations of northern communities in the province of Manitoba.
4. To strengthen the Faculty of Dentistry and the University of Manitoba by having a program that will become unique in Canada and worldwide through its outreach programs and emphasis on new approaches to prevention in high-risk communities.
5. To foster and stimulate collaborative research interests in Pediatric and other aspects of Public Health Dentistry, which collectively provide the knowledge and expertise to improve the Dental Health of the communities we serve.
6. To facilitate integration and collaboration with other relevant clinical programs in the Faculty of Dentistry, University of Manitoba as well as the Health Sciences Centre.

- Provide an overview of the content to be taught in this program:

The Diploma/M.Sc. program in pediatric dentistry will promote novel approaches for the majority of dental needs of the children of the Province of Manitoba. These approaches include specific preventive techniques, growth and development, dental restorative techniques, treatment of caries complications, dental infections, as well as the surgical treatment of a child dental patient. Further research and improved understanding of nutrition, oral hygiene and the use of fluorides will be essential in the development of preventive strategies for the child patient. Understanding growth and development will provide the basis for improved diagnostic, preventive and treatment outcomes of occlusal problems. Clinical implementation of new dental restorative techniques, including the use of new resin-sealant materials and methods, will further improve provision of dental care. Special emphasis will be placed on improving dental care for the disabled and other patients with special needs. This knowledge will foster and stimulate collaborative research interests in pediatric and other aspects of public health dentistry, which provide the knowledge and expertise to develop and improve the dental health of the community we serve, in particular those that need help the most.

The program will allow the pursuit of interdisciplinary graduate education. It will avail students with the opportunity to work with members of other departments, faculties and professions who are interested in enhancing their knowledge in the field. The program will present a core body of courses in the field of pediatric dentistry, while at the same time providing a broad complement of discipline-specific electives in other departments and faculties. There is a diverse group of faculty members at the University of Manitoba and beyond the University with expertise that relates to pediatric dentistry. They are in Orthodontics, Community Dentistry, Dental Hygiene, Restorative Dentistry, Endodontics, Periodontology, Oral Surgery, Hospital Dentistry, Oral Biology, Pediatrics, Anesthesia, Community Health Sciences, Psychology, Nursing, Speech Therapy, Education, Social Work, Family Studies and Genetics.

The interdisciplinary character of the proposed program is congruent with the University of Manitoba's publicly stated commitment to develop more multi- and inter-disciplinary research and programs. Most importantly, the proposed Diploma/M.Sc. program in pediatric dentistry offers students the opportunity to complete the advanced study of issues relating to children with oral health problems within the framework and support of a broad base of disciplines and faculties, and in a manner that reflects their commitment to the well being of the community and sensitivity for the future of the most vulnerable section of its population.

2. Enrollment

- What is the program's initial projected enrollment?
Two residents
- What is the projected enrollment for the 2nd and 3rd years?
Two additional residents in each of the 2nd and 3rd years
- Describe the expected student profile?
Graduates of dental schools from around the world who desire to pursue specialty training in pediatric dentistry with an emphasis on prevention and public health in underserved communities, especially First Nations communities. Graduates of the program would be expected to assume leadership positions in the profession around the world and to work with local communities to develop innovative care models wherever they may be needed.

3. Labour Market Information

- What labour market need is the program expected to meet?
Our conversations with government and the healthcare community have confirmed that there is a provincial, national, and global shortage of pediatric dentists who emphasize access to care, prevention, and public health. These practitioners are trained to prevent poor oral health rather than simply provide treatment for oral health problems that have already occurred.

- Are there currently jobs in Manitoba in this field? E YES NO
If yes, where (geographic location and industry)?

The available dental positions remain unfilled in many of the First nations, northern rural, and urban poor communities in the province. Graduates of this program will be able to work in the two major areas of public health programs and private practice. The work prospects and employment situations for graduates in pediatric dentistry are very encouraging. This employment prospective is the result of an insufficient number of pediatric dentists. For example, in the province of Manitoba (~600,000 children age 0-18) there is a shortage of pediatric dentists (8 in total), which creates an unfavorable ratio of 1 pediatric dentist per 70,000 children. All eight are located in Winnipeg, creating a void for the rest of the province. Also, recruitment of pediatric dentists is a very difficult, if not an impossible, task. The reason for this is a vast shortage of pediatric dentists throughout the country. This is clearly seen in Saskatchewan where there is only one pediatric dentist in the entire province.

The work of pediatric dentists in public health will include the provision of dental care, research, program planning, senior administration, as well as work in the fields of education, and health management. As the diploma program in pediatric dentistry will emphasize a strong outreach component it will prepare graduates to work in rural and northern communities. This orientation toward community services will provide our students with public health perspectives, opening the opportunities for their involvement in these programs. Only an increased number of specialists trained and involved in preventive and early treatment programs will make the difference for all children, particularly those currently underserved.

- What is the future job forecast for individuals with this education/training/credential?
The available jobs will continue to increase for these specialized individuals.
- How does this program fit with Manitoba's stated economic, social and other priorities?
Our conversations with various stakeholders have confirmed that the program fits with the priorities and interests of local and provincial government, the regional health authority, and the business community as they relate to healthcare, public health, and overall community wellness.
- What agencies, groups, institutions will be consulted regarding development of the program?
The Manitoba Dental Association, Winnipeg Regional Health Authority, Manitoba Health, Manitoba Blue Cross, and University of Manitoba Faculties of Dentistry, Medicine, and Nursing.
- Is there any other information relevant to this program?
An interdisciplinary Diploma/M.Sc. program in pediatric dentistry would give the University of Manitoba an opportunity to develop a reputation in the field. At present, there is only one specialty and Master's degree-granting pediatric dentistry program in English-speaking Canada. However, in the United States, Europe and elsewhere several universities grant graduate degrees in this field; and it is significant to note that all of these programs are interdisciplinary in scope. None of the

existing programs require all residents to complete the M.Sc. degree. This makes the proposed program different than all other existing programs and enables us to be regarded as an epicenter for intellectual thought in the areas of prevention and public health. Thus, the University of Manitoba has a window of opportunity to develop a unique reputation in this important area.

4. Financial Information

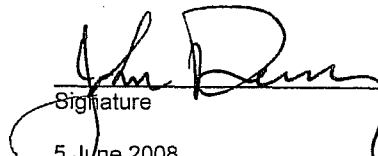
Projected Program Costs:	Salary Operating Capital Total cost
Projected Program Revenue:	Tuition Other Total revenue

*Please note that the financial aspects of this program are currently being projected and finalized. The details of program costs and revenue will be provided in a full proposal.

Submitted by:

John (Jay) Doering
Name (print)

Dean, Faculty of Graduate Studies
Position


Signature

5 June 2008
Date

FOR INFORMATION ONLY



UNIVERSITY
OF MANITOBA

Board of Governors Submission

AGENDA ITEM: Naming of Professorship in Marketing

RECOMMENDED RESOLUTION:

For information only.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

Senate approved and recommended to the Board of Governors the establishment of a Professorship in Marketing at the June 25, 2008 Senate Meeting. The Board of Governors approved the establishment of this professorship at the September 16, 2008 meeting.

At the October 1, 2008 meeting, pursuant to the Policy on Naming of Chairs and Professorships, Senate approved the naming of this Professorship as the *F. Ross Johnson Professorship in Marketing*.

Dr. F. Ross Johnson is a graduate of the University of Manitoba, having received a Bachelor of Commence (Hon) in 1952. Dr. Johnson was named the president and CEO and member of the Board of Directors of RJR Nabisco in 1985. He is a recipient of the Order of Canada, and the Silver and Gold Jubilee Medals of Canada. In 1996, the University of Manitoba awarded Dr. Johnson an honorary doctor of laws. In addition, Dr. Johnson helped secure financial support to establish the professorship in Marketing.

RESOURCE REQUIREMENTS:

N/A

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
x	x	Senate Committee on Honorary Degrees	April 28, 2008
x	x	Senate	October 1, 2008
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
		Senate	

Submission prepared by:

Submission approved by:

University Secretary.

Attachments

N/A

FOR INFORMATION ONLY



UNIVERSITY
OF MANITOBA

Board of Governors Submission

AGENDA ITEM: Naming of Professorship in Supply Chain Management

RECOMMENDED RESOLUTION:

For information only.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

Senate approved and recommended to the Board of Governors the establishment of a Professorship in Supply Chain Management at the June 25, 2008 Senate Meeting. The Board of Governors approved the establishment of this professorship at the September 16, 2008 meeting.

At the October 1, 2008 meeting, pursuant to the Policy on Naming of Chairs and Professorships, Senate approved the naming of this Professorship as the *CN Professorship in Supply Chain Management*.

RESOURCE REQUIREMENTS:

The professorship will be established with a \$750,000 gift made to the University in 2006 by CN.

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
x	x	Senate Committee on Honorary Degrees	April 28, 2008
x	x	Senate	October 1, 2008
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
		Senate	

Submission prepared by:

Submission approved by:

University Secretary.

Attachments

N/A

FOR INFORMATION ONLY



UNIVERSITY
OF MANITOBA

Board of Governors Submission

AGENDA ITEM: Naming of Professorship in Jazz Performance

RECOMMENDED RESOLUTION:

For information only.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

Senate approved and recommended to the Board of Governors the establishment of a Professorship in Jazz Performance at the September 3, 2008 Senate Meeting. The Board of Governors approved the establishment of this professorship at the September 16, 2008 meeting.

At the October 1, 2008 meeting, pursuant to the Policy on Naming of Chairs and Professorships, Senate approved the naming of this Professorship as the *Babs Asper Professorship in Jazz Performance*.

RESOURCE REQUIREMENTS:

The \$1 million gift from the Asper Foundation is the first to the Marcel A. Desautels Faculty of Music for the specific purpose of establishing a Professorship. It is also one of the largest gifts to the Music in the history of music programs at this institution. From the outset of discussions with the Foundation, it was clear that the impetus behind the gift was Mrs. Babs Asper, and her desire to promote jazz performance and education at the University of Manitoba. It is most fitting that the Professorship be named in recognition of Mrs. Babs Asper's generous support of the Faculty of Music's vision to build a nationally recognized undergraduate program in Jazz Studies.

IMPLICATIONS:

N/A

ALTERNATIVES:

N/A



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
x	x	Senate Committee on Honorary Degrees	September 25, 2008
x	x	Senate	October 1, 2008
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
		Senate	

Submission prepared by:

Submission approved by: University Secretary.

Attachments

N/A

FOR INFORMATION ONLY



UNIVERSITY
OF MANITOBA

Board of Governors Submission

AGENDA ITEM: Creation of a Governance Sub-Committee

RECOMMENDED RESOLUTION:

THAT the Executive and Governance Committee form a Governance Sub-Committee pursuant to the terms of reference of the Executive and Governance Committee; and

THAT Judy Anderson, David Barnard, Gwen Hatch, Jan Lederman, Terry Sargeant and Melissa Sitter be appointed to the Governance Sub-Committee.

Action Requested: Approval Discussion/Advice Information

CONTEXT AND BACKGROUND:

The terms of reference for the Executive and Governance Committee include the following items:

8. To consider and make recommendations to the Board on issues surrounding the composition and organization of the Board of Governors and its Committees, including procedural matters.
9. To provide for the periodic assessment of the effectiveness of the Board and its Committees.
10. To facilitate the consideration by the Board of matters related to Board orientation, development, and strategic planning.

**Items 8-10 above may be delegated to a sub-committee of the Executive and Governance Committee known as the "Governance Sub-Committee". The Governance Sub-Committee may include members who are not members of the Executive and Governance Committee of the Board.*

There are a number of Board Governance issues that could be effectively considered by a Governance Sub-Committee, including a draft Code of Conduct for members of the Board, the results of the recent Board of Governors evaluation, and a possible Board retreat.

Prior to the creation of the Executive and Governance Committee in 2007, governance matters were considered by an ad hoc committee.

RESOURCE REQUIREMENTS:

None.

IMPLICATIONS:

Not creating a sub-committee would require the whole Executive and Governance Committee to

consider these matters, and as the Committee meets infrequently, progress on Governance issues would be delayed.

ALTERNATIVES:

None

CONSULTATION:

The Chair of the Board of Governors and the President were consulted in preparing this submission, and are supportive of the proposal.



Board of Governors Submission

Routing to the Board of Governors:

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Date</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Jeff Leclerc</u>	<u>15-October/08</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Executive & Governance</u>	<u>Oct. 21 /08</u>
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____

Submission prepared by: Jeff Leclerc

Submission approved by: *Jeff Leclerc, University Secretary*

Attachments
None