

## AGENDA

2:30 p.m. Thursday, April 15, 2021

Via WebEx - <https://usask.webex.com/usask/j.php?MTID=mbac5c199b5fc273c9277186b1e81bc9f>Please note the following steps for the April 15<sup>th</sup> meeting:

- **Thursday April 15<sup>th</sup> from 2:30 – 4:30 pm:** We will host a virtual WebEx meeting with access to the link provided, you do not need a WebEx account to join the meeting. The virtual meeting will have access to both video and audio with everyone's microphones automatically muted (red icon). Video will be enabled for the **presenters of the Council Meeting use only**. Please be sure to turn your video off to ensure our meeting can run with no technical issues. If you are called on by the chair to speak, you will need to unmute your microphone. Please mute again once you have finished speaking.
- **Motions:** Only voting members can move or second a motion. Please use the 'Chat' function to move or second a motion so that it can be recorded in the meeting minutes. There will be a Polling feature enabled after each motion is presented. The Chair will give instructions on the voting process.
- **Questions or Comments:** If you have a question or comment after a report, please use the chat function to indicate the same. The Chair will call on the speakers in the order that they appear on the list in the chat. **Please do not type your question or comment** directly into the chat dialogue box.
- **Attendance and quorum** will be determined by the list of participants at the virtual WebEx meeting.

In 1995, the **University of Saskatchewan Act** established a representative Council for the University of Saskatchewan, conferring on Council responsibility and authority "for overseeing and directing the university's academic affairs." The 2020/21 academic year marks the 26<sup>th</sup> year of the representative Council.

As Council gathers, we acknowledge that we are on Treaty 6 Territory and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of our gathering place and reaffirm our relationship with one another.

niyanān onīkānēwak kā māmawi apiyāhk, nikiskēhtiyinān ōma nikotwāsik kihci tipahamātowin askiy ēkwa mīna ēta āpihtowikosānak kā wīkicik. nikihcēyimānānak kahkiyaw iyiniwak ēkwa āpihtawikosānak osci ōta askīhk ēkwa kāwi ta kiskēhtamahk kiwahkohtowiniwa.

Kaa maashakoonitoochik li koonsay, ni kishkayhtaynaan aen ayaahk sur li tayrayn di li traytii sis pi iita kaa wiikichik lii Michif. Li rispay ni mīyaanaanik lii Praamyayr Naasyoon pi ni waahkoomaakaanuk lii Michif iita kaa maashakoonitooyaahk pi ni shoohkamoonihtaanaan ka ishi waakohtooyaahk.

1. **Call to Order**
2. **Tributes** (none)
3. **Adoption of the agenda**
4. **Chair's Opening remarks**
  - University Council Election 2021 Results - <https://governance.usask.ca/council/elections.php#ElectionsandCandidates>
5. **Approval of Minutes of the meeting of March 18, 2021**
6. **Business Arising from the Minutes**
  - 6.1 Parking Revenue and Capital Funding for the Gordon Oakes Red Bear Centre – presented by Greg Fowler
7. **Report of the President**
8. **Report of the Provost**

- 9. Pandemic Response and Recovery Team (PRT) Verbal Report** – presented by Darcy Marciniuk, Associate Vice-President Research, PRT Chair

**10. Student Societies**

- 10.1 Report from the USSU
- 10.2 Report from the GSA

**11. Governance Committee**

- 11.1 Request for Decision: Postdoctoral Fellows Policy Revisions

*It is recommended that University Council approve the proposed revisions to the Postdoctoral Fellows Policy (as attached), pending the approval of the Board of Governors, effective June 22, 2021.*

**12. Academic Programs Committee**

- 12.1 Request for Decision: Admissions Qualification Change – Doctor of Philosophy (Ph.D.) program in Applied Economics

*It is recommended that Council approve the addition of the Graduate Record Exam (GRE) and/or the Graduate Management Admission Test (GMAT) for Doctor of Philosophy (Ph.D.) program in Applied Economics, effective the 2022-23 admissions cycle.*

- 12.2 Request for Decision: Admissions Qualification Change – Graduate programs in Agricultural Economics

*It is recommended that Council approve the addition of the Graduate Record Exam (GRE)) for graduate programs in Agricultural Economics, effective the 2022-23 admissions cycle.*

- 12.3 Request for Decision: Admissions Qualification Change – Graduate programs in Music

*It is recommended That the Academic Programs Committee recommend that Council approve the change to the admissions average from 80% to 70% for graduate programs in Music, effective May 2021.*

**13. Nominations Committee**

- 13.1 Request for Decision: Rescind part of a decision regarding General Academic Assembly (GAA) representatives on the Deputy Provost Search committee

*It is recommended that the March 18, 2021 Council decision (moved and seconded by Jones/Lamb) to appoint the following four GAA members to the Deputy Provost search committee be rescinded:*

- Erica Carleton, Edwards School of Business
- Som Niyogi, Department of Biology
- Darrin Oehlerking, Department of Music
- Holly Mansell, College of Pharmacy & Nutrition

- 13.2 Request for Decision: Appointment of GAA members to the Deputy Provost Search Committee

*It is recommended that the following four GAA members nominated at the April 15, 2021 Council meeting be appointed to the Deputy Provost search committee. Candidates are:*

- Erica Carleton, Edwards School of Business
- Som Niyogi, Department of Biology
- Darrin Oehlerking, Department of Music
- Holly Mansell, College of Pharmacy & Nutrition

**14. Teaching, Learning and Academic Resources Committee**

14.1 Report for Information: TLARC Areas of Focus During the Past Year Verbal Report – presented by Vince Bruni-Bossio and Nancy Turner

**15. Planning and Priorities Committee**

15.1 Report for Information: University Plan 2025 Update – presented by Dr. Airini, Provost and VP Academic

15.2 Report for Information: Update on the Provincial Budget 2021-22 - presented by Dr. Airini, Provost and VP Academic and Greg Fowler, Vice-President Finance and Resources

**16. Scholarships and Awards Committee**

16.1 Report for Information: Best and Brightest Scholarships Recipients 2021 Verbal Report – presented by Tracie Risling

**17. Other business**

**18. Question period**

**19. Adjournment**

*Next Council meeting is May 20, 2021 – Please send regrets to [michelle.kjargaard@usask.ca](mailto:michelle.kjargaard@usask.ca).  
Deadline for submission of motions to the coordinating committee: April 26, 2021.*



**MINUTES OF UNIVERSITY COUNCIL**  
**2:30 p.m. Thursday, March 18, 2021**  
**Via WebEx**

**1. Call to Order**

The meeting was called to order at 2:30pm.

**2. Tributes**

There was a tribute to Professor Emeritus Che Kan Leong, College of Education, presented by Dr. Michelle Prytula.

**3. Adoption of the agenda**

(Gjevre/Downe): *That the agenda be approved as circulated.*

CARRIED.

**4. Chair's Opening remarks**

The Chair of Council, Dr. Jay Wilson, acknowledged that Council meets on Treaty 6 Territory and the Homeland of the Métis, paying respect to the First Nations and Métis ancestors of our gathering place and reaffirming our relationship with one another. He also noted that given the remote meeting modality, that members may be connecting from other locations and that we acknowledge our shared relations with the Indigenous peoples of this land.

The chair informed Council members of the protocols for the synchronous remote meeting.

Dr. Wilson asked if there were any media present. Bryn Levy from the Saskatoon Star Phoenix and Fiza Baloch from the Sheaf identified themselves. The chair reminded those present that no video or audio recordings of the Council meeting are permitted.

The chair noted that it has been one year since Council moved to a virtual meeting format. He thanked Council members and the many groups that have supported the work of Council during the past year, especially those in the Governance Office, PEC support persons, and ICT including Terry Lingl for ensuring the work of Council has continued despite the challenges.

Dr. Wilson reported on the regular monthly meeting between Council chairs and the President's Executive Committee (PEC). He reported that the discussion topics were Provost Airini's and Vice President Singh's visions and priorities, and the Advanced Education performance framework.

**5. Approval of Minutes of the meeting of January 28, 2021**

(Smith/Wotherspoon): *That the minutes be approved.*

CARRIED.

**6. Business Arising from the Minutes**

None.

**7. Report of the President**

President Stoicheff recognized the one-year anniversary of USask's first response to the COVID-19 pandemic. He thanked the members of Council and the campus community, including students, faculty

and staff, for their perseverance and collegiality in the face of adversity. He also thanked the Pandemic Response Team, noting that none of the university's strategies would have been successful without the support of everyone on campus.

The President highlighted the exceptional accomplishments that were achieved nonetheless, including extraordinary research, online teaching, and health-related colleges working on the frontlines to control the pandemic. He also noted that Merlis Belsher Place is operational as a mass vaccination clinic.

The President announced that the fifth annual internal Truth and Reconciliation Forum would be held (virtually) on March 26, 2021. He recalled that the first national forum was hosted by USask six years ago. It has since been hosted by several Canadian universities.

President Stoicheff recognized the good work being done on the Sustainability Strategy and the Memorandum of Understanding on Sustainability with the USSU.

He provided a brief update on the Post-Pandemic Shift Project and thanked Vice President, University Relations, Debra Pozega Osburn for her leadership, and the team for their efforts.

The President also introduced and welcomed the two new vice presidents, Dr. Airini and Dr. Singh, to USask and to Council.

There was a round of Q&A.

There was a question about whether the work on the vaccine trials at VIDO could have any impact on the return-to-campus timelines for students, faculty and staff. The President responded that the current estimates are that the vaccine may be manufacturable by 2022, and that by then USask would also have manufacturing capacity at VIDO's pilot manufacturing facility currently under construction.

There was a comment that the university should provide reassurance to faculty and staff as job cuts have been underway since the pandemic. The President thanked the Council member for the comment and replied that the university is always in flux in opening and closing positions. He also welcomed the opportunity to recognize people on campus all deserving of thanks, noting that he can never find enough ways to extend his appreciation.

## **8. Report of the Provost**

Dr. Airini, Provost, expressed thanks for the opportunity to present her first report to Council. She thanked members of the campus community for their warm welcomes and expressed her gratitude for the opportunity to serve USask in this capacity. She reported that she spent her first month focusing on connecting, learning, and listening. She looks forward to developing an academic agenda that will help USask to 'Be the University the World Needs', and that is responsive to our priorities within our means.

Dr. Airini noted her current projects underway, including developing a performance framework with Advanced Education, tuition consultation and planning, a TABBS 'refresh', new programs continuing to be approved, and the search for a Deputy Provost (as noted in the Council agenda). She also commended the School of Public Health for the recent renewal of their accreditation.

She recognized the efforts and compassion needed to get through this year of pandemic. She called on the gifted principle in the *University Plan: 2025* of connectivity as a source of resilience. In the spirit of

connection and genuine respect for the actions of leadership, for service, and for kindness, she joined the President in thanking the university community. There was a round of Q&A.

There was a question about whether faculty have been consulted regarding tuition rates. Dr. Airini responded that the recommendations come from deans and executive directors, and that they engage with the colleges and schools in consultations regarding tuition rates.

There was a question about how the Provost plans to engage with Council in conversations about resources, noting that there has been a lack of information on resources coming to Council. Dr. Airini responded that she intends to be as transparent as possible regarding the university's finances. She noted there would be a preliminary presentation on the provincial budget at the April Council meeting, with a more detailed analysis in May. She also noted that the matter is included in terms of reference for the Planning and Priorities Committee and committed to also engaging at that level. She agreed that timely, relevant engagement with Council on the topic is important.

There was a follow-up question about whether previous years' resource allocations to colleges could be released. The Provost recalled that the 'T' in TABBS is for transparency and that the connection of resources to achieving our academic priorities is critical.

#### **9. Pandemic Response and Recovery Team (PRT) Report**

Dr. Patti McDougall, Vice Provost, Teaching, Learning and Student Experience, gave the report on behalf of Dr. Darcy Marciniuk, chair of the PRT. She reported on:

- Number of positive COVID-19 rates and case prevalence rates on- and off-campus at USask.
- Number of COVID-19 safety training courses that have been completed.
- Number of researchers working on campus.

She reported that the PRT has paused approvals of new requests to access campus given the recent increases in positive COVID cases in Saskatchewan. She also reported that support services for students are still open even while the campus is closed.

Dr. McDougall reported that spring and summer in-person course delivery would remain limited, and that the plans for the fall would be determined based on the constantly evolving environment and in alignment with the direction of the Saskatchewan Health Authority for the post-secondary sector. She reported that a return to normal operations is anticipated in January 2022. She assured Council that the reopening plans will follow public health guidelines and that space use is currently being analyzed to inform the plans for fall and winter.

Dr. McDougall encouraged everyone to get the vaccine and expressed thanks for helping to keep community members as safe as possible.

There was a question about when information would be forthcoming to determine fall faculty assignment of duties. Dr. McDougall responded that within the next two weeks the recommendations of PRT and PEC would be provided to colleges and schools to assist in decision making.

Some concerns were expressed about the Pandemic Engagement Survey, specifically regarding potentially offensive language for identifying whether respondents were of Indigenous ancestry, problems with the

scales, and that there was no neutral response option. There was also a question about why the survey was contracted to an external organization when there are award winning surveyors at USask. Dr. McDougall committed to refer the questions and concerns to HR for consideration.

## **10. Student Societies**

### **10.1 Report from the USSU**

Autumn LaRose-Smith presented the report of the USSU as provided in the materials. She reported on several events hosted by the USSU over the last two months. She also indicated that the USSU elections were underway and that results would be posted after March 25<sup>th</sup>.

She reported on concerns that have been raised by students on the quality of education in the remote learning environment, and that students are worried about their skills going into the job market. She highlighted the reports of lack of communication between teachers and students and reported that she has spoken the USFA about the concerns. She also inquired about oversight of instructor performance.

Ms. LaRose-Smith raised concerns about the lack of engagement and transparency in the tuition consultations with the colleges. She asked that the 'Appendix D' reports from the Tuition Policy be shared with the USSU.

There was a question from a Council member about how the USSU is addressing increases in academic dishonesty, and how the USSU can support students in ensuring academic integrity. Ms. LaRose-Smith acknowledged that the USSU has also noticed the increases in allegations of academic dishonesty and recognized the increased pressure that this puts on instructors.

### **10.2 Report from the GSA**

Humaira Inam, President of the GSA, presented the report from the GSA as provided in the materials.

Ms. Inam raised concerns about the proposed tuition rate changes, especially for the international differential and graduate studies. She argued that the proposed changes are out of alignment with the principles articulated in the Tuition Policy. She remarked that the 'Tuition Townhalls' were poorly attended. She reported that these concerns have been raised with the Provost, but that there would still be a letter submitted to the Board of Governors by the GSA in opposition to the proposed changes and that there was a petition in circulation online.

Dr. Airini responded that she is confident that the principles for tuition-setting are being followed. She thanked the GSA for their engagement in the matter, noting that the sixth meeting between the GSA and members of Provost's Office was coming up. She agreed to verify the use of Appendix D. She reminded Ms. Inam about the invitation to the GSA to participate in a working group on tuition consultation. She also noted that USask continues to lag in our tuition rates in comparison to peers, and noted that this has a negative impact on the university's financial sustainability.

Ms. Inam disagreed with the comparison to the U15 as the university's peer set and responded that low international differentials help attract international students. She agreed to talking further about the working group.

## **11. Research, Scholarly, and Artistic Works Committee (RSAW)**

Dr. Marjorie Delbaere, Chair of RSAW, presented a request for decision.

### **11.1 Request for Decision: Designation of Active/Inactive Researchers in TABBS**

(Sarty/Waldner): *It is recommended that University Council support in principle a) the rejection of the use of "active/inactive" designations for researchers and b) the request that the Institutional Planning and Assessment Office and all other administrative units abandon the concept of and metrics associated with the designation of individual faculty members as "active" or "inactive" researchers for all planning and budgetary allocation purposes.*

A Council member asked whether the motion is intended to distinguish between people who are or are not producing research, or the way that they are performing research, scholarly or artistic work. Dr. Delbaere responded that the designation of inactive researcher in TABBS is in question. It is separate from collegial processes, and only used for budgeting purposes.

There was a comment that performance is already assessed through collegial processes and that no further assessment is needed for budgetary purposes. The member suggested that there are more negative effects to the inactive researcher designation than there are marginal positive effects.

The Provost inquired whether the commitment to a refresh of the TABBS model would help to address the concern. She committed to seeking advice from PPC and RSAW on the TABBS refresh. Dr. Delbaere replied that the committee would welcome this engagement. [Table 1. Action Items]

The President of the University of Saskatchewan Faculty Association was recognized by the Chair of Council. She asked if Dr. Delbaere, as Chair of RSAW, was aware of the negative impacts of the designation on faculty and units, or the racist applications and implications for assessments of research, scholarly and artistic works. Dr. Delbaere responded that she had no direct knowledge of such occurrences, but acknowledged that these potentially negative implications were part of the reason that the motion was brought forward.

CARRIED.

## **12. Academic Programs Committee (APC)**

Dr. Susan Detmer, Chair of APC, presented one item for decision.

### **12.1 Request for Decision: Master of Music (M.Mus) in Music Education**

(Detmer/Papagerakis): *It is recommended that Council approve the Master of Music (M.Mus) in Music Education, effective May 2021.*

CARRIED.

## **13. Nominations Committee**

Dr. Paul Jones, Chair of the committee, presented the request for decision.



### **13.1 Request for Decision: Council Nominees to Deputy Provost Search Committee**

(Jones/Lamb): *It is recommended that Council approve the nominees to the Deputy Provost Search Committee, effective immediately:*

- One senior administrator who is also a Council member:
  - Suzanne Kresta, Dean, College of Engineering
- Four members of the General Academic Assembly:
  - Erica Carleton, Edwards School of Business
  - Som Niyogi, Department of Biology
  - Darrin Oehlerking, Department of Music
  - Holly Mansell, College of Pharmacy & Nutrition

The Chair of Council called for nominations from the floor.

Ms. Autumn LaRose-Smith nominated Ryan O'Connell, as student council member. Dr. Wilson responded that Ryan O'Connell was not a faculty member of the GAA and therefore was not eligible under this criterion of the Search and Review Procedures.

There was a comment that the addition of the position of Deputy Provost is unnecessary.

CARRIED.

[April 8, 2021 Annotation – This motion and ruling of the chair are under review for procedural and substantive accuracy. The decision may be rescinded at the April 15, 2021 Council meeting.]

### **14. Governance Committee**

Dr. Terry Wotherspoon, the Chair of the committee, presented one request for input.

#### **14.1 Request for Input: Postdoctoral Fellows (PDF) Policy Revisions**

Dr. Wotherspoon summarized the proposed changes and the process followed by CGPS to draft the revisions.

There was a question about whether any consideration was given to the possibility of extended lengths of terms for PDFs. Dr. Debby Burshtyn, Dean of the College of Graduate and Postdoctoral Studies (CGPS), responded that there are already provisions for this in the college's procedures and that requests are considered on a case-by-case basis.

### **15. Other business**

None.

### **16. Question period**

There was a question about how CGPS can better engage with the GSA on developing tuition recommendations. Dr. Burshtyn responded that the main concern heard in the consultations was lack of predictability. She noted the tuition offset for students currently enrolled would partially address this, and that further consideration of the meaning of 'predictability' is needed.

There was a question from a student Council member about how the university is dealing with increases in academic dishonesty in the remote learning environment. Dr. McDougall thanked the student for raising the issue. She responded that the university is focused primarily on prevention and academic integrity. There are also supports for faculty to amend their assessment strategies to accommodate the changes to course modality. There are also informal and formal procedures for addressing cases of academic dishonesty. Dr. Nancy Turner of the Gwenna Moss Centre also reported that they recently hosted an Academic Integrity Forum for faculty.

There was a request for access to data on all academic matters. Dr. Wilson agreed to take the request back to Shari Baraniuk, CIO & Associate Vice President, Information and Communications Technology.

A faculty member commented on the validity of open book exams as an assessment method.

There was a request to discuss tuition and fees (as separate costs) together, rather than separately.

Ms. Inam reiterated the GSA's concerns about the lack of tuition predictability.

A Council member commented that Arts & Science does not have sufficient funding to cover its program offerings next year. He recalled that the President reported that most of the university's parking revenue was put toward the construction of the Gordon Oakes Red Bear Aboriginal Students' Centre. He asked whether we could similarly use parking revenue to fund college operating deficits. Greg Fowler, Vice President Finance and Resources, responded that he could report back to Council on the capital funding sources for the student centre, and on operating funding for Consumer Services (which includes parking revenue and it has gone down significantly due to the pandemic) [Table 1. Action Items].

## 17. Adjournment

(Jones): *Adjourned.*

**Table 1. Action Items**

Page	Action Item	Responsible
p.5 s.11.1	Consult with RSAW and PPC on TABBS 'refresh'	Dr. Airini
p.7 s.16	Request for access to all academic data	Dr. Wilson
p.7 s.16	Report on parking revenue and capital funding for the Gordon Oakes Red Bear Students' Centre	Greg Fowler

Appendix A: Listing of members in attendance

Next Council meeting is April 15, 2021 – Please send regrets to [Michelle.Kjargaard@usask.ca](mailto:Michelle.Kjargaard@usask.ca)

## COUNCIL ATTENDANCE 2020-2021

## Attendance Summary - Voting Participants

Sep 17, 2020 - meetings are being held via Webex and attendance is taken as per the participant list while meeting is on.

Last Name	First Name	Sept 17	Oct 15	Nov 19	Dec 17	Jan 28	No Mtng	Mar 18	Apr 15	May 20	Jun 17
.	Airini	n/a	n/a	n/a	n/a	n/a		P			
Adl	Sina	A	P	P	P	P		P			
Aitken	Alec	R	P	P	P	P		P			
Alcorn	Jane	A	A	A	P	A		P			
Augusta	Carolyn	P	P	P	R	P		P			
Bedard	Derek	n/a	n/a	A	A	A		A			
Bedard-Haughn	Angela	P	P	P	P	R		P			
Bell	Scott	P	A	P	P	A		A			
Bilson	Beth	n/a	n/a	n/a	n/a	P		P			
Boland	Mark	R	A	A	A	P		P			
Bonham-Smith	Peta	P	P	P	P	P		P			
Brook	Ryan	A	P	P	P	R. Brook Sabbatical - Jan 1 - Jun 30, 2021					
Brothwell	Doug	P	P	P	P	P		R			
Bruni-Bossio	Vince	P	P	P	P	P		P			
Burgess	David	P	P	A	P	P	D. Burgess Resigned Council position Feb 4/21				
Burshtyn	Deborah	P	P	P	P	P		P			
Card	Claire	P	P	P	A	P		P			
Chernoff	Egan	R	R	R	P	P		P			
Chibbar	Ravindra	P	P	P	A	P		P			
Chowdhury	Nurul	P	P	P	P	P		P			
Cooper	David	P	P	P	P	P		P			
Cross	Emma	n/a	n/a	P	R	P		P			
Dadachova	Kate (Ekaterina)	P	P	P	A	P		P			
DaSilva	Keith	P	P	P	P	P		P			
Dawson	DeDe	P	P	P	P	P		P			
de Boer	Dirk	A	A	P	P	P		A			
Delbaere	Majorie	P	P	P	P	P		P			
Deters	Ralph	P	P	P	P	P		P			
Detmer	Susan	A	P	P	P	P		P			
Dick	Rainer	P	A	A	P	P		P			
Downe	Pamela	P	P	P	P	P		P	P. Downe Sabbatical - Jan 1 - Jun 30, 2021		
Flynn	Kevin	A	P	A	P	P		P			
Fotohui	Reza	A	A	A	A	P		A			
Gabriel	Andrew	A	A	P	P	A		R			
Gillis	Glen	P	P	P	A	P		P			
Gjevre	John	P	P	P	P	P		P			
Gyurcsik	Nancy	P	P	P	P	P		P			
Harrison	William	A	P	A	A	P		A			
Harvey	Evan	n/a	n/a	P	A	A		A			
Hu	Katie	A	A	A	A	A		A			
Illing	Kate	n/a	n/a	A	A	A		A			
Jacob	Sharon	n/a	n/a	P	A	A		A			
Jamali	Nadeem	P	P	P	R	P		P			
James-Cavan	Kathleen	R	P	P	P	P		P			
Jensen	Gordon	P	P	P	P	G. Jensen Sabbatical - Jan 1 - Jun 30, 2021					
Jones	Paul	P	P	P	P	P		P			
Just	Melissa	P	P	P	P	P	M. Just completed Interim Provost role (Jan 31, 2021)				
Kahn	Maria	n/a	n/a	P	A	A		A			
Kalra	Jay	A	P	P	P	P		P			
Keller	Taylor	n/a	n/a	P	P	P		P			
Kelly	Timothy	P	P	P	P	P		A			
Khandelwal	Ramji	P	P	P	P	P		P			
Kim	David	n/a	n/a	A	A	A		A			
Koechl	Natasha Martina	P	P	P	P	P		P			
Kresta	Suzanne	P	P	R	P	R		P			
Kumaran	Arul	P	P	P	P	P		P			
Lamb	Eric	A	P	P	P	P		P			

Last Name	First Name	Sept 17	Oct 15	Nov 19	Dec 17	Jan 28	No Mtng	Mar 18	Apr 15	May 20	Jun 17
Langhorst	Barbara	P	A	P	P	A		A			
Larre	Tamara	P	P	P	P	P		P			
Lies	Madelyn	n/a	n/a	A	A	A		A			
Lindenschmidt	Karl-Enrich	P	P	P	P	P		P			
London	Chad	P	P	P	A	P		P			
Lovick	Olga	P	P	P	P	P		P			
Luke	Iain	P	P	A	R	A		R			
Lummerding	Dominique	A	A	A	A	A		A			
Macfarlane	Cal	A	A	A	A	A		A			
Makarova	Veronika	P	P	P	P	P		A			
Mamun	Abdullah	P	R	P	P	A		R			
Manley-Tannis	Richard	R	A	A	A	P		A			
Marquez	Carmen	P	P	P	P	P		P			
Mousseau	Darrell	P	P	P	A	P		P			
Muir	Gillian	R	A	A	R	R		R			
Murphy	JoAnn	P	P	P	P	P		P			
Neufeld	Matthew	P	P	P	P	P		P			
O'Connell	Ryan	P	P	A	P	P		P			
Palmer	Sue	n/a	n/a	A	A	A		A			
Papagerakis	Petros	P	A	P	P	P		P			
Paslawski	Teresa	P	P	P	P	P		P			
Peternelj-Taylor	Cindy	A	P	P	P	P		P			
Phillipson	Martin	P	P	A	P	P		P			
Pocha	Sheila	A	P	A	A	A		A			
Poettcker	Grant	A	A	A	A	A		A			
Pomazon	Alisha	P	P	P	P	P		P			
Prytula	Michelle	P	P	P	P	Beth Bilson is the Interim Dean of Education (Jan 18/21)					
Rayan	Steven	P	P	P	P	P		P			
Ripley	Laura	n/a	n/a	P	P	A		A			
Risling	Tracie	P	P	P	P	P		P			
Sarjeant-Jenkins	Rachel	P	P	P	P	P		P			
Sarty	Gordon	P	P	P	P	P		P			
Shevchuk	Yvonne	P	P	P	P	P		P			
Shin	Hyunjung	R	R	R	P	A		A			
Singh	Jaswant	P	A	P	P	P		A			
Smith	Martha	P	P	P	P	P		P			
Smith	Preston	P	P	P	A	A		P			
Smyth	Stuart	P	P	P	A	P		P			
Somerville	Kara	P	P	A	A	P		P			
Sorensen	Charlene	P	P	P	P	P		P			
Spurr	Shelley	P	P	P	P	P		R			
Squires	Vicki	P	P	P	P	P		P			
Steele	Tom	P	P	P	A	P		P			
Stoicheff	Peter	P	P	P	P	P		P			
Stuart	Glenn	A	P	P	P	P		A			
Urquhart	Stephen	P	P	P	P	P		P			
Waldner	Cheryl	P	P	P	P	P		P			
Walker	Keith	P	P	P	P	P		P			
Wallace	Alexa	n/a	n/a	A	A	A		A			
Willenborg	Christian	P	P	P	P	P		P			
Willoughby	Keith	R	A	P	P	P		P			
Wilson	Jay	P	P	P	P	P		A			
Woods	Phil	A	R	P	A	P		R			
Wotherspoon	Terry	P	P	P	P	P		P			
Xiao	Jing	P	P	P	P	P		P			
Yao	Yansun	P	A	A	A	A		A			
Zhang	Chris	A	P	P	A	P		A			

COUNCIL ATTENDANCE 2020-2021

Attendance Summary - Non-voting participants

Sep 17, 2020 - meetings are being held via Webex and attendance is taken as per the participant list while meeting is on.

Last Name	First Name	Sep 17	Oct 15	Nov 19	Dec 17	Jan 28	No Mtng	Mar 18	Apr 15	May 20	Jun 17
Chad	Karen	P	P	P	P	P	Dr. Chad has completed her VP Research as of Jan 31, 2021				
Fowler	Greg	P	P	P	P	P		P			
Gill	Qasim	A	A	A	A	P		A			
Inam	Humaira	P	P	P	P	P		P			
Isinger	Russell	P	P	P	A	P		P			
Kaminski	Nicholas	P	P	P	P	P		P			
LaRose-Smith	Autumn	P	P	P	A	P		P			
McDougall	Patricia	P	P	P	P	P		P			
Ottmann	Jacqueline	A	A	A	P	P		A			
Pozega Osburn	Debra	P	P	P	p	P		P			
Roberts	Kiefer	P	R	P	P	P		R			
Singh	Baljit	Dr. Singh to begin as VP Research Feb 1, 2021						P			
Still	Carl	P	P	P	P	P		P			
Thronberg	John	P	P	A	P	A		A			
Willness	Chelsea	P	P	P	p	P		P			



# PRESIDENT'S REPORT TO COUNCIL

## April 2021

### 4th annual *māmowi āsohtētān* “Let’s Cross This Together” Internal Truth and Reconciliation Forum

I want to extend a note of thanks and appreciation to the Office of the Vice-Provost Indigenous Engagement (OVPIE) for facilitating a very successful and meaningful fourth annual internal Truth and Reconciliation forum. This annual forum is in response to the Truth and Reconciliation Commission of Canada: Calls to Action and provides an opportunity for the USask community to gather and constructively and respectfully dialogue and plan for the university environment we need and want.

This year’s theme was “Theories, Principles and Practices of Anti-Racism and Anti-Oppression”. These challenges are daunting, and the Forum gave us another opportunity to reflect on our responsibilities regarding justice, equity, inclusion and diversity and to continue to examine how to address systemic racism and oppression within our campuses.

Thank you to the OVPIE team for gathering us together to ensure we continue to address systemic racism on our campuses. We have accomplished much, but this work requires us to remain diligent, intentional, and open to new learning.

### USSU and USask sign MoU on anti-racism

Recently USSU President, Autumn LaRose-Smith and I signed a Memorandum of Understanding (MoU) to challenge systemic racism at USask. This agreement commits the USSU and USask to formalize, expand and enhance our relationship, and work together in a co-ordinated way to dismantle institutional structures, policies and processes that contribute to inequalities faced by marginalized groups.

Education is a key component in the commitment, and success will require students, staff, faculty, and senior leadership to work together to create inclusive, equitable, and safe working and learning environments. Part of this work involves proactively assessing and solving issues and providing a safe reporting mechanism for anyone experiencing racism. Similarly, the USSU will work within its mandate of serving and supporting undergraduate students to develop, implement and promote anti-racism, anti-oppressive initiatives as part of the MoU agreement.

The [MOU was announced](#) at USask’s 4th Annual *māmowi āsohētētān* Internal Truth and Reconciliation Forum on March 26, 2021.

## Post-Pandemic Shift Project continues

As Council members will be aware, in addition to the work of our dedicated Pandemic Response and Recovery Team (PRT) helping us deal with the immediate and short-term impacts of the pandemic, there is a group of leaders focusing on the post-pandemic vision for our university.

The Post-Pandemic Shift Project (PPS) was initiated to understand the impact the pandemic has had on our community to best position us to be the university a post-pandemic world needs. The goal of the project is to listen to internal and external stakeholders about their experiences and then to reflect those voices in a resource to be available by all members of the USask community.

Vice-President, Debra Pozega Osburn has been leading the external engagement side of the project and her work began in earnest in December. Since that time, she and her team have met with stakeholders from across the province and across sectors. They have found that people are excited to talk about the future and appreciate the opportunity to do so. Although external engagements are winding down, they will continue throughout the process as needed.

Our Post-Pandemic Commission, chaired by Candace Wasacase-Lafferty and Vince Bruni-Bossio, is leading our internal engagement process. The Commission has been meeting since January and its work has begun to ramp up. The recent ‘conversation starter’ request sent to all of campus has received well over 400 responses with thoughtful and inspiring comments from across the USask community. This work will inform the Commission’s one-on-one and small group engagements planned throughout the spring.

Once the engagement process ends, the Commission will work to analyze the information collected and reflect the voices of the community in a public report. It is expected that a final report of the findings will be available in June.

For continued updates, [visit the project site here](#).

## USask researchers help lead \$9 million COVID Variant Rapid-Response Network

USask and University of Regina (U of R) researchers have been invited to work with scientists across Canada to undertake surveillance, sequencing, tracing and research-driven action on the COVID-19 virus variants that have been identified in Canada. In a recent announcement made by federal Minister of Health, Patty Hajdu, \$14.3 million will be invested through the Canadian Institutes of Health Research (CIHR) to support new research on the COVID-19 variants. This includes \$9 million for a new national network that will coordinate and align variants research throughout the country.

The COVID Variant Rapid-Response Network (CoVaRR-Net), comprised of eight core pillars of activity. Pillars six through eight will focus on informing governments, public health decision makers, and public health systems of the latest evidence-based research and deploying information to the public in Canada and abroad, with specific efforts to engage Indigenous partners and communities.

Dr. Nazeem Muhajarine (PhD), USask College of Medicine, along with Dr. Cory Neudorf (PhD) from the USask College of Medicine and Dr. Cheryl Camillo (PhD) from the Johnson Shoyama Graduate School of Public Policy at the U of R, will lead pillar six. Dr. Michelle Johnson-Jennings (PhD), USask College of Arts and Science, will lead pillar seven.

The pillar led by Muhajarine will receive \$628,205, while the pillar led by Johnson-Jennings will receive \$168,000, for a total of \$896,000 going to these public health, policy and Indigenous community-based research initiatives. CIHR will also provide \$5.3 million in supplementary funding for 90 ongoing COVID-19 projects, including \$50,000 for each of three from USask, led respectively by Dr. Joyce Wilson (PhD) and Dr. Kerry Lavender (PhD) from the College of Medicine, and Dr. Darryl Falzarano (PhD) of the Vaccine and Infectious Disease Organization and Western College of Veterinary Medicine.

## **USask Pharmacy students to help with COVID-19 vaccine roll-out**

Nearly 150 student volunteers from USask College of Pharmacy and Nutrition (CoPN) have signed up to help deliver COVID-19 vaccines during Phase 2 of the provincial immunization plan. Injection training for pharmacists typically takes place following graduation and licensure. Due to the pandemic, eligibility for injection training to administer COVID-19 vaccines was extended in March 2021 by the Saskatchewan Ministry of Health and the Saskatchewan College of Pharmacy Professionals to pharmacy student interns who have completed at least two years of the PharmD program at USask. Training is delivered by the Continuing Professional Development for Pharmacy Professional unit, located within the CoPN.

Student training to administer the COVID-19 vaccines includes about 27 hours of online instruction, followed by about three hours of hands-on practice. Injectors must also complete additional COVID-vaccine specific training required by the Saskatchewan Health Authority (SHA) and the Saskatchewan Ministry of Health. Pharmacy students who successfully fulfil the training requirements will receive their Advanced Method Student Certification (AMSC) and will be able to administer approved COVID-19 vaccines in community pharmacies, SHA clinics or other approved sites throughout Saskatchewan.

## **New USask radiotracers could be key for new treatments and early detection for Parkinson's**

USask nuclear medicine researcher Dr. Chris Phenix has been awarded US\$150,000 by The Michael J. Fox Foundation to develop diagnostic radiotracers for early detection of Parkinson's Disease, a chronic degenerative brain disorder that affects more than 100,000 Canadians. The project is eligible for supplemental funding after one year if progress warrants additional pursuit. The Saskatchewan Health Research Foundation is contributing \$40,000 in matching support. The goal is to produce nuclear imaging agents that researchers can use to "peer into the living brain" to better understand Parkinson's Disease.



# Provost's Report to Council

April 2021

Hello Council Chair, members, and visitors. Bonjour.

tānsi. hau koda. ëdłanet'e? hau kola. taanishi. hau kona. anin

[English. French. Cree. Dakota. Dene.Lakota. Michif. Nakota. Saulteaux]

Thank you for this opportunity to provide my second report to Council, with general remarks along with updates specific to our five [UPlan 2025](#) Aspirations. Our UPlan 2025 was approved by Council, the Board and Senate in 2018, and states that “to be the university the world needs is a bold ambition. It will require us to be very disciplined about tracking our progress against the five areas of impact to which we aspire: Transformative Decolonization Leading to Reconciliation, Productive Collaboration, Meaningful Impact, Distinguished Learners, Global Recognition”. I invite colleagues across our university to share achievements and initiatives as we work together to fulfil the ambition confirmed by our Council.

## GENERAL REMARKS

### Strategic priorities


On April 6 the Government of Saskatchewan announced its 2021-22 budget, including a unique multi-year funding commitment to the post-secondary sector to support shared priorities and financial sustainability. In addition to a four-year commitment to stable funding, the provincial budget also provides the University of Saskatchewan with one-time incremental investment in 2021/22-2022/23 to support COVID-19 recovery, revenue generation, sector collaboration and achieving strategic initiatives outlined in the Growth Plan. This incremental investment is exceptional, time-limited, and one-time only.

The government's multi-year funding approach includes the suspension of the Saskatchewan Universities Funding Model (SUFM), which has been in place since the early 2000's. We contributed to discussions leading to this decision. Recent work on a performance framework has been advanced by government in collaboration with the sector.

In this section of my report, I outline why the budget approach is so significant, actions underway, and how Council involvement will be vital to our work together to achieve our priorities and aspirations as the University of Saskatchewan.

### Significance

We are working together to advance the priorities and aspirations of our university, within our means. Thank you to Council for the 2018 approval of the University Plan 2025, along with the approval of the Board and Senate. Our UPlan 2025 sets the direction for planning: “We believe that the University of Saskatchewan has much to offer its communities, and through this plan, we are dedicated to delivering on our promise. The plan requires movement, new ideas, growth and change. It commits us to communicate and celebrate our successes, and ensures that our diverse community will seek solutions with the bold creativity that has long characterized the



University of Saskatchewan. Through this plan, we will be the university we must be for the future—the university the world needs” (UPlan 2025). With the four-year stable budget from government coupled with incremental funding for two years only, the university is uniquely positioned to face challenges that create stress on our ability to fulfill our UPlan 2025 goals and aspirations. Our work together is to elevate the ‘bold ambition’ within our UPlan 2025, and accelerate progress based on a foundation of academic and financial sustainability planning.

### *Actions and involvement*

Planning is being advanced to ensure the university is best placed to fulfil its priorities and aspirations. The President and President’s Executive continue to provide strategic governance, within our tricameral governance structure of the Council, Board of Governors, and Senate.

The Senior Leadership Team has identified a number of strategic priorities and is developing associated initiatives and outcomes. Faculty and staff involvement is of vital importance in planning and implementation. An overall consultation plan will include anticipated outcomes, initiatives, consultation activities, reporting, next steps and decision-making processes. Consistent with our academic governance processes, university-wide planning will be brought to Council and its Committees, the Board of Governors, and Senate. Materials will begin coming through to Council and its Committees during our Spring term, and to the Board in June. This engagement will be ongoing across at least two planning phases: (a) Phase 1: April 2021-April 2023; and (b) Phase 2: May 2023-April 2026. Council’s vital academic governance role is critical significance as we move forward.

President Stoicheff has described the Government of Saskatchewan’s budget as providing “predictability, allowing us to better forecast and plan here at USask. We appreciate the government’s confidence in USask and the continuing commitment to post-secondary education in Saskatchewan.” In this context of confidence and planning, our work together is to advance the priorities and aspirations of our university, within our means. Unlike any time before, we need to elevate the ‘bold ambition’ within our UPlan 2025, and accelerate progress to achieve the goals and aspirations approved by Council, the Board and Senate. We can see perhaps even more clearly now the wisdom of members of Council, Board and Senate in approving our truly unique University Plan 2025. Together we are what makes the ambition therein possible. The University of Saskatchewan has much to offer its communities, and we are dedicated to delivering on our promise.

### **Projects**

Projects that are continuing, commenced (\*), and completed (+) in the past month include:

1. **Resource allocation.** Areas in TABBS have been identified for proposed revision in 2021. We are in project initiation phase and will complete the first phase of this project during this calendar year, in time for FY2022/23 resource allocation. As the project develops, advice will be sought from Council and its committees.
2. **Strategic Priorities:** At this mid-point in the UPlan 2025, our focus is to advance our academic priorities and aspirations, within our means. Priorities and initiatives in Academic and Administration areas are being scoped to identify challenges and opportunities. Information will be brought to our Council by May, consistent with ToR for Council committees.
3. **Tuition:** Tuition rates for 2021-22 will be announced later this Spring. Tuition is reviewed annually, using affordability, comparability, and quality, predictability and transparent consultation as the guiding principles during the review. Consultation is undertaken to ensure a shared understanding of tuition-related matters. Information from 35 consultation meetings, two online surveys, 44 written submissions, and the GSA’s submission to the Board (March, 2021) are in the final stages of review. Consideration is being given to the proportion of tuition revenue that will be directed back for student support. Further initiatives:

- Tuition consultation working party (April-May). Thank you to the USSU and GSA for representation.
  - Tuition Advisory Group planning for tuition AY 2022/23 and out years (April-June)
  - Report on student consultation by June 2021 consistent with Board policy (June)
4. **Academic approval process:** Consultation has continued this month towards streamlining our academic approval process. Three models have been developed and are attracting considerable interest. This initiative will assist us to be more nimble to bring forward developments underway including certificates, micro-credentials, and graduate professional studies. Thank you to Council members, Departments/Schools/Colleges and University Governance for the positive effort towards shortening the approval process while retaining academic quality.
5. **Appointments:**
- Dr Bram Noble has been [appointed](#) as vice-dean, research, scholarly and artistic work in the College of Arts and Science for a five-year renewable term effective July 1, 2021.
  - Dr [Lorin Elias](#) has been appointed as vice-dean, academic in the College of Arts and Science for a five-year renewable term effective July 1, 2021.
6. **Searches/ renewals in-progress:**
- Dean, College of Nursing
  - Dean, Western College of Veterinary Medicine
  - Executive Director, School of Environment and Sustainability
  - Deputy Provost. This role will have a range of portfolios including: EDI, strategic priorities projects. This internal appointment will be for an initial three-year period, at nil increased cost. During the penultimate year, the role will be reviewed in the context of other existing role(s) in the Office of the Provost completing their term, and opportunities for further efficiencies.
  - Dean, Edwards School of Business (renewal)

## UNIVERSITY PLAN 2025 ASPIRATIONS

The following events and initiatives, of the many across our university, featured in my calendar during the past month. A sample of news items related to each of our UPlan 2025 Aspirations is also included, along with highlights submitted by Colleges and Schools.

### Transformative decolonisation leading to reconciliation

The **4<sup>th</sup> Annual māmowī āsohtetan Internal Truth and Reconciliation Forum** took place on Friday March 26. The event was focused on Theories, Principles and Practices of Anti-Racism and Anti-Oppression, and was fully booked with over 300 attending. Thank you to all those involved in this vitally important annual gathering, led by the [Office of the Vice Provost Indigenous Engagement](#). I was honoured to participate in the day along with colleagues across our university, the President and President's Executive, the Provost's Office, Deans and Executive Directors. We acknowledge the presence and guidance of Elders, the words of the Witnesses, and the Special Advisor on Anti-Racism and Anti-Oppression, Dr Verna St. Denis.

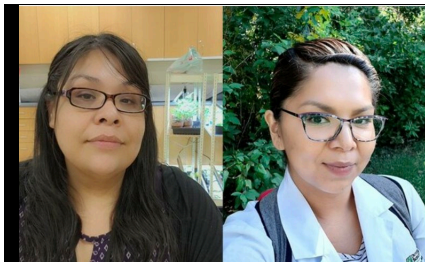
During this month the learning sessions in anti-racism and anti-oppression have continued for the President's Executive. This is one of the key actions signaled by President Stoicheff in his June 2020 [statement](#) on racism and actions.

**University of Saskatchewan Senior Leadership Consultations with Indigenous Faculty & Staff:** During late Fall 2020 the Vice Provost Indigenous Engagement (Dr J. Ottmann) facilitated seven sharing circles in which Indigenous

A horizontal bar composed of 12 colored squares. From left to right, the colors are: light yellow, light green, light yellow, light green, light yellow, dark green, medium green, light green, dark green, medium green, light green, and dark green.

March 31 - April 8: Highlights included:

- ## News



## USask Indigenous Student Achievement Awards winner planning to pursue medical imaging and radiology

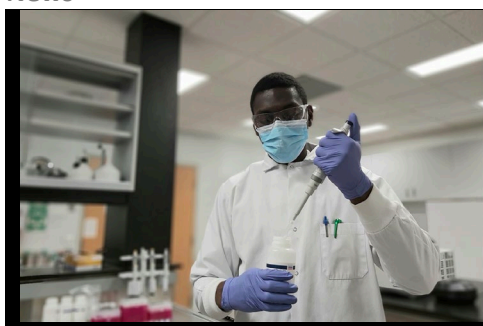
Our April Council meeting takes place during our Winter Term and final classes and assessments in most programs, and the second month of Winter Term classes for some students and faculty. I acknowledge the creativity, stamina, and passion for learning, teaching, and student success that have been so central to this Winter term. The leadership provided by Deans and Executive Directors, and executive teams within Colleges and Schools has been vitally important through this term as in all terms. Thank you.

Provost's Report to Council Page 4 of 8

Since our March Council meeting, the work associated with Fall 2021 intake has continued, as has the planning for Spring Convocation. So many are involved in supporting new, continuing and graduating students – both informally and formally. Of the many who might be acknowledged, thank you to the team in Teaching, Learning and Student Engagement who provide such an array of services essential to registration, admissions, access, outreach, awards, recruitment, wellness, and convocation. We are grateful for the care and creativity that ensures that graduation continues in these times affected by COVID, and that virtual Spring 2021 celebrations happen.

Thank you to the USSU and GSA for your leadership and advocacy for students. Thank you to the Executive teams led by Autumn de la Rose and Humaira Inam, respectively. We have all greatly benefited from the student advocacy, information-sharing, and initiatives led during this past year. We look forward to continuing these good working relationships as new leadership teams take up their roles from May 2021.

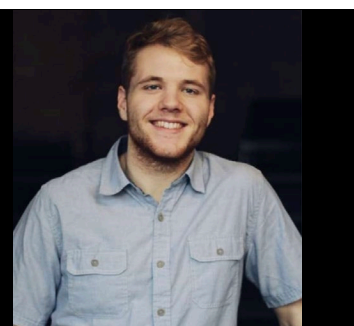
## News



Graduate students enrolled in AgBio programs receive funding to help set them up for success



Edwards student recognized for leadership at Indigenous Student Achievement Awards



Teachers inspire USask student to become an educator

## Meaningful impact

Our courageous, leading-edge research across USask continues to have significant impact (see highlights posted by the Office of the Vice President, Research [here](#)). Thank you to all those involved in knowledge-making and dissemination in our signature research areas and more.

One of the highlights for me this month was attending the Scholarship Showcase hosted by the College of Graduate and Postdoctoral Studies, in collaboration with the Office of Government Relations. Our Vice President Research welcomed the Hon Minister Makowsky, Minister of Advanced Education to the event. Min. Makowsky spoke of his genuine interest in the research the students are leading and the significance of research from our university for the growth of Saskatchewan. It was inspiring for us all as we listened to the students sharing their research.

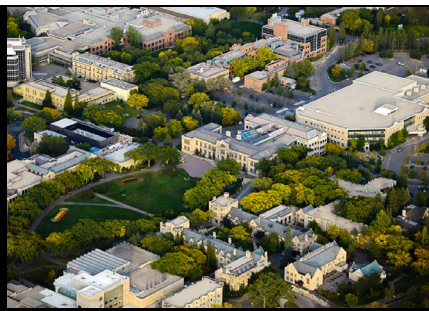
I was also more than delighted to meet members of Dean Jane Alcorn's team in the [College of Pharmacy and Nutrition](#), a leader in professional education and the conversion of science into high impact, high quality, research-informed, life-changing, and provincially/nationally/internationally renowned community-based professional services. Our conversation included Dr Alex Crawley ([Rx Files](#): A Canadian drug information resource centre), Dr Charity Evans and Dr Danielle Larocque ([Continuing Professional Development for Pharmacy Professionals](#) and [medSask](#)), Dr Derek Jorgenson ([Medication Assessment Centre](#)), and Dr Carol Henry and Dr Carrie Verishagen ([Eat Well Saskatchewan](#)). Thank you for the sharing about such inspired and inspiring scholarship and projects.



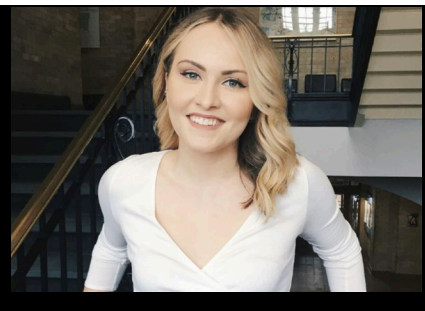
## News



[Creating Safer Spaces: Trans and Gender Diverse Health in Primary Care](#)



[USask uses federal funding to reduce carbon footprint. "It's a never-ending process," said Robert Bierman, manager of Facilities Sustainability and Engineering.](#)



[Nearly 150 USask pharmacy students to help with COVID-19 vaccine roll-out](#)

## Productive collaboration

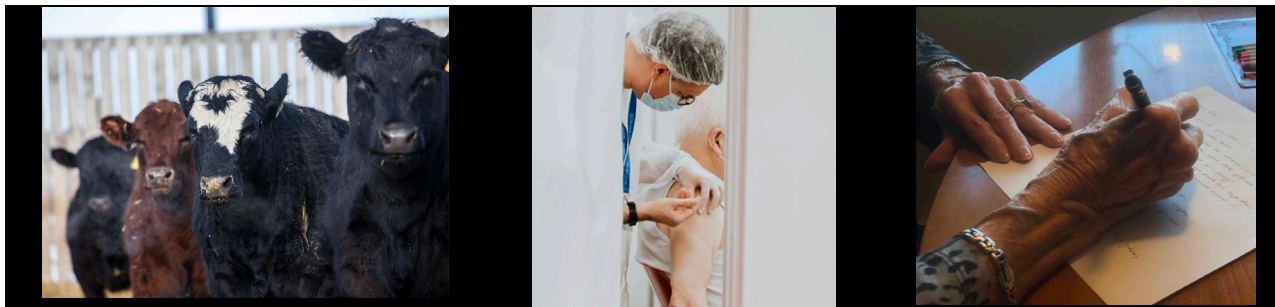
**Johnson Shoyama Graduate School of Public Policy:** Thank you for the most interesting 13th Annual [Tansley Lecture](#) hosted by the [Johnson Shoyama Graduate School of Public Policy](#): *The Deficit Myth: Modern Monetary Theory and the Birth of the People's Economy*, featured Stephanie Kelton, bestselling author and leading expert on modern monetary theory; professor, Stony Brook University; and former chief economist, U.S. Senate Budget Committee. Established in 2007, the Johnson Shoyama Graduate School of Public Policy is a centre for advanced education, research and training in policy and administration. It has locations at the University of Saskatchewan and the University of Regina. In opening the evening session, Executive Director [Dr Loleen Berdahl](#) shared about the exceptional programs (including Executive Education) and [research](#) impact for the province and nationally.

**Continuing our tradition of giving:** Through the [Office of the Vice President University Relations](#) and in partnership with the [USSU](#), we have started our annual Spring campaign inviting our staff, faculty, alumni, and donors worldwide to make donations in support of our students. We are very grateful to the Nasser Family Emergency Student Trust, and for the \$100,000 donation from our good friends Dr. Kay and Dora Nasser during this COVID year. These funds build on our tradition of donating to help students:

- Gifts to the [Nasser Family Emergency Student Trust](#) help students in crisis as they navigate unforeseen family, health, financial, or medical emergencies. The fund also helps students cover the basic necessities of food and shelter during this challenging time.
- Donations to the student-led [Peer Health Initiative](#), assist all students through education and outreach in the areas of mental health, substance use dependence and disorders, sexual health, healthy relationships and lifestyles, invisible disabilities, and assistance for student-parents.

If you have questions about this fundraising initiative, please contact Sacha Tegenkamp, Manager, Annual Giving, University Relations at 306-966-6077.

## News



A multi-agency research team led by University of Saskatchewan (USask) veterinary reproductive biologist Dr. Gregg Adams (DVM, PhD) aims to make rapid strides in improving the productivity, efficiency, and sustainability of Canada's \$18-billion beef sector.

Masks, vaccines, lockdown and trust: National survey reveals what Canadians think of COVID-19 pandemic response.

An intergenerational pen pal program initiated by a group of University of Saskatchewan (USask) College of Nursing students has found a way to help curb loneliness for older individuals experiencing isolation during the COVID-19 pandemic.

## Global Recognition

"The world needs a university that sets the standard in learning, research, scholarship, creativity, and community engagement".

***USask Building Bridges program:*** A program at USask that connects Indigenous and international students recently won an international award. The program earned the Innovative Practice Award given annually to individuals or programs across North America for creating and implementing an original or highly effective Indigenous student affairs program or practice for their campus. It's awarded by the Indigenous Student Affairs Network, which is a part of the American College Personnel Association, an organization from Washington, D.C., that supports and promotes higher learning. The program is a partnership between the Aboriginal Students' Centre (ASC) and the International Student and Study Abroad Centre (ISSAC).

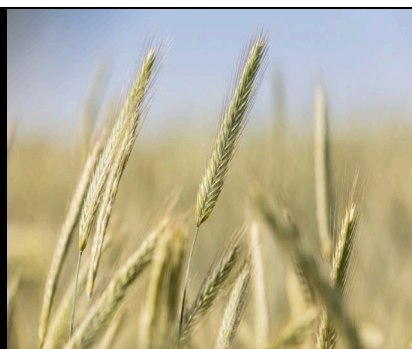
***College of Dentistry:*** A new partnership between the Northern Inter-Tribal Health Authority (NITHA), Saskatchewan Polytechnic and the University of Saskatchewan (USask) has been awarded \$150,000 by Indigenous Services Canada (ISC) to create a model for establishing the only accredited dental therapy program in Canada. The USask College of Dentistry has partnered with the Sask Polytech School of Health Sciences and NITHA to develop a proposal for a dental therapy program based in Saskatchewan. "By working together, we aim to create a jointly operated, accredited dental therapy program that will attract Indigenous students from all over Canada and improve access to care for remote and Indigenous populations not only in Saskatchewan but across the country," said Dr. Doug Brothwell, USask dentistry college dean.



## News



[New USask radiotracers could be key for new treatments and early detection for Parkinson's](#)



[USask scientists help find the key to decoding rye genome](#)



[USask and partners to establish only dental therapy program in Canada](#)



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Thursday, April 15th 2021

Hello and happy finals season, the second Winter Term Final Season that is remote due to COVID-19. We are hopeful that faculty and instructors have listened to the feedback of students that we have brought forward throughout the year, while developing their final exams and assignments. As the current executive is nearing the end of their term, we are focused on final meetings with members in the university, creating the new budget for the USSU, and developing a thorough transition for the incoming executives. The executive has met with the University of Saskatchewan Faculty Association, Dr. McDougall, and Nancy Turner in regards to the Town Halls that the USSU conducted. We have also met with the Pandemic Response Team, Association of Constituency Presidents, USSU council committees, and Usask Board of Governors. Our Womens' Centre hosted a Pro Choice Awareness week and we also highlighted our amazing Senior Managers over the course of a week as well. During the Internal Forum on March 26th the Executive, alongside President Stoicheff announced the signing of the Anti-Racist MOU which has been included below. Our USSU President had a lot of fun emceeding the Internal Forum as well as the Indigenous Students Experience Day The USSU has been busy developing new policies and terms of references for new committees and roles as well as funding opportunities for student groups to better support undergraduate students and staff. March is also election season for the USSU and we are excited that our incoming executive has been elected and will start on May 1st, 2021! The incoming executive is as follows:

- Tasnim Jaisee as President
- Abhineet Goswami as Vice President Operations and Finance
- Tauqueer Iftikhar as Vice President Academic Affairs
- Nickol Saenz as Vice President Student Affairs

The executive has taken the time that COVID has provided to make significant changes to the organization, but the biggest change is the retirement of our General Manager, Caroline Cottrell. Caroline announced that her last day will be April 30th, after 15 years of dedication and service to the USSU. We wish Caroline all the best in the future and are thankful for her many years of leadership and mentorship to the hundreds of student leaders who have sat on council or in an executive position.

With respect,  
Jamie Bell  
Kiefer Roberts  
Jory McKay  
Autumn LaRose-Smith

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## MEMORANDUM OF UNDERSTANDING

This document (the "MOU") is entered into on March 26<sup>th</sup>, 2021, between

THE UNIVERSITY OF SASKATCHEWAN STUDENTS' UNION  
and

THE UNIVERSITY OF SASKATCHEWAN  
March 26<sup>th</sup>, 2021

### Definitions and Preamble

The University of Saskatchewan Students' Union (USSU) and the University of Saskatchewan (USask) will work together in a coordinated way to dismantle institutional structures, policies and processes that contribute to inequalities faced by marginalized groups. This involves challenging oppressive and systemic racism at all levels across USask campuses as it affects our greater community.

Both parties understand the deeply rooted and colonial history of Canada and further understand that intentional and direct affirmative action needs to be taken. Education is a significant component in dismantling and critiquing racism and oppression, and the systems, structures, belief systems, values and attitudes in which it is rooted. These actions will require students, staff, faculty, and senior leadership to work together in collaboration to ensure that we are realizing a meaningfully inclusive, equitable, and safe working and learning environment. This involves proactively assessing and solving issues and providing a safe reporting mechanism for anyone experiencing racism.

### Article 1: Purpose and Principles

The purpose of this MOU is to define ways in which the USSU and USask can work together to dismantle racism and oppression within our USask community.

The essential principle is one of mutual respect through which concerted action can be taken without fear of retribution; as well as:

1. Pay careful attention and be responsive to on-campus dynamics that may positively influence or negatively suppress groups or individuals based on race.
2. Build strong and lasting relationships through any means possible.
3. Actively listen, learn, and set shared and achievable goals.

4. Work in collaboration by enacting nīkānītān manācihitowinihk (Cree), ni manachīhitoonaan (Michif), leading with respect (English).
5. Share leadership on initiatives related to anti-racism and oppression.
6. Conduct on-going assessment of outcomes and ensure continuity.
7. Take direct and appropriate action wherever possible without fear of retribution.

## **Article 2: Commitments of the USSU and USask**

### **Article 2.1: Commitments of the University of Saskatchewan Students' Union**

#### **The USSU will:**

1. Work within its mandate of serving and supporting undergraduate students by actively creating an environment within student union spaces, centres, and operations that ensure anti-racism, anti-oppression is an integral part of the Union's ethos.
2. Wherever practical and possible, provide employment for students that reflects the broader campus community.
3. Actively promote anti-racism, anti-oppression through its governing bodies, associate governing bodies, committees, and through the funding provided to campus groups and societies.
4. Work closely with support units within the portfolio of Teaching, Learning and Student Experience as well as the Office of Vice-Provost Indigenous Engagement, to develop, implement and promote anti-racism, anti-oppressive initiatives.
5. Allocate funding to groups and individuals with specific anti-racist, anti-oppressive programming and events. This funding will fall outside regular campus group grants.

### **Article 2.2: Commitments of the University of Saskatchewan**

#### **USask will:**

1. Identify anti-racism, anti-oppression training that is meaningful for our community and facilitate delivery of the training through credible and relevant means. Anti-racism/anti-oppression training will be mandatory for senior university leadership and related training will be encouraged for faculty and staff.
2. In collaboration with the Office of Vice-President Research, explore and provide research opportunities and partnerships that will provide insight into the current realities and future possibilities.
3. Explore opportunities to provide support for anti-racism, anti-oppressive initiatives organized by the USSU, student groups and individuals, including funding to be allocated by the USSU for such initiatives.
4. Create space for an undergraduate representative on the Anti-Racism, Anti-Oppression committee led by the Office of the Vice-Provost Indigenous Engagement to be filled or selected by the USSU.

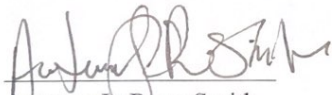


### Article 3: Reporting

The USSU and USask will conduct ongoing evaluations and assessments of outcomes to ensure continuity of anti-racism, anti-oppression work. Both parties will meet to collaboratively assess progress, remain informed of current research and campus initiatives, consider ways to report on retention activities for students, and explore possibilities for continued work.

### Article 4: General

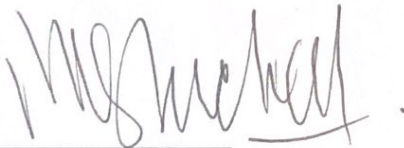
1. This MOU serves to define the means to enhance and encourage further joint engagements; however, the parties acknowledge and agree this MOU is not meant to create a binding legal relationship, enforceable rights or obligations between them, but rather it is the expectation of the parties that if any joint projects are pursued the parties, acting reasonably, shall negotiate and execute legally binding agreements with respect to the same that will set out the obligations and responsibilities of each.
2. The parties intend to contribute internal resources to complete the tasks set out in this MOU. The parties acknowledge and agree that any retention of third party consultants or the launch of any project requiring other resources, and associated cost sharing, shall be agreed to in writing in advance of any expenses being incurred.



Autumn LaRose-Smith

President

University of Saskatchewan Students' Union



Peter Stoicheff

President and vice-chancellor

University of Saskatchewan



University of Saskatchewan Graduate Students' Association

**University Council Report, April 2021**

Dear Members of Council,

As my term as the Graduate Students' Association (GSA) President comes to an end, I would like to express my thanks to all members of Council on behalf of the GSA Executive for being provided the opportunity to advocate for graduate students on this platform and sharing our initiatives for the 2020-2021 fiscal year. Although it has been a difficult year for all of us due to the ongoing pandemic, I see things turning around for the positive, with plans being put in place for the next academic year and the rollout of vaccines. In my last report for Council, I will be providing a brief update on the following initiatives:

1. Tuition
2. GSA Annual Awards
3. Three Minute Thesis Competition
4. Graduate Professional Skills

**1. Tuition**

In regard to tuition, the GSA hopes that we were able to communicate our graduate students' input on the proposed tuition hike for the 2021-2022 academic year, and the Board of Governors take this into consideration when they make their decision. We look forward to a positive response from the Board of Governors, as well as working with the College of Graduate and

Postdoctoral Studies Dean and the Provost to establish a mutual understanding of tuition consultation and communication in the near future.

## **2. GSA Annual Awards**

Due to the ongoing pandemic situation the GSA Annual Awards Gala will not be held in-person at the Remai Modern Museum this year. The in-person component of the gala has been deferred to a time when COVID-19 restrictions will be lifted, and we are able to socialize in large gatherings to celebrate our winners. The GSA will be continuing to recognize graduate students and faculty accomplishments with the distribution of these awards. The GSA Awards Committee will be meeting to select the winners for this year's annual awards, and the GSA Executive will be arranging for the awards to be picked up or delivered to the winners.

## **3. Three Minute Thesis Competition**

The GSA hosted the 3MT Competition virtually this year on March 26, 2021 via WebEx from 9:00 AM to 4:30 PM (CST). We had a total of 28 graduate students who participated in this competition with enthusiasm and conviction. There was a number of interesting research topics that were shared, and it was a wonderful opportunity to recognize the work and effort that our graduate students put into their research topics. Once the judges have made their selections, the 3MT Competition videos will be made publicly available on the GSA website and YouTube page. We look forward to announcing the final winner who will be going onto the regional competition. The GSA would like to thank the College of Graduate and Postdoctoral Studies for financially supporting this initiative.

## **4. Graduate Professional Skills**

One of our goals this fiscal year was to provide initiatives that would enhance professional skills and assist graduate students in the working world after graduation. We are pleased to announce that our workshop series in collaboration with the Student Employment and Career Centre (SECC) were a success. We focused on topics such as resume and cover letter writing, interview skills, how to effectively use LinkedIn, and job searching techniques in today's online world. Our

workshops were well-attended given the online nature of events this year, and we were able to provide graduate students with resources. We would like to extend our sincere thanks to Dawne Warner who took out the time to lead these workshops for graduate students.

Lastly, the GSA Executive would like to welcome our incoming Executives for the 2021-2022 fiscal year at the Graduate Students' Association. We know that they will do a wonderful job advocating for graduate students, organizing events to engage students, and collaborating with partners on campus. The GSA will continue its role in discussing concerns that are important to graduate students and have an open line of communication with the USask community to work on future initiatives.

Humaira Inam

*President*

*Graduate Students' Association*

**UNIVERSITY COUNCIL  
GOVERNANCE COMMITTEE  
REQUEST FOR DECISION**

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**PRESENTED BY:** Terry Wotherspoon, Chair, Governance Committee

**DATE OF MEETING:** April 15, 2021

**SUBJECT:** **Request for Decision: Postdoctoral Fellows Policy  
Revisions**

**DECISION REQUESTED:**

*It is recommended that University Council approve the proposed revisions to the Postdoctoral Fellows Policy (as attached), pending the approval of the Board of Governors, effective June 22, 2021.*

**PURPOSE:**

The purpose of this agenda item is to request Council's approval of the proposed revisions to the Postdoctoral Fellows (PDF) Policy.

**DISCUSSION SUMMARY:**

The existing PDF Policy was approved by University Council and the Board of Governors in December 2004. The postdoctoral landscape in Canada has changed over the past 16 years and more recently has changed significantly at the University of Saskatchewan (USask).

On January 16, 2019, an interest arbitration award finalized the first collective bargaining agreement between the university and the Public Service Alliance of Canada (PSAC), representing PDFs. This first collective bargaining agreement formalized terms and conditions for most PDFs as employees at USask. As a result of the changes brought forward through the collective agreement, the existing PDF Policy no longer reflects the status of PDFs at USask. Through consultation between Labour Relations and the College of Graduate and Postdoctoral Studies (CGPS), it was proposed that the PDF Policy should be revised to align with the PSAC Local 40004 Collective Agreement. CGPS also took into consideration the objectives of the current policy.

In summary, proposed major changes to the 2004 PDF Policy that are presented in the attached documentation include:

- Aligning the policy with current procedures
- Updating language and out-of-date terminology and providing links to relevant policies and procedures
- Expanding on the definitions for faculty members and supervisors
- Defining the different appointment categories for postdoctoral fellows (in-scope and external)



- Clearly defining the maximum term for a PDF
- Formatting the policy to align with other institutional policies

### **CONSULTATION:**

After consultation with the Governance Office and People & Resources, it was determined that certain sections of the policy were procedure-based and would be more appropriately housed under the purview of CGPS, rather than university policy. The Policy that had previously been approved by Graduate and Postdoctoral Council on October 13, 2020 was therefore separated into two documents, one being the policy, the other being procedures.

Changes to the policy since its October 13, 2020 approval by Graduate and Postdoctoral Council:

- Minor updates to the language for clarification and links to relevant policies and documents
- Moved the following sections from policy document to the CGPS procedures document:
  - Intellectual property
  - Recruitment and selection
  - Notice
  - Remuneration
  - Benefits
  - Research allowances
  - Teaching
  - Conflict resolution procedures

Graduate and Postdoctoral Council was updated about the modification in format, breaking the document into two, at its February 9, 2021 meeting, and the CGPS Postdoctoral Studies Advisory Committee has reviewed and given its continued endorsement to the two documents on February 17, 2021, with minor modifications.

On February 23, 2021 representatives from CGPS, the Governance office and People & Resources met to discuss the policy and procedures and made additional minor modifications to the documents.

Additionally, drafts of the PDF Policy and the CGPS Postdoctoral Procedures documents are being shared with the Public Service Alliance of Canada (PSAC) Local 40004 representing Postdoctoral Fellows for information.

The PDF procedures attached to this Council agenda item are for information only, they are not presented for approval. The procedures are within the purview of CGPS.

**DECISION PROCESS:**

At its meeting on October 13, 2020 Graduate and Postdoctoral Council of the CGPS accepted the revised PDF Policy. On March 9, 2021, the Governance Committee of Council approved a motion to recommend to Council the attached proposed revisions to the PDF Policy. A request for input from University Council was presented on March 18, 2021. No additional feedback was received. Pending Council approval, a request to approve these revisions will be presented to the Board of Governors on June 21, 2021.

**ATTACHMENTS:**

Attachment 1: Postdoctoral Fellows Policy

Attachment 2: Postdoctoral Fellows – CGPS Procedures (*for information*)

No tracked changes version of the current policy is provided given the extent of the proposed changes, which results in very limited readability.

**REFERENCES:**

[Link to existing Postdoctoral Fellows Policy \(2004\) on USask website](#)

## Postdoctoral Fellows Policy

Authorization: Board of Governors / University Council

University Council approved on XXXXX

Board of Governors approved on XXXXX

This policy should be read in conjunction with the Collective Agreement between the University of Saskatchewan and the Public Service Alliance of Canada (PSAC), Local 40004 (Post Doctoral Fellows)

(<https://careers.usask.ca/agreements/psac/agreements/postdoctoral/psac-pdf-table-of-contents.php>).

### 1.0 Guiding Principles

1.1 Postdoctoral Fellows (PDFs) are valuable members of the University of Saskatchewan community. As trained researchers, they have the opportunity to make meaningful contributions to the vitality of the university's research environment.

The PDFs' primary objectives include developing the skills and knowledge necessary to become independent investigators and making scholarly contributions to the conception, development and completion of research projects.

### 2.0 Purpose

2.1 The purpose of this policy is to define the status and the role of a person holding an appointment as a PDF (see "appointment categories for PDFs" below) and, in support of this purpose, to establish the requirements for such appointments and to outline the scope of a PDF's intended activities.

### 3.0 Scope

3.0 This policy applies to PDFs (whether in-scope or externally funded), faculty members, and administrators at the University of Saskatchewan.

### 4.0 Definitions

4.1 Postdoctoral Fellow (PDF): An individual who holds a Postdoctoral Fellowship appointment.

4.1.1 There are two appointment categories for PDFs:

- a) A PDF who receives full or partial funding from university sources (e.g. from a research grant or contract obtained by their supervisor, from a research unit of the University, etc.) is considered an employee of the University of Saskatchewan and will be appointed in-scope of the Public Service Alliance of Canada (PSAC), Local 40004 (referred to as an in-scope PDF). The terms and conditions of their working relationship with the faculty supervisor will be governed by the Collective Agreement between the University of Saskatchewan and the Public Service Alliance of Canada (PSAC), Local 40004 (Post Doctoral Fellows).

- b) A PDF who has secured 100% of their own transferrable funding from an external source (e.g., NSERC Postdoctoral Fellowship, SHRF Research Fellowship, etc. awarded directly to the PDF, not to the supervisor) is not an employee of the university and will be appointed as an external PDF. In some cases, funding derived from external sources may be administered through the university payroll system as a “paymaster,” but it does not constitute an employment relationship.
- c) Unless otherwise required by the context, both in-scope and external PDFs will be referred to in this policy simply as PDFs.

4.2 Faculty member: Any professional position at or through the University of Saskatchewan, excluding PDFs, that confers the right to hold a research grant. For purposes of this definition, a “faculty member” includes a person holding an appointment at the university in one of the following ranks: Assistant Professor, Associate Professor, Professor, Adjunct Professor, and Professor Emeritus.

4.3 Supervisor: The individual to whom the PDF reports directly in the performance of their research (and sometimes teaching) duties, and with whom the PDF carries out research projects. The supervisor shall be a member of the College of Graduate and Postdoctoral Studies (CGPS).

4.4 University: University of Saskatchewan.

## 5.0 Policy

The following applies to all PDFs, regardless of whether they are in-scope or externally funded.

### 5.1 Appointment Requirements and Eligibility

5.1.1 CGPS is the college responsible for the academic and administrative needs of PDFs at the University of Saskatchewan. All PDFs shall be appointed through and registered with CGPS. Guidelines regarding these appointment and registration processes are available on the [CGPS website](#). The information gathered from these processes may be used to provide information for both strategic and research planning.

5.1.2 The PDF must normally have been awarded a PhD or equivalent within five (5) years immediately preceding the appointment.

5.1.3 Appointments are normally one-to-two years and may be renewable to a maximum of five years from the year of PhD conferral.

5.1.4 An exception to the requirements set out in section 5.1.3 may be made by the Associate Dean, CGPS, on request by the supervisor, but only when such an application is made in advance, in writing.

5.1.5 All PDFs must have a supervisor.

5.1.6 All PDFs are required to adhere to all university policies, the respective collective agreement and relevant legislation as applicable.

5.1.7 At all times, both the offer and the continuation of an appointment as a PDF will be subject to the availability of sufficient funding.

5.1.8 PDFs may be appointed full-time or part-time.

#### 5.4 Research Responsibilities

5.4.1 The supervisor is required to provide a research environment suitable for the completion of the research project(s) that the PDF will undertake. The nature of this research should be appropriate to the PDF's desire to gain additional skills, knowledge, and expertise relevant to future career goals.

5.4.2 The supervisor is required to manage the research space and activity to ensure compliance with university policies including certificates for [Animal Care and Human Ethics](#).

5.4.3 The PDF must acknowledge the role of the supervisor in the general direction of the research and provide all research results and conclusions to the supervisor in a timely and cooperative manner.

5.4.4 The supervisor and PDF must comply with the [Responsible Conduct of Research Policy](#), other university policies, the respective collective agreement and relevant legislation as applicable.

#### 6.0 Additional Items

Additional information for appointments of external PDFs is outlined here [LINK]

Additional employment information for in-scope PDFs is outlined in the [USask/PSAC Collective Agreement \(Post Doctoral Fellows\)](#), including hours of work, vacation, leaves of absence, postings and appointments, etc.

## Postdoctoral Fellows – CGPS Procedures

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Where applicable, these procedures should be read in conjunction with the with the [University of Saskatchewan Policies for Postdoctoral Fellows](https://careers.usask.ca/agreements/psac/agreements/postdoctoral/psac-pdf-table-of-contents.php) and the Collective Agreement between the University of Saskatchewan and the Public Service Alliance of Canada (PSAC), Local 40004 (Post Doctoral Fellows) (<https://careers.usask.ca/agreements/psac/agreements/postdoctoral/psac-pdf-table-of-contents.php>)

### 1. Recruitment and Selection

- 1.1. Faculty members are responsible for the recruitment and selection of PDFs, must ensure that selected individuals are eligible to hold a PDF appointment at the university and must adhere to the appointment requirements under the applicable collective agreement.
- 1.2. PDF candidates may be required to submit documentation to potential supervisors. Possible documentation may include, but is not limited to: a CV, letters of reference, official transcripts (forwarded directly from the granting institutions), research papers (in press or submitted), and a brief research proposal.

### 2. Remuneration

- 2.1. In-scope PDFs must receive a minimum salary as outlined in the USask/PSAC Local 40004 (Post Doctoral Fellows) Collective Agreement and are subject to any negotiated annual increases.
- 2.2. All external PDFs must receive a minimum stipend in line with the current minimum salary of in-scope PDFs.
- 2.3. In cases where external funding does not meet the minimum requirement, the funding must be topped up by the supervisor or other internal sources to meet or exceed the minimum requirement. An internal top up will change the appointment category for the PDF; please refer to the appointment categories as outlined in the Postdoctoral Fellows Policy [LINK].

### 3. Benefits

- 3.1. In-scope PDFs are eligible for benefits as outlined in the USask/PSAC Collective Agreement (Post Doctoral Fellows).
- 3.2. External PDFs are not eligible for the University of Saskatchewan's employment benefits as defined in the PSAC Collective Agreement, as they are not employees of the University.

### 4. Notice

- 4.1. Written notice of one (1) month is expected for the resignation of an external PDF.
- 4.2. Written notice of six (6) weeks is expected for the termination of an external PDF.
- 4.3. Notice requirements for in-scope PDFs are outlined in the USask/PSAC Collective Agreement (Post Doctoral Fellows).

### 5. Intellectual Property

Please note that the Office of the Vice President, Research is currently conducting a university-wide review of Intellectual Property policies that might result in a modification to the following language.

- 5.1. Intellectual property is the term used to describe the creative results of research and scholarly activity which may have immediate realizable value or value upon further development and commercial use or production. It may take various forms, such as patentable discoveries and

inventions, copyrightable works (books, paintings, photographs, computing software, graphics, etc.) non-patentable technical knowhow and trade secrets. Ownership of intellectual property rests in the creator but is assignable. University faculty and administrative personnel assign certain intellectual property ownership rights to the university on appointment.

- 5.2. The supervisor will inform a PDF of any prior intellectual property agreements covering any research work that they are to undertake. The commitments made in the agreements, and any benefits or the lack thereof, must be communicated in writing to the PDF. A copy of this intellectual property agreement must accompany the registration, along with an acknowledgement by the PDF that the conditions are understood.
  - 5.3. The supervisor will involve PDFs in any intellectual property agreements for any research work that the PDF will be involved in that may yield patentable or commercial benefits.
  - 5.4. In-scope PDFs should refer to the article on Intellectual Property as outlined in [the USask/PSAC Collective Agreement \(Post Doctoral Fellows\)](#).
6. PDF Research Allowances
- 6.1. Many agencies which provide funding to PDFs from competitions (e.g. Tri-Agency, SHRF, Mitacs, etc.) also provide small research allowances. These research allowances when administered by the University of Saskatchewan may be held by a faculty member (or equivalent) or the PDF, who agrees to manage the funds on behalf of the PDF as per university and funding agency policies.
  - 6.2. Different agencies have specific rules concerning these allowances which are outlined in the terms and conditions of the award. Most granting agencies that provide these funds do so for the benefit of the PDF, not the benefit of the supervisor. These funds are intended to provide support for eligible expenses as outlined in the conditions of the award related to the PDF's research activities (e.g. travel for meetings and conferences, journal subscriptions, computer and software, and possibly moving expenses, etc.) that might not be normally available to PDFs from the supervisor's research funding. In the absence of regulations from the granting agency, all items purchased with these funds remain the property of the University of Saskatchewan.
  - 6.3. Research allowances administered by the University of Saskatchewan, including those provided by the supervisor's research grants, are not considered employment income.
7. Teaching
- 7.1. PDFs may be eligible to participate in a limited amount of teaching activity. Normally, teaching will be limited to a maximum of three credit units per annum.
  - 7.2. While the primary purpose of a PDF is to conduct research, the University of Saskatchewan embraces the teacher/scholar model. PDFs are encouraged to build a teaching portfolio; a PDF who intends to teach should discuss the arrangements with the supervisor and establish whether or not the terms of the grant or fellowship allow teaching. The supervisor must be satisfied that the research obligations and responsibilities of the PDF will not be negatively affected by any teaching duties and responsibilities.
8. Conflict Resolution Procedure
- 8.1. The academic home for PDFs is CGPS.
  - 8.2. A PDF and supervisor are encouraged to resolve any issues informally through discussion. Should this be unsuccessful, the PDF and/or supervisor may bring unresolved issues to the attention of an appropriate authority (Department Head, Director of an academic unit or

centre, or Dean of a College).

- 8.3. If the higher authority is not able to resolve an issue, the authority, supervisor or PDF may bring the issue to the attention of the Associate Dean, CGPS. If necessary, the Associate Dean will work with the Office of the Vice President, Research to facilitate any subsequent actions.
- 8.4. Should the steps outlined in 8.2 and 8.3 be unsuitable, a PDF or supervisor may bypass these steps to bring the issue directly to the attention of the Associate Dean, CGPS.
- 8.5. An alternative reporting option is the safe disclosure reporting mechanism, provided by ConfidenceLine (available 24/7, [online](#) or by phone at 1-844-966-3250).
- 8.6. Additional conflict resolution and formal grievance procedures for In-Scope PDFs are outlined in the [USask/PSAC Collective Agreement \(Post Doctoral Fellows\)](#).
- 8.7. Additional resources include the Equity, Diversity, and Inclusion Policy, the Discrimination and Harassment Prevention Policy, the Sexual Assault Prevention Policy and the Violence Prevention Policy (<https://policies.usask.ca>).



UNIVERSITY COUNCIL  
ACADEMIC PROGRAMS COMMITTEE  
REQUEST FOR DECISION

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**PRESENTED BY:** Susan Detmer, Chair, Academic Programs Committee

**DATE OF MEETING:** April 15, 2021

**SUBJECT:** **Admissions Qualification Change – Doctor of Philosophy (Ph.D.)  
program in Applied Economics**

**DECISIONS REQUESTED:**

*It is recommended:  
That Council approve the addition of the Graduate Record Exam (GRE) and /or the Graduate  
Management Admission Test (GMAT) for Doctor of Philosophy (Ph.D.) program in Applied  
Economics, effective the 2022-23 admissions cycle*

**PURPOSE:**

University Council has the authority to approve changes to the admissions qualifications for degrees and degree-level programs, but requires confirmation of University Senate before such changes can be implemented.

**CONTEXT AND BACKGROUND:**

The Applied Economics program proposes to add the GRE and/or the GMAT as a requirement for admissions for students who have not earned a degree from Canada and/or the United States. The rationale for adding this requirement for international students is to aid strong students applying from foreign schools that are not known to USask faculty and admissions. It is challenging to assess student abilities on the basis of undergraduate performance alone, and the GRE/GMAT will be an additional tool to identify strong applicants, as they both assess skills such as verbal reasoning, quantitative reasoning, and analytical writing.

**CONSULTATION:**

The College of Graduate and Postdoctoral Studies voted in favor of adding the GRE as an admissions requirement for the PhD program in Applied Economics at its March 1, 2021 programs committee, and the executive committee confirmed that approval via email. The academic programs committee reviewed the proposal for this change to admissions qualifications at its March 24, 2021 meeting and recognized the role the GRE will have for helping identify quality international applicants from new

and/or unknown markets, though they recognized the increased financial burden that this test will add for international applicants. APC's vote on this matter was, therefore, not unanimous.

**ATTACHMENTS:**

**1. Memorandum – Applied Economics Ph.D. changes**



## MEMORANDUM

**To:** Executive Committee of CGPS

**Copy:** Murray Fulton, Graduate Chair, Applied Economics

**From:** Graduate Programs Committee

**Date:** March 8, 2021

**Re:** Proposed change to admission requirements – Doctor of Philosophy in Applied Economics

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The Applied Economics programming committee would like to change the admission requirements for their Doctor of Philosophy (PhD) programming to include the submission of the Graduate Record Exam (GRE) and/or the Graduate Management Admissions Test (GMAT). The GRE and/or GMAT would be recommended for all applicants, and it would be required for applicants who had not earned a previous degree in Canada or the United States. The purpose is to allow the admission review committees to assess applications more holistically.

The direct-entry admission requirements (for applicants without an earned master's degree) would change as follows:

- a four-year honours, or equivalent, from a recognized university in a relevant academic discipline in an academic discipline relevant to the proposed field of study
- a cumulative weighted average of at least a 80% (U of S grade system equivalent) in the last two years of full-time undergraduate study (i.e. 60 credit units of course work)
- Language Proficiency Requirements: Proof of English proficiency may be required for international applicants and for applicants whose first language is not English. See the College of Graduate and Postdoctoral Studies Academic Information and Policies in this Catalogue for more information
- **Graduate Record Examination (GRE) and Graduate Management Admission Test (GMAT): Submission of the GRE and/or the GMAT is recommended for all applicants. Applicants who have not earned a degree from Canada or the United States are required to submit an up-to-date GRE and/or a GMAT score.**

The standard admission requirements (for applicant with an earned master's degree) would change as follows:

- Language Proficiency Requirements: Proof of English proficiency may be required for international applicants and for applicants whose first language is not English.
- Master's degree, or equivalent, from a recognized university in a relevant academic discipline
- a completed on-line application, the application fee, and all supporting application documents
- a cumulative weighted average of at least a 70% (U of S grade system equivalent) in the last two years of full-time study (i.e. 60 credit units)

- Graduate Record Examination (GRE) and Graduate Management Admission Test (GMAT): Submission of the GRE and/or the GMAT is recommended for all applicants. Applicants who have not earned a degree from Canada or the United States are required to submit an up-to-date GRE and/or a GMAT score.

The Graduate Programs Committee reviewed the proposal on March 1, 2021, and they passed the following motion:

Motion: *To recommend approval of the addition of the Graduate Record Exam (GRE) and/or Graduate Management Admission Test (GMAT) to graduate programming in Applied Economics.*

Chibbar/Morrison      CARRIED      Unanimous

Attached please find the full proposal.

If you have any questions, please contact Kelly Clement at [kelly.clement@usask.ca](mailto:kelly.clement@usask.ca)

:kc

## MEMORANDUM

**Date:** March 1, 2021

**To:** Academic Programs Committee, CGPS

**From:** Murray Fulton, Graduate Chair, Applied Economics (APEC)

**CC:** Debby Burshtyn, Dean of Graduate Studies  
Kelly Clement, College of Graduate and Post-Doctoral Studies

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The Applied Economics program is requesting the following language be added to its admission requirements for its graduate degree:

*Graduate Record Examination (GRE) and Graduate Management Admission Test (GMAT): Submission of the GRE and/or the GMAT is recommended for all applicants. Applicants who have not earned a degree from Canada or the United States are required to submit an up-to-date GRE and/or a GMAT score.*

University Council approved similar language in 2016 for the MA degree in Economics.

### Background

As is the case with the MSc and PhD programs in Agriculture Economics, the Applied Economics PhD program reviews many applications each year – this year we reviewed 100. From this long list of applicants, we shortlisted roughly 15 applicants. Faculty interested in a student recruit from this short list after some additional correspondence and typically an interview.

Having completed this process, we believe that having GRE/GMAT scores for student outside of North America would give us useful additional information for our selections. In particular, we feel that requiring a GRE/GMAT would significantly help strong students who are applying from foreign schools that are unknown to our faculty.

In our experience, the grades and references of international applicants are only weakly correlated with their abilities: some students with strong grades perform well, others perform well below average. Because of this weak connection, faculty are reluctant to accept students from foreign schools, and particularly if we have either not recruited from there before or have recruited a poor student in the past. This reluctance has resulted in an unfortunate situation in which good applicants are not admitted. Requiring a GRE/GMAT score would partially resolve this issue by providing a universal, albeit imperfect, measure of an applicant's abilities.

### Rationale for the GRE and GMAT

The Graduate Record Examination and the Graduate Management Admission Test are standardized tests that measure skills such as verbal reasoning, quantitative reasoning, and analytical writing. These skills are necessary for success in an applied economics graduate

program. The Applied Economics Graduate Committee believes that GRE/GMAT scores are a useful additional indicator of the prospect for success in our programs.

Currently, the Applied Economics program requires that application packages include transcripts of previous degrees, letters of recommendation, and a statement of interest. The transcripts provide relatively precise information about the performance of students from institutions in Canada and the United States. The committee has an understanding of what it means to be an “A” student at the University of Saskatchewan and a “B” student at the University of Victoria.

However, the Applied Economics graduate committee has found that transcripts from countries outside of Canada and the United States are less useful for gauging an applicant’s academic ability. Many of these transcripts come from institutions whose quality and grading system are unknown to the committee. A GRE/GMAT score would provide additional useful information for these students.

### **Differential requirements for degree holders outside of Canada and the United States**

The proposed requirement is motivated by our inability to assess the academic preparedness of applicants outside of Canada and the United States. Our graduate committee and faculty members are comfortable evaluating undergraduate transcripts from domestic and American schools because we are familiar with the quality of their programs. This is not the case for students from outside North America.

As Table 1 shows, most of the comparable programs to the Applied Economics require a GRE for students from outside of Canada and the United States. Indeed, requiring a GRE of certain applicants is common in economics and agricultural economics programs, and our proposed requirement is consistent with the language of comparable schools within the U15.

### **Bias in standardized tests**

We recognize that standardized tests are often biased. A meta-analysis of the GRE (Kuncel and Hazlett (2007)) find that:

*Overall and across tests, research has found that regression lines [that predict educational outcomes based on standardized test scores] frequently do not differ by race or ethnic group. When they do, tests systematically **favor** minority groups. Tests do tend to underpredict the performance of women in college settings but not in graduate school. (emphasis added)*

It is worth noting the University of Saskatchewan uses numerous standardized tests for admission into its graduate programs: the IETLs is required for non-English speakers, the GRE is required by some departments (at least for students outside of Canada and the United States), and the GMAT is required for the MBA program at Edwards School of Business.

Thanks for considering the proposed change to our admission requirements. I would be happy to further discuss this proposal with the Academic Program Committee.

**Table 1: GRE requirements in comparable programs**

<b>Department</b>	<b>GRE requirement*</b>
Alberta (Econ)	Required for degrees outside Canada or United States
Calgary (Econ)	Not required
Manitoba (Econ)	Not required
McGill (Econ)	Required for degrees outside Canada
McMaster (Econ)	Not required
Ottawa (Econ)	Not required
Queen's (Econ)	Required for degrees outside Canada or United States
Saskatchewan (Econ)	Required for degrees outside Canada or United States
Toronto (Econ)	Required for degrees outside Canada
UBC (Econ)	Required for degrees outside Canada
Waterloo (Econ)	Not required
Western (Econ)	Required for degrees outside Canada
Alberta (Ag econ)	Required for PhD applicants
Guelph (Ag econ)	Required for PhD applicants
Iowa State (Ag econ)	Required for all applicants
North Dakota State (Ag econ)	Required for all applicants
Minnesota (Ag econ)	Required for all applicants
Washington State (Ag econ)	Required for all applicants

Source: Agricultural and Resource Economics Memo to Academic Programs Committee

## References

Kuncel, Nathan R. and Sarah A. Hazlett, 2007. Standardized Tests Predict Graduate Students' Success. *Science*, 315(5815): 1080-1081.

UNIVERSITY COUNCIL  
ACADEMIC PROGRAMS COMMITTEE  
REQUEST FOR DECISION

---

**PRESENTED BY:** Susan Detmer, Chair, Academic Programs Committee

**DATE OF MEETING:** April 15, 2021

**SUBJECT:** Admissions Qualification Change – Graduate programs in  
Agricultural Economics

**DECISIONS REQUESTED:**

*It is recommended:*

*That Council approve the addition of the Graduate Record Exam (GRE)) for graduate programs in Agricultural Economics, effective the 2022-23 admissions cycle*

**PURPOSE:**

University Council has the authority to approve changes to the admissions qualifications for degrees and degree-level programs, but requires confirmation of University Senate before such changes can be implemented.

**CONTEXT AND BACKGROUND:**

The Department of Agricultural and Resource Economics proposes to add the GRE as a requirement for admissions to graduate programs for applicants who have not earned a degree from Canada and/or the United States. The rationale for adding this requirement for international students is to aid strong students applying from foreign schools that are not known to USask faculty and admissions. It is challenging to assess student abilities on the basis of undergraduate performance alone, and the GRE will be an additional tool to identify strong applicants, as they both assess skills such as verbal reasoning, quantitative reasoning, and analytical writing.

**CONSULTATION:**

The College of Graduate and Postdoctoral Studies voted in favor of adding the GRE as an admissions requirement for graduate programs in Agricultural Economics at its March 1, 2021 programs committee, and the executive committee confirmed that approval via email. The academic programs committee reviewed the proposal for this change to admissions qualifications at its March 24, 2021 meeting and recognized the role the GRE will have for helping identify quality international applicants from new and/or unknown markets, though they recognized the increased financial burden that this test will add for international applicants. APC's vote on this matter was, therefore, not unanimous.



**ATTACHMENTS:**

- 1. Memorandum – Agricultural Economics admissions requirement change**

**MEMORANDUM**

**To:** Executive Committee of CGPS

**Copy:** Richard Gray, Graduate Chair, Agricultural Economics

**From:** Graduate Programs Committee

**Date:** March 8, 2021

**Re:** Proposed change to admission requirements – graduate programming in Agricultural Economics

---

The Department of Agricultural and Resource Economics is seeking approval to change the admission requirements for their graduate-level Agricultural Economics programming to include the submission of the Graduate Record Exam (GRE). The GRE would be recommended for all applicants, and it would be required for applicants who had not earned a previous degree in Canada or the United States. The purpose is to allow the admission review committees to assess applications more holistically.

The Graduate Programs Committee reviewed the proposal on March 1, 2021, and they passed the following motion:

*Motion: To recommend approval of the addition of the Graduate Record Exam (GRE) to graduate programming in Agricultural Economics.* Chibbar/Morrison CARRIED Unanimous

Attached please find the full proposal.

If you have any questions, please contact Kelly Clement at [kelly.clement@usask.ca](mailto:kelly.clement@usask.ca)

:kc

## MEMORANDUM

**To:** Academic Programs Committee, CGPS

**From:** Richard Gray, Graduate Chair, Department of Agricultural and Resource Economics (AREC)

**CC:** Debby Burshtyn, Dean of Graduate Studies  
Kelly Clement, College of Graduate and Post-Doctoral Studies;  
Ken Belcher, Department Head, AREC

---

The Department of Agricultural and Resource Economics is requesting the following language be added to its admission requirements for its graduate degrees:

*Graduate Record Examination (GRE): Submission of the GRE is recommended for all applicants. Applicants who have not earned a degree from Canada or the USA are required to submit a GRE.*

University council approved the same language in 2016 for the MA degree in Economics.

### Background

We are just completing the arduous process of screening nearly 200 applicants who applied for the MSc in Agricultural Economics and an additional 45 applicant who have applied for the PhD in and agricultural economics. From the long list of applicants, we shortlisted the 18 applicants for the MSc and 6 for the PhD for approximately 10 MSc positions and 2 PhD positions. Faculty interested in a student will recruit from this short list after some additional correspondence and typically an interview.

Having completed this process, we believe that having GRE scores for student outside of North America would give us useful additional information for our selections.<sup>1</sup> In particular, we feel that requiring a GRE score would significantly help strong students who are applying from foreign schools that are unknown to our faculty. In our experience, the grades and references of these applicants are only weakly correlated with their abilities: some students with strong grades from unknown schools perform well, others perform well below average. Understandably, faculty are reluctant to accept students from foreign schools that we have either not recruited from before or have recruited a poor student from in the past. This has resulted in an unfortunate situation in which applicants from certain schools are unlikely to find a supervisor regardless of their grades and references. Requiring a GRE score would partially resolve this issue by providing a universal, albeit imperfect, measure of each applicant's abilities.

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<sup>1</sup> Kuncel, Nathan R and Sarah A Hazlett, 2001. A Comprehensive Meta-Analysis of the Predictive Validity of the Graduate Record Examinations: Implications for Graduate Student Selection and Performance. *Psychological Bulletin*, 127(1):162-181.



## **Rationale for the GRE**

The Graduate Record Examination is a standardized test that measures skills such as verbal reasoning, quantitative reasoning, and analytical writing. These skills are necessary for success in an applied economics graduate program. The Graduate Committee believes that GRE scores are a useful additional indicator of the prospect for success in our graduate programs.

Currently, the Department requires that application packages include: undergraduate transcripts, letters of recommendation, and a statement of interest. The undergraduate transcript provides the department with relatively precise information about the performance of undergraduate students from institutions in Canada and the United States. The committee has an understanding of what it means to be an “A” student at the University of Saskatchewan and a “B” student at the University of Victoria. Of course, more information is better, hence the recommendation that all students complete the GRE.

However, the graduate committee has found that undergraduate transcripts from countries outside of Canada and the United States are less useful for gauging an applicant’s academic ability. Many of these transcripts come from institutions whose quality and grading system are unknown to the committee. A GRE score would provide additional useful information particularly for these students.

Our admission process also requires that a potential student link to an advisor before they are admitted to our program. The feedback that we received from our faculty is that students from outside North America are seen as having a larger variance in performance. A faculty member may prefer to supervise a “B” student from a domestic school of known quality, rather than an “A” student from an unknown school. Obtaining more information about students outside of North America would shrink the information asymmetry between these students and domestic students, likely to the benefit highly qualified applicants from outside of Canada and the United States.

## **Differential requirements for degree holders outside of Canada and the United States**

The proposed requirement is motivated by our inability to assess the academic preparedness of applicants outside of Canada and the United States. Our graduate committee and faculty members are comfortable evaluating undergraduate transcripts from domestic and American schools because we are familiar with the quality of their programs. This is not the case for students from outside of North America.

Our concern in requiring a GRE for domestic students is that comparable programs do not have the same requirement. In particular, undergraduate students at the University of Saskatchewan often apply both to our MSc program and the MA program in the Department of Economics. Requiring a GRE for our program, and not the economics program, may dissuade some students from applying to our program. We would view this as putting us at an unfair disadvantage vis-à-vis the economics program.

The same logic holds for qualified students with a degree from other Canadian institutions that are considering applying graduate programs in economics and agricultural economics in Canada. None of the comparable Canadian programs in economics or agricultural economics require a GRE for their Master’s program, and only two require a GRE for their PhD program.

However, this logic **does not** apply to students from outside of Canada and the United States. Most of the competing programs listed in Table 1 require a GRE for such students. Therefore, students from



these countries who are applying to graduate programs in North America are likely to have taken the GRE.

### **GRE requirements at comparable institutions**

Graduate programs in the Department of Agricultural and Resource Economics are degrees in applied economics. The admission requirements are generally similar to graduate programs in economics, and many of the students who apply to our program also apply to graduate programs in economics departments. With this in mind Peter Slade prepared the following list of GRE requirements for comparable programs in 2019 including: English speaking U15 economics (Econ) departments, Canadian agricultural economics (Ag econ) departments, and select agricultural economics departments in the United States. The GRE requirements at these schools are listed in the following table.

**Table 1: GRE requirements in comparable programs**

<b>Department</b>	<b>GRE requirement*</b>
Alberta (Econ)	Required for degrees outside Canada or United States
Calgary (Econ)	Not required
Manitoba (Econ)	Not required
McGill (Econ)	Required for degrees outside Canada
McMaster (Econ)	Not required
Ottawa (Econ)	Not required
Queen's (Econ)	Required for degrees outside Canada or United States
Saskatchewan (Econ)	Required for degrees outside Canada or United States
Toronto (Econ)	Required for degrees outside Canada
UBC (Econ)	Required for degrees outside Canada
Waterloo (Econ)	Not required
Western (Econ)	Required for degrees outside Canada
Alberta (Ag econ)	Required for PhD applicants
Guelph (Ag econ)	Required for PhD applicants
Iowa State (Ag econ)	Required for all applicants
North Dakota State (Ag econ)	Required for all applicants
Minnesota (Ag econ)	Required for all applicants
Washington State (Ag econ)	Required for all applicants

\*In 7 out of the 12 English speaking U15 schools, the GRE is required for applicants who have not received their degree from an institution outside of Canada, or outside of Canada or the United States. In the two comparable Canadian agricultural economics departments, the degree is required for PhD applicants. In the four American institutions, the GRE is required for all applicants – this appears to be “industry standard” in the United States.



In summary, requiring a GRE of certain applicants is common in economics and agricultural economics programs, and our proposed requirement is consistent with the language of comparable schools within the U15.

### **Bias in standardized tests**

We recognize that standardized tests are often biased.

A meta-analysis of the GRE Kuncel and Hazlett (2007)<sup>1</sup> find that:

*Overall and across tests, research has found that regression lines [that predict educational outcomes based on standardized test scores] frequently do not differ by race or ethnic group. When they do, tests systematically **favor** minority groups. Tests do tend to underpredict the performance of women in college settings but not in graduate school. (emphasis added)*

It is worth noting the University uses numerous standardized tests for admission into its graduate programs: the IETLs is required for non-English speakers, the GRE is required by some departments (at least for students outside of Canada and the United States), and the GMAT is required for the MBA program at Edwards School of Business.

### **Experience of the economics department**

The economics department instituted their GRE requirement 5 years ago. We asked Andreas Pollock, Graduate Chair, to summarise their experience with the GRE requirement. This was his reply:

*“The GRE scores provided by international students have been an extremely helpful tool for evaluating applicants coming from countries or programs we were less familiar with. They have enabled us to make our MA program more international and diverse, and have also helped us identify promising students with more accuracy. For all that, the GRE scores in the three categories are not so much a minimum bar we expect applicants to meet, but rather, they help us get a more complete picture of the strengths and weaknesses of applicants.”*

Thank you in advance for your thoughtful consideration of the proposed change to our admission requirements. I would be happy to further discuss this proposal with the Academic Program Committee.

Best regards,

Richard Gray  
Graduate Chair

---

<sup>1</sup> Kuncel, Nathan R. and Sarah A. Hazlett, 2007. Standardized Tests Predict Graduate Students' Success. *Science*, 315(5815): 1080-1081.

## **Proposed changes to admission requirements for graduate programs in Agricultural Economics**

### **Doctor of Philosophy (Ph.D.)**

#### **Admission Requirements**

- Language Proficiency Requirements: Proof of English proficiency may be required for international applicants and for applicants whose first language is not English.
- Master's degree, or equivalent, from a recognized university in a relevant academic discipline
- a cumulative weighted average of at least a 70% (U of S grade system equivalent) in the last two years of study (i.e. coursework required in Master's program)
- Graduate Record Examination (GRE): Submission of the GRE is recommended for all applicants.  
Applicants who have not earned a degree from Canada or the USA are required to submit a GRE.

For more information on language proficiency requirements, see the College of Graduate and Postdoctoral Studies [Academic Policies](#) for more information.

### **Master of Science (M.Sc.) - Thesis-based**

#### **Admission Requirements**

- Language Proficiency Requirements: Proof of English proficiency may be required for international applicants and for applicants whose first language is not English.
- a cumulative weighted average of at least a 70% (U of S grade system equivalent) in the last two years of study (i.e. 60 credit units)
- a four-year honours degree, or equivalent, from a recognized college or university in an academic discipline relevant to the proposed field of study
- background training including training in mathematics, statistics, economic theory, and econometrics
- Graduate Record Examination (GRE): Submission of the GRE is recommended for all applicants.  
Applicants who have not earned a degree from Canada or the USA are required to submit a GRE.

For more information on language proficiency requirements, see the College of Graduate and Postdoctoral Studies [Academic Policies](#) for more information.

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## Clement, Kelly

---

**From:** Crowe, Trever  
**Sent:** Monday, March 8, 2021 3:42 PM  
**To:** Gray, Richard; Clement, Kelly  
**Cc:** Zink, Melissa  
**Subject:** RE: Changes to admission requirements - AGECE and APEC

Hi, Kelly

Please accept this message as confirmation of support from the dean's office in the College of Agriculture and Bioresources for the inclusion of GRE test scores within the requirements for admission to the MSc and PhD programs in Agricultural Economics.

Best regards  
Trever

» Trever Crowe, PhD, P.Eng., PAg  
Associate Dean (Research and Graduate Studies)  
College of Agriculture and Bioresources  
University of Saskatchewan  
51 Campus Drive  
Saskatoon, Saskatchewan S7N 5A8  
Canada  
Ph: 306-966-8448  
[agbio.usask.ca](http://agbio.usask.ca)

BE WHAT THE WORLD NEEDS

---

**From:** Gray, Richard <[richard.gray@usask.ca](mailto:richard.gray@usask.ca)>  
**Sent:** Monday, March 8, 2021 3:33 PM  
**To:** Clement, Kelly <[kelly.clement@usask.ca](mailto:kelly.clement@usask.ca)>  
**Cc:** Crowe, Trever <[trever.crowe@usask.ca](mailto:trever.crowe@usask.ca)>; Zink, Melissa <[melissa.zink@usask.ca](mailto:melissa.zink@usask.ca)>  
**Subject:** Re: Changes to admission requirements - AGECE and APEC

I can confirm we are not requesting these changes for the PGD or for the MAg.

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**From:** Clement, Kelly <[kelly.clement@usask.ca](mailto:kelly.clement@usask.ca)>  
**Sent:** Monday, March 8, 2021 1:19:04 PM  
**To:** Gray, Richard <[richard.gray@usask.ca](mailto:richard.gray@usask.ca)>  
**Cc:** Crowe, Trever <[trever.crowe@usask.ca](mailto:trever.crowe@usask.ca)>; Zink, Melissa <[melissa.zink@usask.ca](mailto:melissa.zink@usask.ca)>  
**Subject:** Changes to admission requirements - AGECE and APEC

Hi Richard, hope you are doing okay. I am trying to line up some fancy maneuvering to try to get the admission changes through all the approval committees to get on the agenda for the April Senate meeting. (Senate only meets in April and October, and we will need smooth sailing through the reviews to get to the April meeting.) I need a couple things from you:



1. Can you confirm the intent for the GRE requirement for the MAgr and PGD programs? I don't *think* you folks are currently utilizing those programs, but they are still on the books, and the process to change admission requirements can be very lengthy. (Also, other units in the College of Ag are starting to utilize non-thesis programs, so the trend may be shifting.)
2. I need support from the Dean's Office in AgBio. I've copied Trevor to help facilitate this. **Trevor**, are you able to provide support for these admission changes and/or can you let me know if you have any concerns.

Best wishes,

✉ Kelly Clement

**Committee and Programs Administrator**

**College of Graduate and Postdoctoral Studies**

**Thorvaldson Bldg. University of Saskatchewan**

116-110 Science Place

Saskatoon, SK S7N 5C9

Tel: (306) 966-2229

BE WHAT THE WORLD NEEDS

I acknowledge that I live and work on Treaty 6 Territory and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

UNIVERSITY COUNCIL  
ACADEMIC PROGRAMS COMMITTEE  
REQUEST FOR DECISION

---

**PRESENTED BY:** Susan Detmer, Chair, Academic Programs Committee

**DATE OF MEETING:** April 15, 2021

**SUBJECT:** Admissions Qualification Change – Graduate programs in Music

**DECISIONS REQUESTED:**

*It is recommended:  
That the Academic Programs Committee recommend that Council approve the change to the admissions average from 80% to 70% for graduate programs in Music, effective May 2021*

**PURPOSE:**

University Council has the authority to approve changes to the admissions qualifications for degrees and degree-level programs, but requires confirmation of University Senate before such changes can be implemented.

**CONTEXT AND BACKGROUND:**

The Department of Music is proposing to change the minimum admissions average from 80% to 70% to align with the current minimum standard in the College of Graduate and Postdoctoral Studies. The change should increase the number and diversity of applicants and will allow for more a more streamlined admissions process.

**CONSULTATION:**

CGPS voted in favor of this change at its March 1, 2021 programs committee, and the executive committee confirmed that approval via email. The academic programs committee reviewed the proposal for this change to admissions qualifications at its March 24, 2021 and agreed that the alignment with the minimum admissions requirement for CGPS was appropriate. The committee voted to recommend the change to Council.

**ATTACHMENTS:**

1. **Memorandum – Proposed changes to admissions averages – graduate programming in Music**



## MEMORANDUM

**To:** Executive Committee of CGPS

**Copy:** Veronique Mathieu, Graduate Chair, Department of Music

**From:** Graduate Programs Committee

**Date:** March 8, 2021

**Re:** Proposed change to admission averages – graduate programming in Music

---

The Department of Music is seeking approval to change the admission average required for their programming to align with the CGPS minimum admission average requirement of 70%. Previously, all graduate programming in Music has required an 80% admission average. Following significant curricular review over the last year, the department is seeking to lower the requirement to 70%. A new graduate program in Music Education will be implemented in September 2021, and that new program included the 70% admission requirement desired for all existing programming.

The Graduate Programs Committee reviewed the proposal on March 1, 2021. Committee members noted that they did not have any concern with the proposal, recognizing that the proposed change could increase the number and diversity of applicants. The Graduate Programs Committee passed the following motion:

*Motion: To recommend approval of the change to the admission average from 80% to 70% for graduate programs in Music.* Morrison/Labrecque CARRIED Unanimous

Attached please find the proposal.

If you have any questions, please contact Kelly Clement at [kelly.clement@usask.ca](mailto:kelly.clement@usask.ca)

:kc

## Clement, Kelly

---

**From:** DesBrisay, Gordon  
**Sent:** Thursday, January 28, 2021 4:13 PM  
**To:** Penner, Nadine  
**Cc:** Mathieu, Veronique; McNeill, Dean; Clement, Kelly; Dahl, Alexis  
**Subject:** Re: Music graduate programs\_min admission requirement revision (average)

Dear Nadine,

On behalf of the College of Arts and Science, I am pleased to support the Department of Music's request to change the minimum required graduate admission average from 80% to 70%.

The current standard of 80% brings few if any advantages to the department and its students, while injecting added administrative complexity to the admissions process by being out of step with other graduate admission standards in Arts and Science departments.

Any impression that the proposed change represents an actual lowering of standards is largely illusory, because, in practice, few students can expect to be admitted to the graduate program in Music with grades much below 80, and fewer still would have any chance of being funded.

In other words, this is a sensible administrative adjustment that should not negatively impact anybody.

Yours sincerely,

Gordon DesBrisay  
Vice-Dean, Academic  
College of Arts and Science

*Gordon DesBrisay, Ph.D.*  
*Associate Professor and Vice-Dean, Academic*  
**College of Arts & Science**  
*University of Saskatchewan*  
*Saskatoon SK*  
*Phone: (306) 966-4315*  
<https://artsandscience.usask.ca/>

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**From:** Penner, Nadine <nadine.penner@usask.ca>  
**Sent:** Thursday, January 28, 2021 9:58 AM  
**To:** DesBrisay, Gordon <gordon.desbrisay@usask.ca>  
**Cc:** Mathieu, Veronique <veronique.mathieu@usask.ca>; McNeill, Dean <dean.mcneill@usask.ca>; Clement, Kelly <kelly.clement@usask.ca>  
**Subject:** Music graduate programs\_min admission requirement revision (average)

Hello Gordon, please see memorandum below that requires the approval of the A&S Dean's Office before it gets forwarded to all levels of College (CGPS), University governance and Senate.

Thank you,  
Nadine

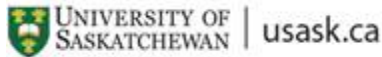
Nadine Penner

Graduate Programs Administrative Coordinator

College of Arts & Science | University of Saskatchewan | Arts 518

ph. (306) 966-5797 | [asg.graduateprograms@usask.ca](mailto:asg.graduateprograms@usask.ca) | [nadine.penner@usask.ca](mailto:nadine.penner@usask.ca)

<http://artsandscience.usask.ca/profile/NPenner#/profile>



Think of the environment before printing. When printing is required, please choose to double-side.

Date: January 28, 2021

To: Ms. Kelly Clement/CGPS

From: Véronique Mathieu, Graduate Chair, Music Dept

Re: Minimum admission requirement revision (cumulative weighted average)

Cc: Dean McNeill, Dept Head, Music

The Department of Music has recently undergone much curriculum review and renewal, revising our program offerings at both the undergraduate and graduate levels. In reviewing our graduate programming, we learned that the current admission average of 80% that we require for our programming is higher than most other programming within the College of Graduate and Postdoctoral Studies, and specifically, it is higher than most graduate-level programming within the College of Arts & Science. At this time, we would like to change the required minimum admission average from 80% to 70%. We would like the change to apply to all of our graduate programming which includes the Master of Music (MMus) and Master of Arts in Musicology degree programs. Existing requirements for English proficiency, a 4-year undergraduate degree, and submission of a complete application package would remain.

Best wishes,  
Veronique

--

Véronique Mathieu, D. Mus.

Associate Professor of Violin

David L. Kaplan Chair in Music

University of Saskatchewan

[www.veroniquemathieu.net](http://www.veroniquemathieu.net)

## **Proposed changes for admissions to graduate programs in Music**

### **Master of Music (M.Mus.) (Composition or Music Theory) - Thesis-based**

#### **Admission Requirements**

- Language Proficiency Requirements: Proof of English proficiency may be required for international applicants and for applicants whose first language is not English.
- a completed online application, the application fee and all supporting application documents
- a cumulative weighted average of at least a ~~80~~70% (U of S grade system equivalent) in the last two years of study (i.e. 60 credit units)
- a four-year honours degree, or equivalent, from a recognized college or university in an academic discipline relevant to the proposed field of study

For more information on language proficiency requirements, see the College of Graduate and Postdoctoral Studies [Academic Policies](#) for more information.

### **Master of Music (M.Mus.) (Performance) - Project-based**

#### **Admission Requirements**

- Language Proficiency Requirements: Proof of English proficiency may be required for international applicants and for applicants whose first language is not English.
- a completed on-line application, the application fee and all supporting application documents
- a cumulative weighted average of at least a ~~80~~70% (U of S grade system equivalent) in the last two years of study (i.e. 60 credit units)
- a four-year honours degree, or equivalent, from a recognized college or university in an academic discipline relevant to the proposed field of study

For more information on language proficiency requirements, see the College of Graduate and Postdoctoral Studies [Academic Policies](#) for more information.

### **Master of Arts (M.A.) (Musicology) - Thesis-based**

#### **Admission Requirements**

- Language Proficiency Requirements: Proof of English proficiency may be required for international applicants and for applicants whose first language is not English.
- a completed on-line application, the application fee and all supporting application documents
- a cumulative weighted average of at least a ~~80~~70% (U of S grade system equivalent) in the last two years of study (i.e. 60 credit units)
- a four-year honours degree, or equivalent, from a recognized college or university in an academic discipline relevant to the proposed field of study

For more information on language proficiency requirements, see the College of Graduate and Postdoctoral Studies [Academic Policies](#) for more information.

UNIVERSITY COUNCIL  
NOMINATIONS COMMITTEE  
REQUEST FOR DECISION

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**PRESENTED BY:** Eric Lamb, Vice Chair,  
Nominations Committee of Council

**DATE OF MEETING:** April 15, 2021

**SUBJECT:** **Rescind part of a decision regarding General Academic Assembly (GAA) representatives on the Deputy Provost search committee**

**DECISION REQUESTED:**

*It is recommended that the March 18, 2021 Council decision (moved and seconded by Jones/Lamb) to appoint the following four GAA members to the Deputy Provost search committee be rescinded:*

- Erica Carleton, Edwards School of Business
- Som Niyogi, Department of Biology
- Darrin Oehlerking, Department of Music
- Holly Mansell, College of Pharmacy & Nutrition

**DISCUSSION SUMMARY:**

At the March 18, 2021 Council meeting, a motion was carried as follows:

(Jones/Lamb): *It is recommended that Council approve the nominees to the Deputy Provost Search Committee, effective immediately:*

- *One senior administrator who is also a Council member:*
  - Suzanne Kresta, Dean, College of Engineering
- *Four members of the General Academic Assembly:*
  - Erica Carleton, Edwards School of Business
  - Som Niyogi, Department of Biology
  - Darrin Oehlerking, Department of Music
  - Holly Mansell, College of Pharmacy & Nutrition

At the meeting, Autumn LaRose-Smith, USSU President, nominated from the floor Ryan O'Connell, an elected undergraduate student representative from St. Thomas Moore College for one of the GAA positions on the search committee. The Chair of Council, Dr. Jay Wilson, ruled that since Ryan O'Connell is not a faculty member of the GAA that he was not eligible to serve on the Deputy Provost search committee per the Board-approved [Search and Review Procedures](#).

Following the Council meeting, the Governance Office received confirmation that Ryan O'Connell is a student member of the GAA, per the [University Students' Council \(USC\) Bylaws](#) (86(7)), which state that USC councillors are appointed as student delegates on the GAA by virtue of their membership on USC. The Search and Review Procedures do not specify whether University Council-appointed GAA members to Vice Provost search committees (equivalent to Deputy Provost for the purposes of this search) are required to be faculty members of the GAA. Ryan O'Connell served as a USC Councillor in 2020-21 and has since been re-elected for the 2021-22 year, commencing May 1, 2021. Ryan O'Connell would therefore be eligible to serve on the Deputy Provost search committee if duly nominated and elected.

Nominations from the floor must be made by Council members. The USSU President is not a voting member of Council in accordance with [The University of Saskatchewan Act, 1995](#) (c.U-6.1, s.53(2)(h)), so the nomination was not valid. This procedural error was not identified at the meeting when the nomination was made. It follows that Council should be informed so as to provide the opportunity for a member to support this (or another) potential nomination from the floor, if they so choose.

The Nominations Committee thus recommends that the March 18, 2021 Council decision to appoint the GAA members (as noted above) be rescinded.

**ATTACHMENTS:** NA



UNIVERSITY COUNCIL  
NOMINATIONS COMMITTEE  
REQUEST FOR DECISION

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**PRESENTED BY:** Eric Lamb, Vice Chair,  
Nominations Committee of Council

**DATE OF MEETING:** April 15, 2021

**SUBJECT:** **Appointment of GAA members to the Deputy Provost Search Committee**

**DECISION REQUESTED:**

*It is recommended that the following four GAA members nominated at the April 15, 2021 Council meeting be appointed to the Deputy Provost search committee.*

*Candidates are:*

- Erica Carleton, Edwards School of Business
- Som Niyogi, Department of Biology
- Darrin Oehlerking, Department of Music
- Holly Mansell, College of Pharmacy & Nutrition

**DISCUSSION SUMMARY:**

The Board-approved Search and Review Procedures specify that Council will appoint five Council representatives to any Vice Provost search committee. It has been agreed with the Faculty Association and the Vice-Provost Faculty Relations that the Vice Provost search committee composition applies to this Deputy Provost search committee.

At the March 18, 2021 Council meeting, Suzanne Kresta, Dean of the College of Engineering, was duly appointed to the search committee as a senior administrator who is also a Council member.

Per agenda item 13.1 in this Council agenda package, the other four GAA nominees still need to be approved by Council. The Nominations Committee again recommends these individuals:

- Erica Carleton, Edwards School of Business
- Som Niyogi, Department of Biology
- Darrin Oehlerking, Department of Music
- Holly Mansell, College of Pharmacy & Nutrition

The Nominations Committee met on March 2, 2021 to consider candidates for this search committee and voted to recommend these nominees to Council. A slate of potential nominees was determined through the consideration of previous volunteers to Council and Collective Agreement committees and ensuring a diversity of representation of disciplines from across campus. Other factors considered included faculty members' workloads (e.g., membership on other administrative committees, faculty rank), and the University's principles of equity, diversity, and inclusion.

**REFERENCES:**

The Search and Review Procedures for Senior Administrators are available here:

<https://leadership.usask.ca/provost/searches-reviews.php>.

**UNIVERSITY COUNCIL  
PLANNING AND PRIORITIES COMMITTEE  
FOR INFORMATION**

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**PRESENTED BY:** Darrell Mousseau, chair, Planning and Priorities Committee

**DATE OF MEETING:** April 15, 2021

**SUBJECT:** University Plan 2025 Update

**PURPOSE:**

Dr. Airini, Provost and Vice President Academic, will provide University Council with a presentation focusing on the university's progress towards the aspirations listed in the University Plan 2025.

**DISCUSSION SUMMARY:**

On April 7, 2021, the Planning and Priorities Committee (PPC) was provided with an update on the plans and activities underway to develop a process for measuring progress on the University Plan. This work will continue in 2021 and will include further conversations with PPC as the appropriate processes, approaches, indicators, and timelines for reporting on, and measuring aspects of the plan are confirmed. This is essential work that will provide opportunities to highlight the many accomplishments and successes occurring at USask and will support the identification of and advancement on areas of potential growth.

The work on developing this process is ongoing. In the meantime, Council will be provided a presentation for information on progress on the University Plan 2025. The presentation at the April 15 Council meeting is intended to share stories and acknowledge *some* of the outcomes and achievements pertaining to the five aspirations in the University Plan (Transformative Decolonization Leading to Reconciliation, Productive Collaboration, Meaningful Impact, Distinguished Learners, and Global Recognition), as well as outline some of the implementation work ahead.

**FURTHER ACTION REQUIRED:**

Future updates will be provided to Council on progress toward the University Plan.

**ATTACHMENTS:** A presentation will be provided at the April 15, 2021 Council meeting.

**UNIVERSITY COUNCIL  
PLANNING AND PRIORITIES COMMITTEE  
FOR INFORMATION**

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**PRESENTED BY:** Darrell Mousseau, chair, Planning and Priorities Committee of Council (PPC)

**DATE OF MEETING:** April 15, 2021

**SUBJECT:** Update on the Provincial Budget 2021-22

**PURPOSE:**

Dr. Airini, Provost and Vice-President Academic, and Greg Fowler, Vice-President Finance and Resources, will give a brief update to University Council on the outcomes of the provincial budget for the University of Saskatchewan.

**DISCUSSION SUMMARY:**

The provincial budget 2021-22 was released on April 6, 2021, along with the funding announcement for the University of Saskatchewan.

April 7, 2021 at PPC, Dr. Airini and Greg Fowler provided a brief summary of the implications of the budget for USask to the committee. The information was well received and appreciated by the committee. Committee members are looking forward to further conversations around the details of the budget at an upcoming meeting.

**FURTHER ACTION REQUIRED:**

A more comprehensive update on the budget will be provided to University Council at the May 20, 2021 Council meeting.

**ATTACHMENTS:**

A statement on the budget for USask is available here:

<https://news.usask.ca/articles/general/2021/usask-statement-on-provincial-budget.php>.