



*Minutes of Senate
9:30 am, Saturday, October 18, 2014
Exeter Room, Marquis Hall*

Attendance: See Appendix A for listing of members in attendance.

The chair called the meeting to order at 9:30 am, observing that quorum had been attained.

1. Opening remarks

The chair welcomed everyone and introductions were made by all senators present. The chair called upon Susan Milburn, senate-elected representative to the Board of Governors, to receive a gift of thanks for her service. Ms. Milburn thanked Senate for the opportunity to serve the Board and university in this capacity.

2. Adoption of the agenda

The chair advised that the nominations committee report may have to be presented after the lunch break due to availability of the chair.

FLATEN/KRISMER: That the agenda be adopted as circulated.

CARRIED

3. Minutes of the meeting of April 26, 2014

KRISMER/FLATEN: That the minutes of the meeting of April 26, 2014 be approved.

CARRIED

4. Business from the minutes

A senator commented on the report on undergraduate student activities noting that the Future Campaign raised over \$500,000 and thanked University of Saskatchewan Student Union president Mr. FineDay for this. Thanks were given by applause.

A senator asked about the reference in the minutes to the comment made by President Ilene Busch-Vishniac regarding allowing removal of tension in the Bylaws. She asked if this referred to tension between the role of senate executive to propose a nominee and to receive nominations from the floor. The university secretary responded noting it is her understanding that this was what the former president was referring to.

5. President's report

This report was presented by Interim President Gordon Barnhart and Interim Provost and Vice-president Academic, Ernie Barber.

President Barnhart referred to Senate as a window on the world to bring forward ideas and take them back to the community at large. He noted that he understands the events of the spring were especially difficult for alumni and donors as they care greatly about the university. He advised Senate that the word and slogan, 'TransformUS,' is no longer being used, but the numerous hours put in by many to identify what should be done were not wasted as approximately 80% of the TransformUS plan will be implemented over the next few years, but

it will be done at a slower pace. The other 20% will be set aside until further consultation and consideration can be done. He noted that deans also have responsibility and authority to bring forward change in their colleges.

The president advised that during the last two years, 250 positions were cut and early retirement was offered to faculty members. These actions were taken to ensure the university is more efficient but he recognized that it has been a difficult time for those who are gone and those that remain. He noted the positive aspect of TransformUS is a reduction of expenses and an increase in revenues resulting in annual savings of \$32M and the university being in a sound financial position. He clarified that the university has not been in a deficit position, but rather it was a projected deficit. This year the university has a projected deficit of \$3M which out of a budget of \$1B is manageable and the books will be balanced by the end of the year without too much pain. The president noted he could not promise there would be no cutbacks, but there would not be the sweeping change of cutbacks experienced in the past. He believed the university is now stronger than ever and moving forward.

The president spoke about five areas:

1. Reviewing our savings accounts in three different categories: (i) academic priorities reserves; (ii) risk reserves; and (iii) savings - money set aside for colleges and faculty renewal.

The president advised that at the end of the fiscal year, any remaining funds roll into the next year so deans are encouraged to set funds aside for longer projects so money can be saved for projects deans have identified in their colleges (i.e. \$65M in the College of Medicine for accreditation although more will be required). He noted that we are conscious of managing our money carefully. The president explained that there are areas of funding that are beyond the university's control: the grant from the province; revenue from donors; and tuition as student numbers are variable from year to year. He also advised that an important part of these savings accounts is to make sure we have the funds for long term projects. All of this information is disclosed in the university's financial statements.

2. Recruitment of more Aboriginal faculty and staff: The president advised that the university just hired three more Aboriginal faculty and will be hiring more. He reported that over the last five years, enrolment of Aboriginal students has increased by 29%. The University of Saskatchewan is good at recruiting Aboriginal students but our retention rate between first and second year is 66%, compared to a non-Aboriginal retention rate of 76%. This is our challenge but it will improve as we provide a more dedicated effort. He noted that the Board of Governors just approved a new facility for child care with 90 spaces and there is a second project in the planning stage to add 25 more child care spaces in the Williams Building. He noted that 35% of parents needing child care space are Aboriginal, so by providing more spaces we are working toward removing one more obstacle for access to education. The president noted that when he was Lieutenant Governor, he spent a lot of time in the North and has always emphasized taking education into the North. He would like to see the university doing more in this area; for example working with Northlands College out of La Ronge.
3. Collective bargaining agreement with U of S Faculty Association (USFA): The president advised that a decision was made a few years ago to aim to have salaries at

the 75th percentile of research-intensive universities and at the end of three years we will have achieved that percentile. He believed that the university can afford these increases with the reduction of faculty and staff and the freeze on administration salaries. He also believed that other concessions achieved in the recent agreement have put the university in a better position to recruit and retain faculty.

4. Transfer credits: The president advised that the university signed a transfer credit agreement and an agreement with the Saskatchewan Indian Institute of Technologies to make it easier to transfer into the university. This transfer credit agreement gives the university new students, and gives our students more flexibility and opportunities.
5. Student enrolment: The president explained that the university is being strategic in increasing enrolment in Aboriginal, international and graduate students. He reported that over the past five years overall enrolment has grown 5.4%, with a 29% increase in Aboriginal students, and a 34% increase in international students, resulting in a more diverse campus population. He noted there is more work to do regarding graduate students, as the increase by 12% over the past five years is not as high as what we would like to see as graduate students assist in our research capacity on campus. He also noted that enrolment in the Saskatoon and Regina school divisions is increasing and the university is watching this carefully. The future of recruiting looks bright and we have also had success recruiting from Alberta. The president noted that it is encouraging to meet with students in residence and their parents and find approximately half of them have come from Calgary, Lethbridge and Drumheller and that their younger siblings have also expressed an interest in becoming U of S students.

The president spoke about the Vision 2025 document explaining that it was approved by Senate in April 2014. He noted this same document passed at University Council in spring, but then later they rescinded it. Therefore, the vision document was never considered by the Board of Governors. He advised that without the support of all three governing bodies the document is not binding but it can be considered a guiding document. He noted that Senate could rescind the decision by submitting a notice of motion and that could be done at the spring Senate meeting but he recommended that it be left as is and used as a guiding document.

The president reported on the success of the College of Pharmacy and Nutrition as this year's graduating class had the highest passing rate in their professional exams and the highest rate of students receiving accreditation to become pharmacists and nutritionists.

The president noted the University's signature areas – Aboriginal engagement, energy and mineral resources, water security, food security, synchrotron science, and the One Health initiative – the university is also proud of our cross disciplinary programs. The university is investing in infrastructure required for growth, educating our youth, ensuring our economy is competitive, and that our scope is provincial, national and international. The president noted that we provide students with experiences to become effective contributors to our society and he gave an example of work being done at VIDO-Intervac. He noted the university is doing great things and he looked forward to any comments from senators.

Ernie Barber noted that he was privileged to return to the university as interim provost and vice-president academic. He explained that we have recommitted ourselves to a vision that would echo the vision of our first president, Walter Murray, "We are determined to make the changes that are required to place the University of Saskatchewan among the most

distinguished universities in Canada and in the world.” In the recent past there have been choices to make as the rest of the world was changing around us and the university could either continue to focus on smaller regional matters or make the necessary changes to allow it to be more relevant in the province, country and world and to hold an honored and respected place in the world. He explained that the decision to be a research-intensive university where learning and discovery take place was made and endorsed by all of our governing bodies. He advised that a commitment was made that the university be a high-level institution, that we be true to our sense of place and be pre-eminent in some key signature areas. The provost noted that we are still not fully what we want to be but have committed ourselves to: outstanding faculty; campus wide engagement in learning and discovery so every unit is learning and discovering in an integrated way; having a larger presence in graduate education; recruiting a diverse body of students; and through innovative and accomplished academic programs preparing our students for careers and life.

The provost advised that the university is also committed to secure resources to support our strategic directions and have embarked on a set of processes that allow us to take steps to set priorities and develop mechanisms to align our resources behind our priorities. He noted that the following was done in the first integrated plan of 2003-2008: the introduction of the provostial model, foundational documents, academic priorities fund, simultaneous planning for central administration and units, and quality assurance. He advised that when the second integrated plan was developed the university became better at planning simultaneously across campus but did not have the focus needed. Signature areas were identified regarding Saskatchewan issues which when solved would also solve world problems. He noted: compensation principles were worked on; the university became more strategic about enrolment; made investments in student services and residences; invested in the health and wellness centre and academic health sciences complex; put principles and actions in place around sustainability; and thought more strategically about linking learning and discovery. The third integrated plan focused on four areas as shown in the document, Promise and Potential, and those statements were aligned with our strategic directions. The provost advised that in the recent past the third integrated plan was overtaken by financial concerns and a lot of work was done around financial stability resulting in two years spent securing financial resources.

Regarding the priorities of 2014-15, the provost noted that the deans are doing a great deal of work in their colleges and they are in the best position to set priorities within their own colleges. The Provost shared the eight priorities for the year, which were included in the president’s report on pages 73-74 of the meeting materials, and noted:

1. The university must accelerate our commitment to Aboriginal engagement as employees, faculty and students and that we need to demonstrate that we are putting our resources behind this.
2. Regarding the College of Medicine, changes need to be made to ensure the College of Medicine is a place of learning, discovery and integrated clinical practice.
3. With a larger health sciences facility, the commitment to interdisciplinary programs and research must be upheld.
4. We need to ensure we are supporting out graduate students.

5. The provost noted that there are a broad range of projects relating to centralized learning facilities being led by Patti McDougall and there will be some reorganizing in how we provide those.
6. The provost reported that Toddi Steelman, executive director of the School of Environment and Sustainability, is working with a number of deans to do more intercollegiate work in a number of key areas.
7. Greg Fowler, vice-president finance and resources, is leading a project on administrative design and service to ensure this is consistent with our academic mission.

Dr. Barber reported on the vision statement noting that it will reflect how we will be known and should honor our sense of place. He believed the University of Saskatchewan can be a leader in Aboriginal engagement and that our mission of learning and discovery should be fully integrated and shaped by community engagement and service. Regarding the achievement record the provost noted that it is important to measure progress and that the achievement record is on the website for viewing. In closing, the provost noted this year's priorities are consistent with what we have been trying to do for a number of years and the university will be judged by how our priorities are set and achieved and the impact this work has locally, nationally and internationally.

A senator asked about the place of mathematics at a research and provincial university as in relation to other U15 universities. She noted that the mathematics department has lost seven positions, three of those due to retirement. The provost noted that he understands the need for a broad range of disciplines and professions at the university and that it is a challenge to resource them. He replied that these decisions are not made by the provost or president, but rather by deans that have more knowledge and power to determine how to invest in their colleges. The senator clarified that she did not expect the provost or president to add more positions, but wanted to draw attention to this matter happening in her department.

A senator noted she had heard about the One Health initiative when the vision statement was released but had never heard of it before. She asked how it came about and how it was funded. The provost replied that One Health is one of the six signature areas and that he believed we have great opportunities to intersect with our numerous health disciplines. Not everything we do in health is within the One Health area, but it is an area we can truly provide for. He noted that when developing signature areas, we get a sense of priority and focus. Funding received in One Health allows the university to collaborate in research here and across the country and have the will to secure the resources to lead in that area.

A senator asked the president to comment on the priority around the libraries and on the perceived threat to the Saskatchewan Archives Board, as it is an incredibly valuable organization on campus and is equivalent to a research lab for historians and the public. The president commented that librarians and archivists are two professions that he loves dearly and assured the senator that the transformation of the libraries, mainly due to the popularity of digital materials, began long before TransformUS. He noted the libraries are not being closed and that although books are now off-site, there is more space for students to do their research and work collaboratively together. The Education and Law libraries are now being addressed through collaboration of the deans of those colleges. He also noted the Law library will not be closed. In regards to the Saskatchewan Archives, the president explained that the space is in

need of refurbishment. A new university representative has just been appointed to the Saskatchewan Archives Board and discussions are now underway.

A senator commented on the closure of Kenderdine campus and that it was a great loss to the Métis, First Nations and the greater community and noted that the Métis community shares provincial designation with Lindner Cabin and it is now a heritage property. The senator felt there was no need to close the facility. The president advised that he visited Kenderdine campus in August and was impressed with the condition it was in. He noted the campus is not closed but rather is in abeyance until 2016 while decisions are made on how to proceed. He understood that the people who truly love the campus do not necessarily have the means to donate so the university is seeking out donors for support and that there is a proposal for someone to establish a partnership with the university. He reported that the power line had collapsed and was hoping that SaskPower will donate five installed power poles. He also reported there is a large dining room and kitchen that are shifting at different rates due to pilings. There were two engineering reports on the shifting; one engineer reported this area is condemned but another reported it was not too bad. The university is working on a solution.

A senator noted that he has heard from a number of scholars that they have shifted their donations from the University of Saskatchewan to the University of Regina. He felt this was in response to the former president and the events of the spring. He suggested that the next president search committee consult with a large group of the community where the next candidate is from. The president reported that a presidential search committee is being formed and will look at that concern. He noted he was sorry to hear of the move of donors and is dedicating himself to work with donors and alumni to ensure donors are content and still supportive of the University of Saskatchewan.

6. Report on undergraduate student activities

Max FineDay, president of the USSU, welcomed everyone to Treaty 6 territory and reported on the activities of the USSU and undergraduates. He reported that he had just returned from La Ronge and was inspired by students from all across the north that did not think they would be able to attend university and are now about to graduate. He felt that it is them who we should think of when working forward on Aboriginal initiatives and planning the university's future.

Mr. FineDay reported that he has had more meetings with the president, provost and senior administration than he has in the past few years. He wanted to note that students are not only rabble rousers, but also contributories to the university as this is their home and they are very proud of it. He noted he was looking forward to the coming year and working with the president and provost as there were still significant challenges to face on campus: budgetary issues; student retention; and the matter of disparity between the Aboriginal and non-Aboriginal experience.

Mr. FineDay also noted other issues currently of interest: the City of Saskatoon transit lockout and its effect on students and the USSU food centre's spike in requests for emergency hampers. He thanked the university for putting in a temporary bus service that has alleviated many student concerns.

Mr. FineDay noted the following items: he thanked Russ Isinger, University Registrar and director of student services, for the implementation of the fall reading week; reported that just recently the first faculty adoption of the open textbook took place and this will save students hundreds of dollars; the approval of new childcare centre that will enable parents to stay in

university; and the student donation campaign that he hoped people would consider donating to again this year.

7. Report on graduate student activities

Izabela Vlahu, president of the Graduate Students' Association (GSA), presented this report to Senate. She noted that she had addressed Senate last year in her role of vice-president academic of the GSA and was glad to be back as president. She reported that the last five months have been busy as the GSA is doing a lot of internal work to improve their processes and move to online processes to save money on printing costs. They have also made significant changes that she hoped would be appreciated by future executives.

Ms. Vlahu reported that the GSA received support from the Dean of CGSR both financially and through guidance. They received a \$30,000 contribution to needs-based bursaries (a \$10,000 increase). She also reported that the GSA held a successful orientation that included a one day picnic followed by a wine and cheese day and she hoped to see them happen every year. She noted the GSA executive met with the Alumni Association executive and were working towards preserving and establishing new partnerships with the Alumni Association. The GSA also met with the Faculty Association to identify some common areas of interest: academic freedom and co-hosted events at the GSA centre.

Ms. Vlahu reported that as a member of the Canadian Association of Students, the GSA members attended meetings in June and October. She noted the students at the June meeting discussed TransformUS and passed a motion to garner support from unions and universities to stop the process. The GSA also attended the conference of other GSA societies of U15 universities to identify common areas of interest.

Ms. Vlahu reported on the outcome of the last GSA executive election. There was a 30% turnout which indicated that graduate students are becoming more active in governance. They are also looking into how to secure student members on the General Academic Assembly.

Regarding the transit walkout, Ms. Vlahu noted transit challenges are also faced by graduate students and that the GSA supported the bus initiative of the university administration with many volunteers. She hoped the lockout would end soon due to the effect it has had on students.

8. Senate Election of Member of Board of Governors

8.1 Executive Committee: Voting Procedures

Elizabeth Williamson, university secretary, informed senators of the voting procedures to be followed. These procedures were approved by the Senate Executive committee and are enclosed as part of the Senate agenda.

8.2 Nominations Committee: Presentations from Candidates

8.2.1 Joy Crawford

Ms. Crawford began by thanking her nominator, senator Dan LeBlanc. She noted that she was a professional accountant having received her CMA designation in 2004, and had administered budgets of over \$100M. She advised she worked in the

corporate world for over 20 years, had a background in marketing and business organization and had served on the board of the Co-op and served on their audit committee. She noted she currently sits on the Board of Quint Saskatoon as chair of the finance committee. She has also recently become a certified project manager.

In regards to the areas of policy and governance, Ms. Crawford noted that had been a member of the University of Saskatchewan Alumni Association, was on their board of directors and carried this foundational experience to other groups.

Ms. Crawford advised that she has been involved in the community by volunteering with the Big Sister Foundation, Saskatoon and area United Way and as president of Hudson Bay Park Community Association.

Regarding her experience and interest in the University of Saskatchewan, Ms. Crawford noted that for several years she resided in Calgary and began a 17-year involvement with the university including: becoming an alumni contact in Calgary and hosting events; and starting the Commerce alumni branch. She also served six years on the Alumni Association, serving as president and on the centennial committee. She noted that her involvement with the Alumni Association played a key role in her decision to return to Saskatchewan. After serving on the Alumni Association she was elected as a member-at-large on the Senate, serving two terms that ended last year, and included service on the executive, nominations and membership committees. She noted that the events leading up to the spring events pained her greatly.

Ms. Crawford commented on the following issues:

- It is important that the university remain, 'The People's University' because she felt the people of Saskatchewan make the university what it is. She also noted that although strides have been made on First Nations and Métis opportunities, there is still a long way to go.
- Students are the future ambassadors for the university and they must receive a top level experience, open textbooks should be supported, and student activism should be supported and encouraged.
- Morale has taken a hit at the university and that a plan must be made for faculty and staff to turn this around. We must also encourage those who challenge the status quo.
- As government funding has been reduced the university must open the door to corporate funding and allegations of undue influence. She is committed to be a value-based pragmatic participant.
- In regards to enhanced transparency, she is committed to report to Senate on a regular basis.

In regards to working collaboratively and well in groups, Ms. Crawford advised she has had many successful experiences in leading groups for Saskatoon Co-op and Quint Boards - encouraging participation and challenging group think and to think from other perspectives.

Ms. Crawford noted her willingness and availability to fully participate in the Board of Governors and did not make this decision lightly. She noted her family is in full support of her running for this position.

In closing, Ms. Crawford reiterated that she has the education, background and experience to take on this position. She felt she has shown long-term commitment to the University of Saskatchewan and is well-versed on the history and issues currently facing the university. She noted her commitment to being part of the solutions.

8.2.2 Larry Kowalchuk

Mr. Kowalchuk began by thanking the university secretary and her staff for their assistance in allowing him to speak at the meeting and to those who asked him to stand for this nomination. Mr. Kowalchuk stated that he knew a lot of senators through various capacities and felt strongly about being a representative. He noted he could not tell senators what he would do or stand for at the Board, but that he would attend the Board meetings and do what Senate asks of him as a representative.

Mr. Kowalchuk noted that he was interested in the position because he was asked to stand for nomination and respected those that asked. He noted his history at the University of Saskatchewan attending the College of Law. He learned that what you believe in matters.

He stated that the debate around TransformUs brought him to add his nomination. He felt TransformUS was not a painful experience but rather an amazing validation of why he grew up here. He noted that people got involved in an honest, brutal and frank discussion of what they thought was an unacceptable process and dealt with it in a way that moved the university forward. He noted he was pleased with the engagement due to the experience although it was sometimes not fun. He also noted that he enjoyed being challenged when someone disagreed with him. He felt that university is a place where you can be yourself without judgment.

Regarding his experiences, Ms. Kowalchuk stated that he was a lawyer and cared about the development of the law. He noted a book by Amartya Sen, The Idea of Justice, and how it was not about right and wrong, but about discourse and how the safer and broader the space you create to participate in honest discourse, the better justice will be. He explained that he set up policy and argued about the charter as a human rights lawyer and that he spends his time listening to what people want and tries to be their voice. Mr. Kowalchuk advised that he works with the community all the time and also loves researching. He noted he has been a sessional lecturer at the University of Saskatchewan and the University of Regina. He also paints and is trying to be a performance poet.

Mr. Kowalchuk advised he has spent the last two years working with Métis people and Aboriginal women and that the university situates itself at a time in history, place in history and location in history that will give us an opportunity to always be remembered. He stated that the university needs to learn how to bring together animal, plant and human research. He would like to see a centre for climate justice.

8.3 Vote of Senate

Ballots were distributed to members and collected for counting. The Chancellor advised that the results of the vote would be announced after lunch.

9. Senate Committee Reports

9.1 For Information: Executive Committee Report (Gordon Barnhart)

The president directed attention to the written report in the agenda materials and noted that the election procedures had already been covered by the University Secretary. Regarding district boundaries, he explained that the Senate executive committee had recommended no changes be made. The President noted a presentation on gender equity would be heard later in the meeting.

9.2 For Information: Education Committee Report (Russ McPherson)

Russ McPherson, member of the Senate education committee, presented the report to Senate. Mr. McPherson advised that the education committee polled senators on which matter they would like to explore and they voted unanimously for a presentation on the School of Architecture.

9.3 For Information: Nominations Committee Report (Mairin Loewen)

This report was presented after the lunch break.

9.4 For Information: Membership Committee Report (Bob Krismer)

Bob Krismer, chair of the Senate membership committee, presented the report to Senate noting that in April the membership committee reported that surveys were sent out to all Senate organizations. He reported that all but two surveys had been returned and that the committee had determined no reason to refuse or discontinue any organizations. He explained that the three accounting organizations on Senate will be amalgamated into one but this had not yet been affirmed by the Provincial Government.

Mr. Krismer thanked the members of the committee –Blaine Favel, Ron Schriml, Jerri Hoback, and Lenore Swystun. He also thanked Lesley Leonhardt and Elizabeth Williamson for their support.

9.5 For Approval: *ad hoc* Bylaws Review Committee (Jim Pulfer)

Mr. Pulfer presented this report as chair of the *ad hoc* bylaws review committee. He began by noting what a privilege and honour it was to be chair of this committee. He advised that the nominations committee provided four people to serve on the *ad hoc* committee who were superb to work with - Sarah Binnie, Pat Flaten, Lorne Calvert, and Lori Isinger. He noted that in four meetings the committee was able to move to the most open, transparent and democratic method to elect members to the Board of Governors.

Mr. Pulfer commended senators to adopt the process put forward.

FLATEN/BINNIE: That Senate approve the amendments to Senate's bylaws as recommended by the *ad hoc* Senate Bylaws Review Committee and set out in the provided bylaws, effective as of October 19, 2014.

CARRIED

The meeting adjourned at 12:00 p.m. for lunch.

The meeting reconvened after lunch at 1:10 p.m.

The University Secretary welcomed members back to the meeting and announced that Ms. Joy Crawford had won the election for Senate-elected member to the Board of Governors.

9.3 For Information: Nominations Committee Report (Mairin Loewen)

Mairin Loewen, chair of the nominations committee, was called upon to present the nominations committee report. She noted the information was in the agenda materials and called for any questions or comments. A senator asked if Chancellor Favel was on the presidential search committee and if this was the nominations committee's responsibility. The university secretary responded by advising that the nominations committee considered the names of all senators and appointed the Chancellor noting that the Chancellor has historically served on presidential search committees.

10. Items from University Council

10.1 For Confirmation: Amendment to Admission Requirements of the Masters of Physical Therapy

Jay Kalra, chair of University Council, provided the report noting that this item required senate confirmation as it related to admission to a college. He advised that it related to English language proficiency, and that effective communication was required to ensure a high quality of care in this profession. He then invited questions.

A senator asked if the linguistics department or the English as a Second Language school were consulted regarding the changes, and he also noted that he found the criteria hard to understand. Dr. Kalra replied that these requirements were brought forward to University Council through the academic programs committee where they were reviewed in detail. He noted there was consultation with all of the affected colleges.

A senator asked for clarification on instances where patient risk has occurred. Dr. Kalra noted that patient safety can include various factors and may be related to competency and communication. He advised that one example is speaking fluent English as it is very important for communication to understand concerns being raised.

A senator noted a concern on page 135 of the agenda regarding a big challenge of supervisors being able to oversee students and asked if there was attention paid on the side of cultural competency. Dr. Ina van der Spuy, assistant professor in the School of Physical Therapy, explained that the problem originated from clinical instructors that were complaining that students could neither communicate nor understand and that information was then lost which affected the assessment or treating of patients. She

noted the school wanted to prevent this as over the past four years, there had been at least four cases where students had to repeat their clinical courses because of this.

A senator asked if anything was being done on the teacher side regarding cultural competency. Dr. Kalra advised that it was not happening in the classroom but rather in the clinical environment where the difficulty was first noticed.

A senator noted that the intention was to raise the score throughout to 22 out of 30 to counter this problem; however, when looking at nursing colleges at the University of Alberta and the University of Regina they had a higher score for speaking than writing. She asked why all of the scores for Physical Therapy were increased. Dr. Kalra replied that an aspect of clinical communication is the writing of notes in the file so it was also essential.

PULFER/BARBER: That Senate confirm the changes in admission qualifications for the Masters of Physical Therapy, effective September 2015.

CARRIED (6 opposed)

11. Presentations

11.1 Great War Commemoration Committee

Bill Waiser, chair of the university's Great War commemoration committee, provided the report noting that Chancellor Emerita Vera Pezer was also on the committee. He thanked Sheena Rowan from the Office of the University Secretary for her work supporting the committee.

Dr. Waiser reported that the objectives of the commemoration committee are to remember the war both at home and overseas, and to tell the story of the role the university played. The committee has planned a series of events for the next four years that will end with a special re-commemoration at the Memorial Gates. The first event was held in Convocation Hall to unveil a panel that explains why the names are on the walls of the Peter MacKinnon Building and to list the missing names of those from the university community who served in the war.

Dr. Waiser reported that the author, Joseph Boyden, was at the university this past week to talk about his book, *Three Day Road*. The committee is investigating development of a tour app for both university and Saskatoon war memorials and there will be a Great War feature in the display cabinet on the first floor of the Peter MacKinnon Building annually for the next four years. The committee has started a Facebook page and a Twitter account and invited senators to follow on social media. Dr. Waiser also noted there was now a Great War webpage which includes information on President Murray's war work, a collection of Great War patriotic songs, a wonderful photographic collection of early planes used in the war, memorability associated with Vimy pilgrimage and the opening of the memorial. Dr. Waiser thanked Patrick Hayes who worked on the webpage and noted the bookmarks available at the reception table with the address of the website. He also noted that if any Senate districts would be interested in receiving a presentation to contact him and he would see what could be arranged.

11.2 New Discrimination and Harassment Prevention Policy Amendments on Gender Identity, Gender Expression and Two-spirit Identity

Jack Saddleback, USSU vice-president, student affairs, and Craig Friesen, University of Saskatchewan Pride Center Coordinator, presented on the amendments to the Discrimination and Harassment Prevention Policy to include gender identity, gender expression and two-spirit identity as protected grounds. They provided information on the process followed that resulted in the inclusion of these provisions in the Policy and explained that they were now in the process of providing awareness of these amendments.

They explained following definitions:

- Gender Expression – external attributes of which people express themselves and on which they are perceived with respect to gender.
- Gender Identity – a spectrum linked to a person’s self that is different from sexual orientation and also may be different from their birth-assigned sex.
- Two-spirit – a term drawn from traditional worldviews that affirms the inseparability of the experience of sexuality and gender from the experience of First Nation culture and community.

Mr. Saddleback and Mr. Friesen noted that each term was important to highlight within the Discrimination and Harassment Prevention Policy to enable the university to protect gender diversity. They advised that the University of Saskatchewan was the first U15 university to explicitly include two-spirit identity in its policy. They explained that discrimination was based on prohibited grounds and that these three items were now included as prohibited grounds. Drawing attention to the ‘genderbread person’ diagram in the materials circulated in the agenda, they noted the different ways a person perceives their gender.

They provided a handout and spoke to its recommendations to Senate on the implementation of a policy on gender expression, gender identity and two-spirit identity. This document is attached to these minutes as Appendix B.

12. Education Committee Topic

Update on Considerations Regarding Possible School of Architecture (Colin Tennent, Representative from Saskatchewan Association of Architects)

Colin Tennant, associate vice-president, facilities management, introduced himself as a registered architect, but not an architectural academic and advised that there were no architectural academics at the University of Saskatchewan. He noted that there was a broad array of people who employ the services of architects. Mr. Tennant advised that the demand for students of architecture had never been higher in Canada and that there was a great need for replenishment by younger practitioners. He noted that as Saskatchewan was one of the few provinces that did not have an architecture school, our students are forced to obtain their education elsewhere and many either do not return or do not return for a lengthy period of time.

Mr. Tennant noted there is also a cultural driver for a school of architecture and the province had a demand for growth. He explained that an advantage of having a school within the province and within Saskatoon, was that it could be a tremendous catalyst for urban and economic renewal. He also noted that there is a strong argument that as students of architecture are creative and of high energy that they would benefit a municipality greatly and also provide a centrum for other design to flourish (i.e. landscape architecture and urban planning).

Mr. Tennant reported that in 2013 the university undertook a series of interrelated symposia in the area of architecture that engaged a broad range of academics from the university and elsewhere to talk about the advantage of the school of architecture. They learned that a school of architecture would add a cohesive focus to the university that is currently missing. He advised that a risk to this initiative is that they do not have an academic champion at the university. He noted that when Ernie Barber was the dean of engineering he was a passionate supporter and more currently they have had support of Dean Stoicheff and Vice-Provost McDougall.

Mr. Tennant reported a potential partnership with SaskPolytechnic (formerly SIAST). He noted the current architectural technology programming in Moose Jaw is very sound, and it makes great sense to develop joint projects for this school through a partnership with SaskPolytechnic. He also noted that partnerships with the University of Regina and other PSE institutions are possible.

In regards to a home for the school, Mr. Tennant reported that the historic John Deere Plow Building has been gifted to the university if the decision is made to open a school of architecture. He advised that the City of Saskatoon is supportive as well as there is substantial donor readiness to refurbish the building both in kind and in cash.

Mr. Tennant invited Charles Olfert, Senate representative from the Saskatchewan Association of Architects to speak. Mr. Olfert reported that a vote taken by the association to have a school of architecture was passed by consensus. He noted the association is roughly 100 members, and those numbers have not changed over the past few decades. He also noted that many of the structures in Saskatchewan were not designed by architects and engineers from Saskatchewan. Mr. Olfert agreed the demand for students is there and that he frequently receives questions from high school students. He advised that the demand for trained architects goes far beyond building designs as architects work for contractors and are contractors. He noted that moving to a design culture changes the way the community exists and will affect the campus positively.

A senator asked Mr. Olfert's perspective on what to do with the traffic bridge. Mr. Olfert replied that if there was a school of architecture in Saskatchewan, there would be a dialogue over the past ten years and hundreds of ideas and suggestions.

13. Report on Non-academic Student Discipline Cases for 2013/2014

The university secretary provided comments noting the report was in the meeting materials. There were no questions.

14. Update to Policy Oversight Committee Year-End Report 2013/2014

The University Secretary noted the report was in the Senate agenda materials and called for questions. There were no questions.

15. Other Business

There was no other business.

16. Question Period

A senator asked Dr. Barber about the director and long term focus of the Global Institute for Food Security (GIFS) as the senator noted research showing emphasis on biotechnology and agriculture. Dr. Barber replied that he was previously the managing director but there was now a new executive director for the Global Institute for Food Security, Maurice Moloney, and invited the Senator to have a conversation with Dr. Moloney. He noted that he believed every citizen in the world should have sufficient food and access to clean water and that Saskatchewan was a powerhouse in the world in the front end of food production, so the institute was definitely focusing on the front end. The GIFS' themes and research are: healthy soils and environment; maximizing and resiliency of production; and capturing value in the global food system. He noted there was a connection between food, water and energy and he expected a lot of synergy over time within our institutions. He also noted that these were grand challenges around the world and no one university could ever hope to do it all, so the way we partner with others would contribute to how we can address global solutions.

A senator commented that at the last University Council meeting, there was a successful vote to rescind the Vision 2025 document. She noted that earlier in the meeting the president advised that the document was not binding without three bodies approving it, but rather it was a guiding document. The senator asked what this meant and how could it be used by Senate if it was not approved by all governing bodies. President Barnhart replied that because the document had not been approved by all three bodies it could not be used as a vision statement for the university. He recommended the document be used for guidance in that we understand what it says and that areas of it may be applied in future documents. He advised that Senate can either let the document stand or rescind it. He noted that it would be up to the new president to write a new vision document.

A senator asked in what way the implementation of 80% of TransformUS would be addressed through consultation. The president noted that he was in favour of 80% of the plan but this would have to be addressed by University Council and the Board of Governors and there was a lot of room for further debate and discussion. He noted that conversations were continuing and the tone was changing from confrontation to collaboration.

A senator asked the president if there was a committee of Senate to look into areas of conflict of interest and trust in regards to the events of the spring and the damage that had been done to the people in the province in regards to trusting administration. The president replied by noting that the direction that Senate takes is up to the Senate and that he attends Senate as a

member and vice-chancellor. He suggested that if Senate had ideas for future discussion or establishment of committees that those were for Senate to determine.

A senator reported that the district she represents is 80 to 90% First Nation and Métis and she takes her role as a representative and as a window to the community seriously. She advised that the people in her district have deep concerns about the impact of industry on their lands, water and air. She suggested that if the university was serious about Aboriginal engagement and respect for Aboriginals, that a committee should be struck to look into what impact the university partnering with industry might be having on traditional land. She spoke of International Minerals Innovation Institute (IMII) on campus and how its activities and investments were all driven by industry priorities. She noted that the university website had a wonderful definition of treaty and she spoke of Cameco and a recent judge's ruling that upheld the defense lawyer's argument that Cameco was not subject to treaty or UN rights of Indigenous peoples. She suggested this committee be made of Cree and Dene students and academics and that their mandate be to look at how the university partnering with industry may be impactful on the rights of the people that the university may be engaging with.

The president replied that IMII is not a university institute but rather housed at Innovation Place and is separate from the university. The IMII has membership by potash and uranium companies and he disagreed with the senator's comments regarding its connection to the university. Regarding setting up a committee, the president suggested that perhaps that is something that senators might wish to discuss.

A senator asked the president if the International Minerals Innovation Institute was listed as a highlight of success in his report. The president noted that he does have a connection with the IMII in that he was chair of the IMII board before becoming president but had stepped down from that role. He advised that IMII is supporting three professors in the college of engineering in terms of establishing mining engineering programs as the university previously offered a degree in mining engineering and is now reconsidering bringing this program back.

A senator noted that Dr. Barber had commented on developing a place of respect nationally and internationally and prioritizing partnerships. The senator referred to an article regarding a new partnership that was established with Israel and in which three institutes were mentioned; GIFS, IMII and the Sylvia Fedoruk Centre for Nuclear Innovation. The senator felt that those three institutes had been steeped in controversy and that there were national efforts to delink with corporations connected with Israel regarding events in Gaza. She asked who was steering this and how was the university determining the ethics of these global partnerships and how can we ensure some level of transparency regarding these matters.

Dr. Barber agreed that the questions asked required some good conversations and commented that there were a number of private businesses that operate in the province of Saskatchewan and increasingly we find that those private businesses want to invest in public sector research in a university like the University of Saskatchewan. He believed that we should celebrate the fact that the private sector wants to give back to the public sector that they depend upon. He advised that when the university enters into partnership that a type of firewall is established: the partnerships point to our commitment to academic freedom and clearly indicate what that is. It is also clearly set out that the partners can steer the research but that they do not control the selection of projects or the research itself. He also noted there is no restriction on the researcher's ability to talk freely of their research results.

Dr. Barber added as a personal comment that for the most part the partnerships were from scientist to scientist and as a researcher himself it would seem to be an infringement on academic freedom if a professor at the university could not collaborate with scientists in Israel. He responded to a question from a senator regarding oversight and agreed this was something that should be discussed at the university.

A senator noted that the websites on GIFS and IMII appeared to her as primarily industry driven. The provost replied that IMII is a private institution which was put together so the private sector can come together with government to consider what the private sector will look at. Regarding GIFS, there is government money and private money provided by project and that \$35M came from Potash Corp and \$15 M from the province, with an additional \$2M now provided by Viterra. He noted that the GIFS Board consists of nominees from each of the founding partners: PotashCorp, the Government of Saskatchewan and the University of Saskatchewan as well as three independent members of the board.

A senator asked the university secretary and the chancellor if there should be an open forum for current senators to propose items for the next Senate agenda noting that she understood Senate executive set the agenda. The chancellor agreed this was a great idea.

A senator suggested that there needed to be a conversation about academic freedom and corporations. The president responded noting he agreed work must be done regarding how the academic and corporate communities can work together perhaps with the addition of an ethics committee mandated for this matter. He noted there is currently an ethics committee that reviews research matters. The senator responded that an umbrella ethics committee is necessary for the governance structure regarding corporate and academic matters to strive for unity necessary to move forward. The president noted he will consider this further.

A senator asked about the presidential search committee noting there was also a provost position to fill and asked about the timeline for this transitional phase of leadership. The university secretary advised that the presidential search committee procedures were set out in the *Procedures for Search and Review Committees of Senior Administrators* available on her website. She also advised that there was the intention for the new president to be involved in the search for the new provost.

The university secretary also commented on a previous question regarding adding items to the Senate agenda noting that senators who have items they would like to add should contact her office for the deadline date for items to be submitted to the Senate executive committee. The Senate executive committee then considers these requests.

A senator asked a question about calling a special meeting and the university secretary advised that the process was set out in the Senate bylaws.

A senator noted a fire alarm practice that takes place at the Royal University Hospital where people were locking their doors when the fire alarms sound and asked if there were any plans for a reaction to major disasters or attacks on campus. The provost commented that it was not acceptable to lock yourself in your office and asked Mr. Tennant to comment on disaster plans. Mr. Tennant noted the university had developed a crisis management team that consists of three individuals that represent different portfolios and can manage the university through a crisis: Patti McDougall, vice-provost, Colin Tennant and AVP of Human Resources. He noted there was also a crisis operations team that is on call for any issue that developed and that close contact was maintained with senior administration to make prompt decisions regarding

actions to be taken. He advised that the director of Protective Services had developed a compact manual for dealing with crises that could be shared with senators and that a communication plan was being developed that the community would be made aware of.

17. Adjournment, Dates of Convocations and Future Senate Meetings

Fall Convocation 2014: Saturday, October 25, 2014

Honorary degrees to be awarded:

- Chief Darcy Bear

- Dr. Carl Zylak

(Secretary's note: Unfortunately, Dr. Zylak was ill and unable to attend the October 2014 convocation ceremony, so he will attend one of the June 2015 convocation ceremonies instead.)

Spring Senate meeting 2015: Saturday, April 25, 2015

Spring Convocation 2015: June 1 – 4, 2015

STUMBORG/FLATEN: Motion for adjournment at 3:00 p.m.

Senate attendance October 18, 2014

APPOINTED MEMBERS		DISTRICT MEMBERSHIP		EX-OFFICIO	
Acton, Pamella	A	Binnie, Sarah	P	Barber, Ernie	P
Albritton, William	P	Girardin, Theresa	P	Barnhart, Gordon	P
Alexander, Jeanne	P	Hoback, Jerri	P	Bilson, Beth	R
Ashley, Linda	P	Jonsson, Janice	P	Baxter-Jones, Adam	A
Baker, Carey	P	Kopp-McKay, Adelle	P	Buhr, Mary	P
Braaten, Lee	P	Krismer, Robert	P	Butler, Lorna	P
Brandt, Arlene	P	McLeod, Tenielle	R	Calvert, Lorne	P
Christensen, Helen	P	McPherson, Russ	P	Chad, Karen	R
Danyliw, Adrienne	P	Michalenko, Richard	P	Cram, Bob	R
Derdall, Michele	P	Nicol, Jim	P	Doherty, Kevin	R
Dutchak, Dave	P	Pulfer, Jim	P	Downey, Terrence	P
Enoch, Simon	P	Schriml, Ron	P	Favel, Blaine	P
Flaten, Patricia	P	Stevenson, Corinna	P	Fowler, Greg	P
Forbes, Richard	P	Stumborg, Mark	P	Freeman, Douglas	R
Fron dall, Doug	P	ELECTED MEMBERS-AT-LARGE		Greenberg, Louise	R
Fyfe, Ryan	P			Harasmychuk, Robert	R
Gerwing, Karen	P	Antony, Jenalene	P	Kirpouros, Georges	P
Gjetvaj, Branimir	P	Bentham, Davida	P	Magotiaux, Heather	P
Greschner, Toby	A	Cole, Evan	P	Martini, Jeromey	A
Hollick, Barry	P	Docken, Doreen	P	McCaffrey, Geordy	P
Hubich, Larry	P	Finley, Sandra	A	McKercher, Peggy	P
Hryniw, Crandall	P	Fortugno, Stefania	A	Molloy, Tom	P
Isinger, Lori	R	Hande, Mary Jean	P	Ogilvie, Kevin	A
Kies, Richard	P	Mihalicz, Deborah	P	Pawelke, Michael	A
Lamontagne, Shelly	A	Rempel, Richard	A	Pezer, Vera	P
Lanigan, Dennis	R	Rooney, Karen	P	Prytula, Michelle	P
Lavoie, Armand	P	Swystun, Lenore	P	Rodgers, Carol	P
Lee, Bryan	P	Thompson, Michelle	P	Smith, Preston	R
Loewen, Mairin	P	Wells, Joyce	P	Stoicheff, Peter	P
Lohrenz, Kathleen	P	Wickenhauser, Joe	P	Taras, Daphne	R
MacArthur, Sandra	P	STUDENTS		Turner, Ted	R
MacMillan, Judy	P	Arcand, Jaylynn	P	Uswak, Gerry	R
Martin, Stephanie	P	Franklin, Heather	P	Wasan, Kishor	R
McKechney, Margaret	P	Iron, Monica	P	Williamson, Vicki	R
Menzies, Craig	P	LeBlanc, Daniel	P		
Mushinski, Valerie	P	Senecal, Gabe	P	NON-VOTING	
Neufeldt, Victoria	P	Vlahu, Izabela	P	Russell Isinger	P
Olfert, Charles	P	Wilson, Kate	P	Patti McDougall	P
Olfert, Ernest	P	P=present		Williamson, Elizabeth	P
Prisciak, Karen	P	R=regrets			
Prokopchuk, Nadia	P	A=absent			
Spitzig, Doug	R				
Thibodeau, Lisa	P				
Toye, Colleen	R				
Wiens, Rod	A				
Young, Colleen	R				

Implementing a Policy on Gender Expression, Gender Identity and Two Spirit Identity



UNIVERSITY OF
SASKATCHEWAN

Provost's Advisory Committee
on Gender & Sexual Diversity

University of Saskatchewan's Key Strengths:

- Strong history of individual change makers
- Inclusive policies being developed and implemented (e.g. Discrimination and Harassment Policy, Student Housing initiatives, Student Counselling Policy)
- First of the U15 to include "two spirit identity" in discrimination policy
- Rich history of gender and sexual diversity on campus
- Campus resources: Pride Centre, Neil Richards Collection on Sexual and Gender Diversity

Opportunities for Improvement:

General:

1. Consult with the Provost's Advisory Committee for Gender & Sexual Diversity and/or the USSU Pride Centre on any matters or proposed changes that will affect the lives and experiences of LGBTQ+¹ people on campus.

University Governance:

1. Implement an accessible, simple process for students to change their gender identity on university records and student health forms. This could include an option for self-declaration of transgender or two spirit identity.
2. Develop a clear communications strategy to help raise awareness of the new policy to students, staff and faculty.
3. Make a clear and explicit commitment to LGBTQ+ students in the University's Integrated Plan, similar to those made to Aboriginal students, International Students and Students with Disabilities.
4. Become a leader in the province by including LGBTQ+ individuals in affirmative-action hiring to address the broad societal discrimination that leads to employment inequality.
5. Develop a policy to ensure that all new hires are affirming and accepting of gender and sexual diversity through explicit statements or questions in the interview process.
6. Develop a plan to actively recruit and retain LGBTQ+ students similar to other student populations.
7. Expand scholarships and awards specifically intended for LGBTQ+ students and their allies as well as community engagement projects that have an LGBTQ+ focus.
8. Encourage research on gender and sexual diversity on campus through the establishment of awards, grants, scholarships and bursaries.
9. Encourage the university's Research Ethics Board to promote data collection methods that acknowledge gender diversity in all Human Ethics applications.
10. Clearly and explicitly acknowledge and reference gender and sexual diversity at the university in public statements and documents.

¹ LGBTQ+ is an increasingly popular acronym used to refer to people who identify as lesbian, gay, bisexual, transgender and queer as well as many important but less common identities such as two spirit, intersex, questioning, asexual, pansexual and polysexual among others.

Deans, Colleges & Faculty:

1. Incorporate gender and sexual diversity training into existing faculty and staff training for new hires and make it available to current employees for continuing education.
2. Encourage faculty to integrate LGBTQ+ issues into existing courses when appropriate. Make staff and faculty aware of existing resources and support for this work.
3. Develop and actively expand the number of courses focused on LGBTQ+ topics, particularly in professional fields (e.g. Medicine, Nursing, Law).
4. Develop certificate programs in gender and sexual diversity which include options for internships and experiential learning.
5. Support the growth and development of LGBTQ+ student organizations (e.g. LGBTQ+ Medical Students' Association, OUTLaws).

Student Services and Support Staff:

1. Provide funding for a full-time professional staff member who supports LGBTQ+ students and conducts gender and sexual diversity training at the university (e.g. ombudsperson, Discrimination & Harassment Prevention Services officer).
2. Develop clear and visible procedures and protocols for reporting LGBTQ+ bias incidents and hate crimes. Establish a procedure for **anonymous** reporting.
3. Develop methods for supporting those victimized by LGBTQ+ bias incidents and hate crimes, whether they be students, staff or faculty.
4. Provide mandatory training to Protective Services on sexual orientation and gender identity as well as all front-line student support workers.
5. Develop an “ally” self-declaration option in student housing to assist with placement of LGBTQ+ students.
6. Provide health-centre staff with opportunities for regular training to increase understanding of specific LGBTQ+ health issues.
7. Install permanent signage that explicitly marks appropriate washrooms as gender neutral. Install a permanent display board in all gender neutral washrooms to house a statement about the space as well as maps indicating the location of other gender neutral washrooms on campus.
8. Develop a policy to ensure the inclusion of gender neutral washrooms in the design of new spaces or the renovation of existing spaces.

For more information, please contact:

Provost's Advisory Committee on Gender & Sexual Diversity

Contact: Joel Fonstad, Co-Chair
Email: joel.fonstad@usask.ca
Phone: 306-966-8057
Website: www.usask.ca/positivespace (Coming soon)

USSU Pride Centre

Contact: Craig Friesen, USSU Pride Centre Coordinator
Email: pridecentre@ussu.ca
Phone: 306-966-6615
Website: www.ussu.ca/pride-centre/