

Nipissing University
Minutes of the Academic Senate Meeting
May 10, 2019
10:30 a.m. – Room F210

MEMBERS PRESENT:

M. DeGagné (Chair), A. Vainio-Mattila, J. McAuliffe, D. Iafrate, N. Black
D. Lafrance Horning, M. Litalien, L. Manankil-Rankin, P. Ravi, M. Sullivan
A. Burk, N. Colborne, A. Hatef, L. Kruk, K. Lucas, G. McCann, K. Srigley, S. Srigley, D. Tabachnick
C. Hachkowski, B. Hatt, D. Hay, D. Jarvis, C. Peltier, G. Raymer, C. Ricci, G. Sharpe
B. Ray
J. Nighbor
H. Mackie, T. Sullivan, C. Foster, N. Muylaert

ABSENT WITH REGRETS:

C. Sutton, J. Nadeau, P. Radia, C. Richardson
L. Chen, K. McCullough, P. Millar
S. Connor, E. Dokis, B. Kelly, S. Renshaw, H. Teixeira, T. Vassilev, H. Zhu
J. Allison, T. Horton, A. Schinkel-Ivy
O. Pokorny
T. Curry

APPROVAL OF THE AGENDA OF THE SENATE MEETING OF: May 10, 2019

MOTION 1: Moved by H. Mackie, seconded by P. Ravi that the agenda of the Senate meeting of May 10, 2019 be approved.
CARRIED

ADOPTION OF THE MINUTES OF THE SENATE MEETING OF: April 12, 2019

MOTION 2: Moved by N. Colborne, seconded by G. McCann that the minutes of the Senate meeting of April 12, 2019 be adopted.
CARRIED

The Speaker opened the meeting with a welcome to the traditional territory:
As we begin this Nipissing University Senate meeting, I would like to acknowledge that we are in the territory of the Robinson-Huron Treaty of 1850 and that the land on which we gather is the Nipissing First Nation Traditional Territory and the traditional territory of the Anishnabek. We respect and are grateful to hold this event on these lands with all our relatives.

BUSINESS ARISING FROM THE MINUTES

A request was received for clarification of the relationship of the Academic Plan 2019-2022 presented at the April 12, 2019 Senate meeting and the Academic Plan 2017-2022 approved at the May 26, 2017 Senate meeting. In response to questions as to whether the new Academic Plan will be brought forward to Senate for approval, and whether it will replace the present Academic Plan, the Provost advised that the Academic Plan 2017-2022 is the approved plan and the new Academic Plan 2019-2022 will be included as an appendix and referred to as the Annual Academic Plan. The Academic Plan 2017-2022 includes five goals but does not action them, or provide a timeframe or implementation plan. It also does not speak to academic renewal. The new Annual Academic Plan is a yearly, actionable plan received from the Provost's team of direct reports that includes priorities that feed into the budget and Senate. In response to follow-up questions regarding the status of the search for the Director of the School of Nursing and the importance of the nursing faculty being provided an opportunity to provide input, the Provost advised that further information on this matter would not be answered in this forum.

REPORTS FROM OTHER BODIES

The President advised that post-budget briefings have been received from the Ministry in regards to public sector compensation, and he thanked Drs. Srigley, Nagy and Greer for providing a briefing to the SSHRC. He also acknowledged Nursing Week and how very proud we are of our nursing programs, faculty and students. The President was pleased to present the Annual Tenure & Promotion Report for 2018-19. The Report is attached to the Minutes.

The Provost advised that earlier today Kirsty Duncan, Minister of Science and Sport, launched Dimensions: Equity, Diversity and Inclusion Canada, a pilot program inspired by the United Kingdom's internationally-recognized Athena SWAN program. Dimensions aims to address systemic barriers, particularly those experienced by members of underrepresented or disadvantaged groups, including, but not limited to, women, Indigenous Peoples, persons with disabilities, members of visible minority/racialized groups, and members of LGBTQ2+ communities. Minister Duncan also unveiled the Dimensions charter, which is available to all research disciplines and fields of study at all post-secondary institutions (universities, colleges, CEGEPs and polytechnics). Institutions that endorse the Dimensions charter commit to embed EDI principles in their policies, practices, action plans and culture. For further information please search the following link: <https://www.univcan.ca/media-room/media-releases/universities-canada-principles-equity-diversity-inclusion/>

The Provost was pleased to announce the following two new Teaching Chairs, Dr. Alex Karashev, Teaching Chair of Motivation in STEM Fields, and Dr. Anne Wagner, Teaching Chair in Supporting Diversity in Higher Education. She was also pleased to announce the 2018-19 Chancellor's Award Recipients: Dr. Steve Hansen, Chancellor's Award for Excellence in Teaching (FASBU); Dr. Richard Senior (MD), Chancellor's Award for Excellence in Teaching (CASBU); Dr. Mukund Jha, Chancellor's Award for Excellence in Research and Dr. Toivo Koivukoski, Chancellor's Award for Excellence in Service. The Provost advised that the new IQAP protocol was ratified by Quality Assurance at the April 26, 2019 Quality Council meeting.

The Senate representative from the Board of Governors thanked Dr. Graydon Raymer, Director of the School of Physical and Health Education, for hosting, providing a tour, and making a presentation to the Board on the BPHE program at their meeting on May 2, 2019. He welcomed two new Board members, Stuart Kidd and Kathy Wilcox, and advised that Tom Palangio was re-elected as Chair of the Board of Governors for a one-year term. He thanked Dr. David Tabachnick for his service on the Board and welcomed Dr. Denyse Lafrance Horning as the faculty Senate representative on the Board for a three-year term. Appreciation was expressed to the outgoing NUSU team and a warm welcome was extended to the new NUSU team.

The President of the Alumni Advisory Board advised that nominations for the Board are still being sought. The on-line application form can be found on the website at: <https://www.nipissingu.ca/alumni/advisory-board/board-member-application>

The new NUSU President, Hannah Mackie, provided a report. The report is attached to the Minutes.

The Dean of Graduate Studies and Research provided a report. The report is attached to the Minutes.

QUESTION PERIOD

Following a discussion regarding changes to the honorarium policy and the possible implications this may have on teaching and research, and in particular on how Elders and Knowledge Keepers are acknowledged, the President advised that this is not just a Nipissing University or university issue. Harmonized guidelines that are fair and respectful and outline what is expected need to be established. The Chair of Indigenous Education advised that she has received permission to share the Nipissing First Nation honorarium policy. Please contact Senator Peltier for further information regarding the policy. Our goal is to establish a fair, honorable and equitable rate of payment. The President thanked Senators for their feedback and requested that any further input be forwarded to him by e-mail.

In response to a question regarding how the new Strategic Mandate Agreement (SMA 3) will work and whether faculty will have input into the process, the Provost advised that the SMA 3 will be a part of the Academic Plan. The Ontario government has scheduled a meeting with Exec. Heads and Provosts for the end of September and further details will be provided at that time. The Registrar is currently overseeing the Strategic Enrollment Management Plan and by August 2019 a working group will be struck to establish priorities and differentiation. Discussions will take place in the fall and metrics will be established. By spring 2020, the next framework should be in place, including faculty consultation, and it will be brought back to Senate.

REPORTS OF STANDING COMMITTEES AND FACULTY OR UNIVERSITY COUNCILS

SENATE EXECUTIVE COMMITTEE

MOTION 3: Moved by M. DeGagné, seconded by G. McCann that Senate receive the Report of the Senate Executive Committee dated May 2, 2019.
CARRIED

BY-LAWS AND ELECTIONS SUBCOMMITTEE

MOTION 4: Moved by N. Colborne, seconded by A. Burk that the Report of the By-Laws and Elections Subcommittee dated April 16, 2019, be received.
CARRIED

GRADUATE STUDIES COMMITTEE

MOTION 5: Moved by J. McAuliffe, seconded by N. Colborne that the report of the Graduate Studies Committee dated April 17, 2019 be received.
CARRIED

MOTION 6: Moved by J. McAuliffe, seconded by K. Srigley that Senate approves that the Flex time enrolment option be available to students in the MA History program.
CARRIED

MOTION 7: Moved by J. McAuliffe, seconded by D. Lafrance Horning that Senate approves moving from 3 to 2 letters of reference for admission applications.
CARRIED

SENATE BUDGET ADVISORY COMMITTEE

MOTION 8: Moved by A. Burk, seconded by H. Mackie that the Report of the Senate Budget Advisory Committee dated April 30, 2019 be received.
CARRIED

AMENDMENT OF BY-LAWS**Notice of Motion that Article 8.1 of the Senate By-Laws be amended as outlined below:***Revised Article reads (changes in bold and strike through):*

8.1 General Committee/Ad Hoc Committee Procedures

- (a) In general, where appropriate and feasible, the procedures of Senate standing or ad hoc committees shall parallel those of Senate.
- (b) Except as stated otherwise in these By-Laws, the President shall be an *ex officio* non-voting member of every Senate standing or ad hoc committee.
- (c) Unless otherwise stipulated in these By-Laws, all Senate standing or ad hoc committees shall report directly to Senate, while ad hoc committees within Senate standing committees shall bring reports and recommendations to their parent committees for consideration and possible conveyance to Senate.
- (d) A Senate standing or ad hoc committee/subcommittee may also report to another such committee/subcommittee at the other committee/subcommittee's request. Any such report shall also be conveyed to Senate, for information.
- (e) **The Chair of Senate shall appoint a recording secretary for each standing committee. In the event of his/her absence, the committee shall appoint another person to act as recording secretary.**
- (ef) Secretarial support for each committee/subcommittee shall be provided through the office of:
 - (i) the Chair of the committee/subcommittee, when the Chair is an *ex officio* voting or non-voting member; or
 - (ii) a senior *ex officio* voting member of the committee/subcommittee, when the Chair is a faculty Senator.

Notice of Motion that Article 9.6 of the Senate By-Laws be amended as outlined below:*Revised Article reads (changes in bold and strike through):*

Terms of Reference for the Joint Committee of the Board and Senate on Governance

Revised and approved by the Joint Committee of the Board and Senate on Governance – April 4, 2019

- 9.6 (a) *Ex Officio* Members:
 - i) the President of the Nipissing University Student Union (NUSU) or designate.
- (b) Members elected by Senate:
 - (i) three (3) faculty Senators.
- (c) Members elected by the Board of Governors:
 - (i) three (3) members of the Board of Governors, including ~~the President & Vice-Chancellor~~, the Chair of the University Governance Committee and ~~one two (2)~~ non-constituent Board members elected by the Board.
 - ii) **the President & Vice-Chancellor (ex-officio – non-voting)**

ELECTIONS

- Elect one (1) faculty Senator to serve as the Council of Ontario Universities (COU) Academic Colleague for a three (3) year term.
H. Earl - ACCLAIMED
- Elect one (1) faculty Senator to serve as the Council of Ontario Universities (COU) Academic Colleague (Alternate) for a three (3) year term.
M. Litalien – ACCLAIMED

The Speaker announced that the following Arts & Science faculty were elected as Senators for three-year terms: Dr. Amanda Burk, Dr. Logan Hoehn, Dr. Hilary Earl, Prof. Andrew Ackerman, Dr. Roxana Vernescu, Dr. Darren Campbell and Dr. Nathan Kozuskanich. Dr. Odwa Atari was elected for a one-year sabbatical replacement.

NEW BUSINESS

MOTION 1: Moved by D. Iafrate, seconded by H. Mackie that Senate consider receipt of the Report on Graduation Applicants dated May 9, 2019.
CARRIED

MOTION 2: Moved by D. Iafrate, seconded by A. Burk that Senate receive the Report on Graduation Applicants dated May 9, 2019.
CARRIED

MOTION 3: Moved by D. Iafrate, seconded by A. Burk that Senate grant approval to graduate the students listed in the Report on Graduation Applicants dated May 9, 2019.
CARRIED

MOTION 4: Moved by H. Mackie, seconded by A. Burk that Senate move in-camera to bring forward for approval the names of honorary degree candidates approved by the Honorary Degrees Subcommittee.
CARRIED

ADJOURNMENT

Senate was adjourned at 12:00 p.m.



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M. DeGagné (Chair)



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S. Landriault (Senate Secretary)

President's Annual Tenure and Promotion Report

2018-19

March 18, 2019

In accordance with the Tenure and Promotion Procedures of Nipissing University, I am forwarding this report to the May meeting of Senate and the next meeting of our Board of Governors for information.

Article 25.25 (a) of the Collective Agreement states that, "Every year by May 20, the President of the University will prepare a Report on Tenure and Promotion which will be appended to the September Senate agenda and submitted to the Board around the same time". Article 25.25 (b) defines the dimensions of the report as follows:

TENURE				
Applications	Granted	Denied	Deferred	Withdrawn
2	2	0	0	0
Applicants Awarded Tenure (Tenure & Promotion Process):				
Dr. Louela Manankil-Rankin		Dr. Kirsten Greer		

PROMOTION TO ASSOCIATE PROFESSOR				
Applications	Granted	Denied	Withdrawn	URAC
2	2	0	0	0
Applicants Awarded Promotion to Associate Professor:				
Dr. Kirsten Greer		Dr. Karey McCullough		

PROMOTION TO PROFESSOR			
Applications	Granted	Denied	Withdrawn
7	7	0	0
Applicants Awarded Promotion to Professor (T&P Process):			
Dr. Steven Arnocky		Dr. Brenda Bruner	
Dr. Mark Bruner		Dr. Robin Gendron	
Dr. Barbi Law		Dr. Katrina Srigley	
Dr. Thomas Waldock			

No. of Applications heard by the University Review Appeals Committee	0
No. of Grievances heard by the University Review Appeals Board	0

No. of Job Candidates awarded Tenure upon appointment	0
No. of Job Candidates awarded Promotion to Associate Professor or Professor upon appointment	0

Academic Senate Report May 2019

New Executives & Senator

The 2019/2020 Executive Committee began their term last week. We are excited for the year ahead. In October 2018 we held our Annual General Meeting and a change from 5 executives to 4 executives were made.

The executive positions this year are:

Hannah Mackie - President

Taylor Sullivan - VP Finance & Administration

Charlotte Foster - VP Advocacy & Awareness

Shannon MacCarthy - VP Student Life

We would also like to introduce Natalie Muylaert as our Arts & Science Senator. Natalie is a psychology major and will be working in Accessibility Services this summer.

Sunshine Awards

Last month NUSU launched the Sunshine Awards. This initiative was for students to nominate Nipissing University faculty and staff anonymously for the positive impact they have made on campus and in students' lives. We would like to congratulate the 48 faculty and staff who were the recipients of this award.

We have had a huge positive response to this and we are looking to do it again in the future.

One message we received from a community member read:

"With everything happening right now with the education cuts and layoffs it's so heartwarming to see you recognize staff and faculty. Thank you for doing this initiative. My nephew goes to your university and after showing this to my son we both agreed that this kind of environment is something post-secondary institutions should strive for between all groups on campus. My son has a few years left in high school but after seeing this level of commitment and the testimonials from students he definitely wants to be a part of the Laker family."

Provincial Cuts

As you know the provincial government has made significant changes and cuts to many programs in the education sector. The biggest change for us would be the Student Choice Initiative and the change to ancillary fees. As we navigate this process we would like to thank Cheryl, Ursula and Casey for their open communication and help with this process. We are looking to provide the same standard of services for students despite the financial changes.

Community Involvement

The executive team last year stepped up NUSU's involvement within the North Bay community. We are looking to do the same and engage with different businesses, charities and non-profit organizations. Our goal as an organization is to ensure that we create opportunities and build relationships for our students.

Office of Graduate Studies and Research
Report to Senate
May 10, 2019

CRC Update

Nipissing University currently holds one (1) Tier I and two (2) Tier II CRC positions. We have divided the Tier I into two (2) Tier II positions resulting in a total complement of four Tier 2 positions for the University. We currently have three (3) SSHRC and one (1) NSERC chairs. In the fall of 2018 we received notice of the allocation of an additional Tier II Chair.

The Secretariat has developed EDI quotas for the CRC allocations. All institutions with five (5) or more CRCs are required to submit an EDI Action Plan to the Secretariat for approval prior to submitting a new nomination. Nipissing University is in a grey area as our allocation is technically four (4) but is administered as five (5) positions. To that end, the Office of Graduate Studies and Research has drafted two documents: Nipissing University CRC Management Plan and The CRC Equity, Diversity, Inclusion Action Plan.

We currently have three (3) CRC positions that are at the early stages of the renewal process and one (1) CRC that will end their second term in 2020. With five (5) Tier II CRCs our targets for four underrepresented groups (note: as defined by the Secretariat) would be 35% Women, 15% Visible Minorities, 4% Persons with Disabilities, and 1% Indigenous Peoples.

Nipissing University is committed to the principles of Equity, Diversity, and Inclusion and see this program as part of an overall strategy for Equity, Diversity, and Inclusion at Nipissing University.