Nipissing University
Minutes of the Academic Senate Meeting
May 12, 2023
10:30 a.m.
Room F210 & Zoom Videoconference

Members Present: K. Wamsley (Chair), C. Sutton, N. Colborne, B. Law, C. Mady, D. Iafrate
C. Irwin, O. Pokorny
R. Hehn
H. Panchal, E. Cooke, S. Greco


The Senate Speaker offered a Traditional Territory acknowledgement.

Approval of the Agenda of the Senate Meeting of: May 12, 2023
Motion 1: Moved by S. Winters, seconded by T. McParland that the agenda of the Senate meeting of May 12, 2023 be approved.
CARRIED

Adoption of the Minutes of the Senate Meeting of: April 14, 2023
Motion 2: Moved by S. Winters, seconded by C. McFarlane that the minutes of the Senate meeting of April 14, 2023 be adopted.
CARRIED

Business Arising From the Minutes

The Speaker thanked Senator Tuncali for his constructive suggestion to consult Ted Chase about the procedural issue that arose regarding receipt of a report at the last Senate meeting. Ted Chase noted a portion of By-law 8.4(c), "A motion to receive should normally not be
defeated; rather, it should be carried if Senate is generally satisfied with the report and prepared to consider the recommendations therein or referred back to the committee (with specific instructions) if there are significant concerns." It was also concluded that, if a report is not received then the motions arising from the report cannot be considered by Senate.

The Director of Institutional Planning and Analysis provided a follow-up presentation in response to questions raised regarding the data analysis information provided at the last Senate meeting. The presentation along with detailed written responses is attached to the minutes.

Following the presentation, a lengthy discussion took place around the collection and interpretation of data. The Vice-President, Finance & Administration provided clarity on a number of questions and comments, including if analysis on revenues and expenses is being completed in all departments University-wide. She confirmed that the Finance and Institutional Planning and Analysis team continues to collect benchmark data across all departments and noted that comparative figures from other universities are also being reviewed to ensure services are provided efficiently across the institution. Additional information will be made available as the budget tool and structure are refined.

Following a question as to whether this data was taken into consideration prior to the decision by the administration to merge departments, the VPFA advised that pros and cons of all departmental changes are discussed at length and noted that changes made to the structure of the university are made on an ongoing basis.

A request was made that a detailed report of the risk management analysis of current departmental changes, as well as the administrative response be provided to Senate. The VPFA reported that the incoming Provost, Vice-President Academic (PVPA) would be advised that this request had been made.

In response to a request to receive a detailed breakdown of the 2023/24 Budget, the VPFA advised that a Senate Budget Advisory Committee meeting will be scheduled, and that the committee will determine how best to provide the information to Senate.

**Reports From Other Bodies**

The President provided a report. The report is attached to the minutes.

In follow up to the President’s announcements regarding Laura Killam, Nipissing’s first 3M National Teaching Fellow, and Sarah Pecoskie-Schweir, Nipissing’s second 3M National Student Fellow, as well as previous faculty and student award recognition, the leadership and work of the Teaching Hub (particularly, Heather Carroll, Senior Instructional Designer, and Pat Maher, Dean of Teaching), was acknowledged.

A written report from the Provost and Vice-President Academic and Research (Interim) is attached to the minutes.

The Alumni Advisory Board representative provided a report. The report is attached to the minutes.

The NUSU VP Advocacy and Awareness provided a report. The report is attached to the minutes.

As an amendment to the NUSU report, the VP Advocacy and Awareness requested that all oral reports to Senate also be included as written reports so that information is available for
continuous and effective communication and can be referenced back to. He also acknowledged Nursing Week by recognizing the efforts of the nursing community and the importance of the profession. He also congratulated Sarah Pecoskie-Schweir, as Nipissing’s second 3M National Student Fellow, recognizing how very proud the university community is of her accomplishments and her dedication to students.

**Question Period**

In response to an inquiry around delayed offers of admission, the Registrar advised that the priority of Admissions is to ensure a prompt response rate and noted that offer letters have been issued at a faster rate than in previous years. She noted that students should contact the Registrar’s office and speak directly to staff should they have concerns.

It was noted that a report from the Board of Governors was not included in the Senate agenda, and a request was made that a report be provided. As the meeting was held April 27, a report was not yet available and will be submitted and circulated with the June Senate meeting materials. A Senate representative on the Board reported that consideration of the budget was presented and discussed at the last meeting of the Board, and the VPFA reiterated that the projected financial results for 2022-23 and the budget for 2023-24 will be presented in detail, following a meeting with the Senate Budget Advisory Committee.

In response to a request for a report on the status of the New Student Orientation, the Speaker acknowledged Veronica Afonso, Student Learning Coordinator in Student Development and Services - Student Learning and Transition. Ms. Afonso spoke to the unfortunate vacancies within the Student Learning and Transition (SLT) department, which directly impact the success of the New Student Orientation sessions and Lakers Orientation Week. Following the presentation, Senators expressed concerns and acknowledged the importance of recruitment and retention for both students and staff.

The President thanked the members that brought this issue forward and noted that two positions had been posted and that hiring was in process. He noted that staffing levels have been affected by budget cuts over the last ten years which were further exacerbated by the pandemic. Nipissing continues to experience staffing shortages in all units across campus, including senior leadership. He spoke to the importance of student-facing services and noted that Nipissing University allocates a larger percentage towards student services when compared to many universities in Ontario. He reiterated that student retention is a high priority, and the Institution has a moral responsibility to support all students. Work continues to fill vacant positions and have a full and functional staff compliment.

Following a comment about reduced budgets, the President clarified that the 2023/24 budget was not achieved through not hiring positions and reiterated that the common goal is to fill all posted positions with staff that can provide students with the best possible service and a healthy learning and working environment. It was noted that the Provost continues to work on a staffing plan for Student Services, and that staff shortages are not isolated to a sole department but felt university wide. The Provost is aware of the issues within the department and New Student Orientation is being planned for.

**Reports of Standing Committees and Faculty or University Councils**

**Senate Executive Committee**
Motion 3: Moved by K. Wamsley, seconded by R. Gendron that the Report of the Senate Executive Committee dated May 4, 2023 be received.
CARRIED

In response to a request for clarification of the statement within the Senate Executive Report concerning guest speakers, the Chair advised that a discussion had been held at the Senate Executive Committee meeting regarding guests and process. As Chair of Senate and the Senate Executive Committee, it had been brought to his attention that there were guests at the last Senate meeting that did not have an opportunity to speak as the meeting ran for 3 hours. Concerns were expressed that this was an overreach by the Senate Executive Committee and could stifle the work of Senate, as well as infringe on the Speaker’s right to manage how Senate conducts its business. The Chair reiterated that the spirit of the conversation was to follow processes so that guests who wish to present at Senate can be recognized in due time. The Speaker advised that this matter had been forwarded to the By-laws and Elections Committee for further discussion.

Graduate Studies Committee

Motion 4: Moved by B. Law, seconded by H. Earl that the Report of the Graduate Studies Committee dated March 29, 2023 be received.
CARRIED

Research Committee

Motion 5: Moved by B. Law, seconded by R. Hehn that the Report of the Research Committee dated April 20, 2023 be received.
CARRIED

Teaching and Learning Committee

Motion 6: Moved by G. Raymer, seconded by J. Allison that the Report of the Teaching and Learning Committee dated February 10, 2023 be received.
CARRIED

Motion 7: Moved by G. Raymer, seconded by C. McFarlane that the Report of the Teaching and Learning Committee dated March 24, 2023 be received.
CARRIED

Motion 8: Moved by G. Raymer, seconded by R. Hehn that the Report of the Teaching and Learning Committee dated April 14, 2023 be received.
CARRIED

In response to questions regarding the Student Course Experience Survey and why the name was changed from Student Opinion Survey to Student Course Experience Survey, how the questionnaire was developed, and where it will go next, Senator Raymer, Chair of the TLC, advised that a Joint Committee for the Assessment of Teaching and Learning (JCATL), comprised of representatives from faculty and administration, had been struck. The name change was thought to better represent a survey of the student course experience and was one of several recommendations that came from the final report of the JCATL. The TLC discussed the recommendations and decided that the TLC’s job was to develop the tool and the list of questions based on the recommendations. How the SCES is implemented is not the purview of the TLC. Senate can choose to approve the tool and the two sides can work together. The VPFA
advised that following discussion with the Provost, it is her understanding that the next step will be that the SCES will go to the Joint Committee on the Administration of the Agreement (JCAA).

Motion 9: Moved by G. Raymer, seconded by M. Tuncali that Senate approve the Student Course Experience Survey, consisting of the question items outlined in the attached document. CARRIED

**Elections**

The Speaker reminded that elections are currently being held for Senate and Senate Standing Committee vacancies and requested that Senators encourage their colleagues to serve.

**New Business**

Motion 10: Moved by D. Iafrate, seconded by M. Tuncali that Senate grant approval to graduate the students who have completed their degree requirements prior to the 13th of June, 2023. CARRIED

As a member of the Senate Budget Advisory Committee, Senator Wenghofer raised concerns and advised that a motion would be raised stemming from these concerns. He reported that the committee had only met once, in January, and that this was the first meeting held since 2018. There was a general sense that the committees' terms of reference were too vague and unclear as to the committees' role in the budget process. The following motion was introduced:

Moved by R. Wenghofer, seconded by R. Gendron that Senate appoint an Ad Hoc Committee to redraft more detailed terms of reference governing the business of the Senate Budget Advisory Committee, including a specific and regular schedule for when the Committee is to meet, to be submitted to Senate for discussion and ratification at the earliest reasonable date. CARRIED

Senators supported the motion, advising that the terms of reference for the Senate Budget Advisory Committee have been discussed for years and that there needs to be something more formal and well defined. It was noted that the Senate Budget Advisory Committee along with the Joint Board/Senate Committee on Governance were established as a result of the strike and then from recommendations from the Report of the Special Governance Commission. The VPFA stated that she is in full support of this motion, given that she reports to this committee, and welcomes defining the terms of reference and the creation of a detailed meeting schedule. The Speaker invited Senators interested in sitting on the Ad Hoc Senate Budget Advisory Committee to put their names forward. The following Senators expressed an interest: R. Gendron, R. Wenghofer, J. Mutere, R. Vernescu, C. Sutton, E. Cooke (NUSU VP Finance and Administration). It was noted that the Ad Hoc Committee will vote on a Chair.

**Adjournment**

Senate was adjourned at 12:15 p.m.

K. Wamsley (Chair)  S. Landriault (Senate Secretary)
Facts & Related Proportions used to allocate expenses

1. **% of Nipissing Eligible WGUs**: captures how much enrolment funding we get from the Ministry based on the number of student enrolled in that department Major. **This will be used in Row 29.**

2. **% of Course FTE within Faculty**: captures the total FTE taught by the department as a proportion of all FTE in the Faculty. **This will be used in row 38 or 39 to apportion Faculty expenses.**

3. **% of Course FTE within institution**: captures the total FTE taught by the department as a proportion of all FTE in the institution. **This will be used in row 40 through 52 to apportion Administrative expenses.**
1. **Grant Revenue**: is a product of Y29 and the departments % of enrolment at the institution (row 8)

2. **Tuition Revenue**: is the actual billed tuition for every enrolment taught in the disciplines associated with the department

3. **Nursing Tuition Transfer**: is Canadore College’s share of the billed tuition for collaborative nursing students enrolled in courses within the department
### Indirect Revenue and Expenses

<table>
<thead>
<tr>
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<th>A</th>
<th>B</th>
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<tr>
<td>2017/18</td>
<td>Measure</td>
<td>Definition</td>
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<tr>
<td>3</td>
<td>Eligible WGU*</td>
<td>See PFS-USER Reporting Guide for definition of WGU</td>
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<td>Undergraduate WGUs</td>
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<td>Graduate WGUs</td>
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<td>6</td>
<td>Total WGUs</td>
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<tr>
<td>7</td>
<td>% of Faculty</td>
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<td>% of Reimburse</td>
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<tr>
<td>11</td>
<td>Course Registrations</td>
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<td>12</td>
<td>Course FTE from Majors</td>
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<td>13</td>
<td>Course FTE from Non-Majors</td>
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<td>14</td>
<td>Total Course FTE</td>
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<tr>
<td>15</td>
<td>% of Course FTE within Faculty</td>
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<td>16</td>
<td>% of Course FTE within institution</td>
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<td>Faculty FTE</td>
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<td>LTAs</td>
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<td>Lady/Seminar Instructors</td>
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<td>Total Faculty FTE</td>
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<td>Faculty Workload</td>
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<td>Credits Taught by Tenure/Tenure Track</td>
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<td>Workload Release Coverage</td>
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<td>Remaining Credits Taught by LTA/Part-Time Instructors</td>
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<td>26</td>
<td>% Credits Taught by LTA/Part-Time Instructors</td>
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<tr>
<td>27</td>
<td>REVENUE</td>
<td>53,700,053.00</td>
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<tr>
<td>28</td>
<td>Grant Revenue</td>
<td>27,200,421.00</td>
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<tr>
<td>29</td>
<td>Tuition Revenue</td>
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<td>30</td>
<td>Nursing Tuition Transfer</td>
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<td>Miscellaneous Revenue</td>
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<tr>
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<td>REVENUE</td>
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<td>EXPENSES</td>
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<td>Direct Expenses</td>
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<td>Salaries &amp; Benefits</td>
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<td>ADMINISTRATIVE EXPENSES</td>
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<td>Dean's Office - Education &amp; Professional Studies</td>
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<td>38</td>
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<td>Graduate Studies</td>
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<td>Academic Support</td>
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<td>Ancillary</td>
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<td>Internal Research and Other</td>
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<td>Administration - Grants</td>
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<td>Administration - Incidents (Incidental Fees)</td>
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<td>Administration - Other Revenues</td>
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<td>Administration - Expenses</td>
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<td>Net Administrative Expenses</td>
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<td>Total Net Expenses</td>
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<td>54</td>
<td>NET RESULT</td>
<td>5,097,055.00</td>
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**Notes:**
- Indirect Revenue and Expenses are calculated by subtracting Direct Expenses from Total Revenue.
- The net result represents the surplus or deficit after accounting for all expenses.
This model uses our **current hierarchy** to distribute tuition revenue.

For 2017/18 through 2021/22 all FREN/ESPA tuition is attributed to the Department of Classics however the direct instructional expenses (i.e., salaries and benefits) for FREN and ESPA instruction are not captured in row 36 until the year that the department was changed to the Department of Classics and Modern Lang.
President’s Report

Good morning fellow Senators, I have a very brief report today.

Our Strategic Planning Steering Committee is pleased to report that a Talking Circle and two focus group sessions were held this week with approximately 100 people participating, bringing our consultations toward the 600 person mark. The Steering Committee is in its writing phase and will have a draft to Senators by the third week of June. Planning towards an operational framework will begin in the Fall as will the Academic planning process.

The Equity Action Planning Task Force met again and is working towards a request for proposals and will soon have a website for updates and information.

The process for hiring a new Provost and Vice-President, Academic continues. I will provide the campus with an update by email I am hoping by the end of next week.

Unfortunately, in spite of the good work of our hiring committee, the search for a new Associate Vice-President Research, Innovation, Graduate Studies was unsuccessful. We will provide an update to the campus on an interim appointment as soon as possible.

We are very close to a slate of candidates for honorary doctorates for convocation in June. I hope to have that information to you fairly soon as well.

We are in negotiations alongside Canadore to have Sodexo as our main campus food provider for September. Full service is available from the Bay Bistro throughout the summer months.

Please join me in congratulating Laura Killam, a faculty member in the School of Nursing at both Nipissing University, who has been chosen as one of only ten people across Canada to receive the 3M National Teaching Fellowship in 2023.

Please join me in congratulating former Senator Sarah Pecoskie-Schweir, who has been chosen as one of 10 students from across Canada to receive a 2023 3M National Student Fellowship, Canada’s top award for post-secondary educational leadership and innovation.
1. Work continues to finalize the academic structure for the upcoming year.
   • The Dean of Arts and Science and the Dean of Education and Professional Studies positions will remain interim.
   • In the absence of Directors for Education and Nursing, we have extended the Interim Associate Dean of Bachelor of Education Concurrent and Consecutive Programs and created the Interim Associate Dean of the School of Nursing position for the 2023-24 academic year.

2. Discussion of the academic planning continues at the Academic Quality Assurance and Planning Committee with a detailed presentation of data on our programs.

3. Research Month
   Congratulations to all who were involved in all the events for Research Month. The quality and variety of events was outstanding.

At this time of the year, our recruitment efforts are focusing on converting offers to acceptances. Our campus tours continue to be busy, this year we've seen an increase in local schools coming to campus. The admissions team continues to send offers out to applicants as quickly as possible. We’re still accepting applications for September for all programs except our 4 year Bachelor of Nursing program.

UNDERGRADUATE AND BACHELOR OF EDUCATION CONFIRMATIONS
On the domestic undergraduate side of things, our 101 and 105 confirmations are up 65% vs. same time last year (316 vs. 191). Confirmations in our BA programs have seen the most growth so far (up 87 confirmations) followed by our BPHE program which is up 23 confirmations from the same time last year.

On the BEd side of things, our Education numbers look strong and we anticipate an incoming cohort of approximately 520 students. In most years we have 80 or so concurrent education students continue into their BEd years, however this year we have a much stronger continuing cohort - approximately 120.

GRADUATE STUDIES APPLICATIONS
Committees are finalizing their decisions regarding offers into our graduate studies programs. What we can say is that applications are up overall (about 35%). The increased interest for Graduate studies this year can be attributed directly to international applicants. The graduate programs of highest interest amongst our international applicants are our MES and MESc with 15 applicants between both programs.

INTERNATIONAL APPLICATIONS
To date, we have received applications from approximately 675 International students. While we have interest in our full breadth of program offerings, our Post-Bacs are the major area of interest, capturing nearly 75% of our International applicants. At this time, things appear to be on track for us to meet our International admissions target of 160FTE for 2023/24.

3M ANNOUNCEMENT
Congratulations to Nipissing University’s first 3M National Teaching Fellow – Laura Killam from the School of Nursing. This nomination was created in collaboration with Cambrian College, where Laura is also an instructor. Full details can be found at: https://macleans.ca/education/teaching-fellowship-awards/

Please join me in congratulating Laura on her national recognition for excellence and leadership.
Congratulations, Graduates!

The Nipissing University Alumni Advisory Board sends our congratulations to all students who are graduating this year, and we welcome them to the Laker Alumni Family. Thanks to all Nipissing Faculty and Staff who supported our new alumni through their educational journeys and for all the work that you put into making Nipissing’s 2022-2023 academic year a fantastic success.

NUAAB Representative to Senate

During our March 2023 meeting, NUAAB elected Ryan Hehn to be our formal senate representative. We thank Ryan for his willingness to engage and we NUAAB looks forward to having a more active voice at the Senate table.

NUAAB Annual Retreat

Members of NUAAB are looking forward to gathering on May 27th for our 2023/2024 retreat. During this meeting, we will have the chance to discuss our strategic priorities for the upcoming year, discuss our engagement with the university, and brainstorm ways to bring Alumni closer to the university community.
Academic Senate Report  
May 12th, 2023

Graduation
Congratulations to all the students that are graduating from Nipissing University in June. We would like to acknowledge and applaud all the countless hours our graduates have dedicated to studying, writing papers, reading textbooks, and preparing for midterms and exams during the course of their degrees. We are extremely proud of all of our students for showing their Lakers Pride throughout the years and continuing to do so as alumni. We hope our graduates remember fondly their time here at Nipissing University and wish everyone well in their future endeavours.

Thank you to the staff and faculty of Nipissing for their dedication and support to our students, especially in the past couple of years. We appreciate how difficult it has been for everyone in this unique situation and how everyone has worked together to ensure student success.

This means so much to these graduates and we appreciate all of the hard work and dedication to making this a success.

Indigenous Treaty Course Cancellations
At the April Academic Senate, there were statements made by both the History department and NUSU regarding the cancellation of HIST-3306 Canada’s Forgotten War. The rationale for course cancellations was that the course did not meet the threshold of 15 students for spring summer. During the Academic Senate, the NUSU Executive team announced that they would all register for the course bringing the student count to 16 students, more than the required 15, and this was prior to the SP/SU course registration deadline. After the Academic Senate, the NUSU executive team reached out to the Registrar, Dr. Dan Walters, and Dr. Carole Richardson regarding registering in the course. We received no response. Administration has said the rationale has been the fear of the course registration dropping below the threshold after running. Nipissing University prides itself on small class sizes and uses this as a strong selling point. To cancel this course is going against the TRC calls to action and is a big injustice to the entire Indigenous community. The cancellation of this course also goes against the feedback received from the community engagement summaries for the Strategic Planning Process.

“Indigenization” has been described to NUSU as Indigenous peoples working to make the institution more Indigenous, whereas “decolonization” has been described as non-Indigenous peoples working to do the same work. NUSU’s concern lies in the fact that Nipissing University’s focus on indigenization puts the work on the backs on Indigenous faculty and community members to change the colonial institution. In addition, it is unclear how far the University is willing to go to seriously decolonize; when asked to upper administration, no clear response was given.

NUSU Building Spring/Summer Hours
The NUSU Office/Food Bank is open Monday to Friday, 8:30am to 4:30pm. The Bay Bistro Restaurant is open Monday to Friday, 11:30am to 8:30pm. The NUSU Building is open Monday to Friday, 8:30am to 8:30pm.