

**Nipissing University**  
**Minutes of the Academic Senate Meeting**  
**December 13, 2024**  
**2:30 p.m.**  
**Room F210 & Zoom Videoconference**

**Members Present:**

K. Wamsley (Chair), A. Graff, R. Hacquard, B. Law, N. Colborne, G. Raymer, D. Iafrate, N. Black

J. Abbott, R. Gendron, A. Hatef, G. McCann, G. Phillips (Deputy Speaker), K. Srigley, T. Smith, N. Stevens, T. Stewart, H. Texiera, L. Thielen-Wilson, A. Weeks, R. Wenghofer, S. Winters, H. Zhu

A. Adler, J. Allison, C. Anyinam, S. Cairns, K. Ferguson, C. Greco, D. Hay, T. Horton, T. McParland, P. Millar, C. Ricci, A. Schinkel-Ivy, T. Sibbald (Speaker), J. Thornborrow, R. Vanderlee, V. Williams

C. Irwin, R. Veli, R. Hehn

H. Panchal, M. DeVuono, B. Brown, D. Cassanto

**Absent With Regrets:**

L. Chen, S. Kariuki, S. Renshaw, D. Tabachnick, O. Pokorny, L. Sinclair, M. Sullivan, F. Couchie, T. Miller, P. English, E. Bonneau

The Senate Speaker offered a Traditional Territory acknowledgement.

**Approval of the Agenda of the Senate Meeting of:** December 13, 2024

Motion 1: Moved by V. Williams, seconded by R. Veli that the agenda of the Senate meeting of December 13, 2024 be approved with an amendment that Motion 9 be revised to indicate that the Motion be adopted not received.  
CARRIED

**Adoption of the Minutes of the Senate Meeting of:** November 8, 2024

Motion 2: Moved by N. Black, seconded by S. Winters that the minutes of the Senate meeting of November 8, 2024 be adopted.  
CARRIED

**Business Arising From the Minutes**

In follow-up to Senator Winters' question from the November 8, 2024, Senate meeting regarding whether updates to the Code of Student Rights and Responsibilities should have been brought to Senate to allow for questions, it was noted that the Interim AVP Students confirmed that Senate is not a consultative body for purposes of decision-making about the Code and it is not within Senate's purview. Consultation about changes to the Code of Student Rights and Responsibilities are conducted outside of Senate.

In response to a follow up question around educational programming within the Student Code of Conduct, the Provost noted that educational programs include, first aid, personal health, mental health and well-being, time management skills, as well as other information and services provided by Student Development and Services to support students.

### **Reports From Other Bodies**

The President's report, appended to the minutes, highlighted Giving Tuesday and the Student Support Fund project. Updates were also provided on government advocacy and the Equity Audit.

The President also provided a schedule of meetings of the Joint Committee of the Board and Senate on Governance, including the recommendation of the Committee as it relates to the Provost's process for administrative suspension and revisions to the process were made to address two main issues which arose at the Joint Committee:

1. Ensure a process is in place to ensure that any Provost or President may not unilaterally change the process; and
2. Ensure an oversight committee on behalf of Senate.

The Joint Committee recommends that the Academic Quality Assurance and Planning Committee (AQAPC), the Senate subcommittee responsible for academic quality and planning, is inherent in the annual review process for academic programs. Included in the documents is a set of regulations to be followed in the suspension of admission to academic programs. These regulations and procedures will go back to the Board for information, discussion, and resolution, should the Board wish to adopt.

The Report of the Joint Committee of the Board and Senate on Governance is included under Reports of Standing Committees and Faculty Councils.

The Provost and Vice-President Academic acknowledged December 10, 1992, as the anniversary of the date that Nipissing University received its charter as an independent University. She commended everyone for the sustainability of the institution. She congratulated the faculty that received internal research awards as well as the Nipissing Lakers women's soccer team. She also conveyed her appreciation to the staff working diligently on recruitment and admission, and provided updates on the Ontario University Fair, student applications, the Strategic Enrollment Management (SEM) Plan, and the Academic and Operational Plan (APOP). She thanked Cheryl Foy, a guest at today's Senate meeting, who is guiding the University through a full governance review. A full report is attached to the minutes.

### **Question Period**

Concerns were raised regarding the cancellation of classes on three Mondays during the Fall term in observance of statutory holidays, and student residence leases not extended to account for make-up dates for these classes. The Interim AVP of Students clarified that residence facilities close at noon on December 21 and any student requiring extended accommodation for academic purposes may submit a request. It was confirmed that no such requests had been received.

A request was made for a review of the policy requiring students to vacate residence within two days of their last exam. The Vice-President, Finance and Administration (VPFA) assured that the policy would be examined to identify potential improvements aimed at alleviating any additional stress for students.

A question was raised with respect to the absence of a Director in the Office of Indigenous Initiatives, and the status of reviews for Indigenous Community Engagement Proposals. The AVP of Research, Innovation, and Graduate Studies confirmed that there are no pending submissions at this time and, should proposals be submitted, the Office of Research and Innovation is responsible for those submissions.

As the Principal of the Indigenous Teacher Education Program (ITEP) is currently on assignment, a question was raised around the measures in place for student support, and what is being done regarding recruitment for the upcoming year. The Interim Dean of Education and Professional Studies reported that the Principal of Indigenous Education is currently on an LTA. During this period, the Student Success and Development Coordinator continues to support those students on practicum. Recruitment efforts remain ongoing, with regular meetings between the Interim Dean and program Principals. A mailout to communities, Indigenous partner agencies, and associations is scheduled for distribution by the Marketing Department in January, with application deadlines set for April and June.

Questions were raised regarding the pausing of the Anishnabek ontologies learning outcome by Senate. The Provost advised that Anishnabek learning and ways of being is identified as a learning outcome in order to ensure that every program embeds Anishnabek ways of being into their expectations and the University provides the necessary supports to ensure this aim. The goal is to broaden to Turtle Island and global indigeneities, once we can demonstrate that every program has embedded Indigenous ways of knowing into their conceptual model. We can ensure that by making it an institutional learning outcome so that every program area can meet the commitment.

The Provost advised that one meeting had been held with Indigenous faculty members in which the collective expressed concern about using the word “ontologies” as it suggests a narrower theoretical framework than “ways of being” which more expansively opens up Anishnabek cultures. The Provost hopes that a motion to undo the pause might be a result of the ongoing conversations. Meetings will be convened with Indigenous faculty members and the Indigenous Reconciliation Targeted Action Group. The plan is to move forward with the hiring of a Director of Indigenous Initiatives, once consultation has completed. It is a high priority and we hope to get started in January.

In response to a question on the Sustainable Planning Program, the Provost reminded Senate that the program remains in development and has been received by AQAPC but won't come forward for Senate approval until the proposal is complete. The inherent design of the program includes Indigenous Ways of Being as a key pillar.

The Committee is being kept apprised of the possible initiatives generated at the faculty level. A key pillar in the design of the program focuses on Indigenous ways of being and Anishnabek is a minimum as to what the institution can support, with a focus on broadening to Turtle Island and global indigeneity.

It was noted that the Anishnabek ontologies was removed from the University learning outcomes form. Has it been temporarily removed from the forms until an outcome has been achieved and comes back to Senate? The Provost advised that she is not familiar with the form and that reconciliation remains a commitment of the University independent of any form.

In response to a question about the timeline for filling the Director of Indigenous Initiatives position, the Provost stated that consultations have been held and the position is expected to be posted in January.

In response to a question as to why the exception to the Human Rights Code to specifically target Indigenous applicants was not used for the tenure-track Indigenous faculty position in Child and Family Studies, the Provost clarified that this tenure-track position was not proposed as an affirmative hire, specifically for an Indigenous individual. Candidates with expertise in Indigenous health and wellness or those able to work in allyship are encouraged to apply.

In response to a question regarding the number of academic programs that are not independently revenue generating, the Provost estimated close to 70%, noting she did not have the exact figure at the time of the meeting and reiterated that the University is committed to an annual program review process, which is expected to begin in January 2025. Through the Efficiency and Accountability Fund, the NOUS Group will assess the overall health of every program. Annual program reviews will be presented to AQAPC and subsequently to Senate, providing a clear understanding of program health and how this impacts investment decisions.

When discussing the strategies the University utilizes to assist these programs in becoming revenue generating, the PVPA highlighted Project Integrate, which has been deployed and our recruitment and admission efforts for every program have been redesigned. We have moved to a high touch approach to student recruitment and the Registrar's Office has asked each program to define their mission, vision and value to align with both the Strategic and Academic Plans. The current Strategic Enrollment Management Working Group meets regularly and has set targets for 2025-26 and 2026-27 with the expectation that by 2026-27, programs will be aware of what their break-even targets are.

A question was raised around which of the strategies listed above were used when making the decision to close enrolments two years ago in the Scholarly Practitioner Program (SPP) program. The PVPA noted that the strategies are emerging and began July 1, 2023 after the SPP program was suspended. Project Integrate was not finalized until May 2024, and the SPP was not an integral part of the review as enrollment in the School of Nursing programs generally was defined as the target for enrolment. While the suspension was a keen source of conversation between the Dean and the Associate Dean regarding resources, a renewed recruitment strategy would not have moved the SPP out of suspension. Nursing requires investment in other opportunities because the SPP program as designed was required to be delivered in conjunction with an urban teaching hospital.

An additional question was raised regarding discussions at the Board of Governors around the revenue impact of the University losing 40-50 students through the suspension of the SPP program. At the time of suspension, the SPP required a minimum \$500,000 investment in a facility that was not Nipissing's. The Dean and the Associate Dean have been charged with finding programs to broaden the appeal of the Nursing degree to expand the number of funded and unfunded students. The financial burden on the institution to continue this program and the nature of the external relationships on which the institution was dependant were the factors that complicated the ability of the Board of Governors to commit resources at the time of suspension.

The Provost stated that the suspension of enrolment in the SPP program did not conform to current protocols, and the institution has committed to not replicating this process. The decision to suspend enrolment was based on financial considerations and the inability to invest in the required facility. As no viable location was found for the program, the School of Nursing, advocating for the closure of the program, requested Senate's approval to remove the program from suspension and reallocate resources. There were no faculty, nor students in the SPP at this time. Senate's role is to provide academic oversight, and a final motion to close the program requires Senate approval. For the Board to formally discontinue the SPP program, it requires a recommendation from Senate.

The Provost commended Senator Wenghofer for starting the process of merging Ancient Studies with History, recognizing that a four-year Honours Specialization in Ancient Studies could not be sustained with only one faculty member. She advised that the University is proceeding with a program-by-program approach, engaging in conversations with faculty, departments, and Deans to gather both anecdotal and objective data on program health. It is crucial that AQAPC, Senate, and the Board have a clear understanding of program health moving forward. Schools, including Nursing, Business, and Education, have been asked to present strategic plans outlining their goals for the next 5-10 years. Collaborative efforts are necessary to support program health, and this process will be transparent through Senate.

Concerns were raised about the lack of a clearly defined policy and the flawed process, as Senate has been removed from the decision-making on program closures. It was suggested that if the motion is defeated, a Senate Redundancy Committee be established.

Given the discussion around increased enrolment efforts, a question was raised regarding affordable student housing. Due to a decline in international students across Ontario, discussions around new residence construction have been paused. Housing availability in North Bay has also changed, with fewer international students at Canadore College. Efforts are being made to match students with housing, and the University is monitoring the situation while adopting a responsible approach to student recruitment.

A question was raised about creating family residences. The President advised that discussions have occurred in forums relating to ancillary operations.

A request was made for an update on the University Honorarium Policy for Elders and Indigenous Knowledge Holders. Concerns were raised about the policy's lack of flexibility and not being competitive enough, as well as the need to request honorariums too far in advance. Further discussion and consultation on respecting Indigenous protocols in the policy renewal were requested. The VPFA is reviewing proposals and encouraged Senators to speak with their Deans.

In follow up to a question initially raised at the October 11, 2024, Senate meeting regarding a request for an update on the levy students pay to support the Equity Centre with an itemized list of how student fees are used, the VP, Finance and Administration confirmed that ancillary fees are collected to fund ongoing activities, with details available on the website. She also noted that these fees are approved by the Compulsory Ancillary Fees Committee, which includes NUSU members and University representatives. In response to a further question as to when the Compulsory and Ancillary Fees Committee will meet, the VPFA advised that the Committee usually meets in February.

In response to a request for an update on the review of per diem and travel policies, the VPFA noted that the updated travel policy was announced at the September Community Forum and is available on the website.

A question was raised at the November Senate meeting regarding whether the search for consultants for the third-party sustainability reviews had to go out to tender. It was noted that NOUS was on a list of pre-approved firms, so it was not required to go to tender. The VPFA confirmed that several consultants were on the list, and a selection were interviewed before selecting the NOUS Group.

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

### **Senate Executive Committee**

- Motion 3: Moved by K. Wamsley, seconded by A. Graff that the Report of the Senate Executive Committee dated December 5, 2024 be received.  
CARRIED
- Motion 4: Moved by K. Wamsley, seconded by R. Hehn that Senate consider motions 6-9 as an omnibus motion.  
CARRIED
- Motion 5: Moved by K. Wamsley, seconded by R. Hehn that Senate approve motions 6-9 as an omnibus motion.  
CARRIED
- Motion 6: That the 2024-25 Graduate Studies Committee Work Plan be received for information.
- Motion 7: That the 2024-25 Honorary Degrees Committee Work Plan be received for information.
- Motion 8: That the 2024-25 Research Committee Work Plan be received for information.
- Motion 9: That the 2024-25 Teaching and Learning Committee Work Plan be received for information.  
Motions 6-9, as omnibus, CARRIED

#### **Academic Quality Assurance and Planning Committee (AQAPC)**

- Motion 10: Moved by A. Graff, seconded by N. Black that the Report of the Academic Quality Assurance and Planning Committee dated November 1, 2024 be received.  
CARRIED
- Motion 11: Moved by A. Graff, seconded by N. Black that the Report of the Academic Quality Assurance and Planning Committee dated November 22, 2024 be received.  
CARRIED
- Motion 12: Moved by A. Graff, seconded by R. Veli that the Quality Assurance Audit – Institutional Self-Study Addendum for submission to the Quality Council be received for information.  
CARRIED
- Motion 13: Moved by A. Graff, seconded by R. Veli that the recommendations of the Academic Quality Assurance and Planning Committee, the School of Nursing, and the Education and Professional Studies Executive, to formally close the Scholar Practitioner Program be adopted.

Following a lengthy discussion, a request for a secret ballot was made. As there was no way to ensure confidentiality during the meeting for those Senators online, an email including an anonymous Microsoft Forms poll will be sent to only those Senators in attendance in-person and on-line. The results of the poll will be announced by email following the vote and reported under Business Arising in the next Senate Agenda.

- Motion 14: Moved by S. Winters, seconded by A. Adler that voting on Motion 13, to formally close the Scholar Practitioner Program, be sent to Senators to vote on by secret ballot.  
CARRIED

**Graduate Studies Committee**

Motion 15: Moved by B. Law, seconded by V. Williams that the Report of the Graduate Studies Committee dated September 25, 2024 be received.  
CARRIED

Motion 16: Moved by B. Law, seconded by R. Veli that the Report of the Graduate Studies Committee dated October 23, 2024 be received.  
CARRIED

Motion 17: Moved by B. Law, seconded by R. Veli that the Report of the Graduate Studies Committee dated November 20, 2024 be received.  
CARRIED

**Honorary Degrees Committee**

Motion 18: Moved by K. Wamsley, seconded by A. Graff that the Report of the Honorary Degrees Committee dated December 3, 2024 be received.  
CARRIED

**Joint Committee of the Board and Senate on Governance**

Motion 19: Moved by K. Wamsley, seconded by R. Veli that the Report of the Joint Committee of the Board and Senate on Governance Committee dated December 9, 2024 be received.  
CARRIED

It was requested that the minutes note that receipt of the report does not constitute Senate's endorsement.

The following revision of Article 1.3 of the Program Admission Suspension Procedure was suggested (revision in bold):

*As well, suspension of enrolment may be taken as the result of the direction from an external body, including accreditors, such as IQAP, CASN **or regulators**.*

**Senate Research Committee**

Motion 20: Moved by B. Law, seconded by N. Black that the Report of the Research Committee dated September 25, 2024 be received.  
CARRIED

Motion 21: Moved by B. Law, seconded by N. Black, that the Report of the Research Committee dated November 7, 2024 be received.  
CARRIED

**Teaching and Learning Committee**

Motion 22: Moved by G. Raymer, seconded by R. Veli that the Report of the Teaching and Learning Committee dated November 25, 2024 be received.  
CARRIED

The November 25, 2024 Report of the Teaching and Learning Committee states: "The Committee is not providing further direction on generative artificial intelligence use at this time, given that the report of the ad hoc committee on the use of artificial intelligence technologies in instructional settings is expected to be finished in Spring 2025." A question was raised as to

whether an ad hoc committee has been struck, and if so, is the membership open to Senators, Faculty members and Administrative staff. Senator Winters and Senator Allison had expressed interest in serving on this committee in the September Senate meeting. This question will be directed to the Director of Teaching and Learning.

Motion 23: Moved by G. Raymer, seconded by B. Brown that Senate approve the revised Institutional Syllabus Template as circulated.  
CARRIED

### **Elections**

- Notice of election to fill a vacancy on the Joint Committee of the Board and Senate on Governance.

### **New Business**

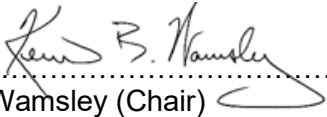
Motion 24: Moved by K. Wamsley, seconded by A. Graff that Senate approve that Nipissing University signs on to the CMVF3C - the Canadian Military, Veteran, and Family Connected Campus Consortium.  
CARRIED

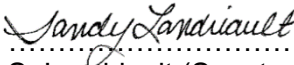
Rationale: To contribute to a network of institutions which focus on the transformative potential of post secondary education for those who have served or are serving. Provide advice and support for transition into education, provide information on, scholarship and bursary opportunities, help with advanced standing and transfer credits where applicable, assist with well being. There is no financial commitment.

Motion 25: Moved by K. Wamsley, seconded by A. Graff that Senate move in camera to approve the list of honorary degree recipients.  
CARRIED

### **Adjournment**

Senate was adjourned at 4:38 p.m.

  
.....  
K. Wamsley (Chair)

  
.....  
S. Landriault (Senate Secretary)



## **President's Senate Report**

13 December 2024

Good afternoon Senators, our last meeting before the holiday break, a few things for my update today. First, it is the season for government advocacy. As you know from the last Senate meeting, we have had a meeting with the Ministry to discuss our funding and I will also be meeting with the Minister in late January. I will keep Senate informed as I receive information.

At this time of year, there is little to report on our finances but we have reported to the Board that we still project a balanced budget for 2024-25. We will be providing a synopsis of the SMA4 corridor funding model for Senate at an upcoming meeting.

An update on the equity audit – the Task Force has ranked the proponents and the university is currently in the process of negotiating with a potential candidate. Our thanks to the Task Force for their comprehensive and careful work.

You may have seen the report from the Auditor General in the news last week. As we reported to the Board, we have set a timetable to address the recommendations in the Auditor-General's Report and we are satisfied with our progress.

Thanks to our members who donated to Giving Tuesday, this year targeted to support undergraduate student research with faculty members. I am pleased to report that we raised over \$18,000. Many thanks to Advancement for their work on Giving Tuesday and to our supportive Alumni Board as well.

We are still in the process of wrapping up our Student Support Fund project, as cabinet members continue to approach donors. We will be able to distribute some funds in the next fiscal year and should have the entirety of donations collection by July 2025.

A very brief report today and I will be pleased to take questions during Question Period.

# Provost's Report to Senate

November 28, 2024

## 1. Congratulations to faculty who have received internal research awards:

Researcher		Title	Awarded
<b>Aimable Nkurunziza</b>	Nursing	Post-Government Regionalization and Dispersal Policies: Community-Based Participatory Project to Identify Solutions of Newcomers' Health and Healthcare Challenges in Rural and Northern Ontario	\$7,000
<b>Anna Przednowek</b>	Social Work	PARN Research Camp Photo Elicitation Evaluation Study	\$8,000
<b>Tyson Stewart</b>	Indigenous Studies	"Playing Indian" in the Era of Truth and Reconciliation: Satirizing Pretendians in Indigenous News Media and Popular Culture	\$6,000
<b>Richard Wenghofer</b>	History	Archaeology and History of Greek Colonization of Ancient Thrace	\$4,000
			<b>\$25,000</b>

2. For 2025-26 enrollment, the recruitment team and faculty have supported efforts at the Ontario University Fair (OUF – October 5-6) and a campus Open House (November 2). The recruiters have also travelled to Nigeria, Ghana, and Jakarta, Indonesia as a part of a new initial to diversify Nipissing's international imprint.

### OUF

2024 OUF Attendance was 70,653 (-18.15% from 86,318 in 2023)

Scans at the Nipissing booth were up 7.77% from last year for a total of 1674.

This is our highest ratio of scans for the past 5 years representing a connection with 2.37% of event attendees (we connected with 1.81% of attendees at the event in 2023)

### Fall Open House

Total Registrations: 386 (2023 registrations: 273)

Attendance: 285 (2023 attendance: 199)

Attendance rate: 73.8% (2023 rate: 73.3%)

### Ontario High School Fall Travel

Recruiters completed 60% more visits this year than the previous fall, and the number of leads collected across visits is up 77%

### Applications

Undergraduate applications are up approximately 5.2% from this time last year

Ontario High School applications are up 7.8% from this time last year

For Winter 2025, with modest confidence, the Registrar is anticipating 5 new international admissions, 20 new domestic starts (general), and 100 Nursing starts in Winter 2024.

3. The Strategic Enrollment Management (SEM) Working Group has been established and convened (Action #23 complete, APOP). And the SEM Plan 2024-27 is being finalized. Phase 1 has been to accurately profile with data NU's position and student composition. Phase 2 will align KPIs to the Strategic Plan commitments, APOP, and Project Integrate. At the Faculty level, SEM Faculty Groups are being composed by the Deans and we look forward to working integratively.

4. Lindsay Sullivan is the acting AVP, Students.
5. With respect to the academic governance review, Cheryl Foy has been on-campus for the week of November 18-22 to conduct interviews with both Board members and Senators. Thank you to all members who have made the time to meet with Cheryl. And to those who were unavailable within the week, interviews will continue for invited participants by Zoom.
6. Congratulations to the Nipissing Laker's Women's Soccer Team who finished the season second in Ontario (nail biter in Ottawa) and fifth in the country (a series of really fabulous games in Halifax)!



## APOP UPDATE

28 of 45 actions identified as academic are underway. 1 action is complete. By way of examples, work on Action #14: Develop process maps for program innovation and new program development that respond to the Ministry requirements for market research, business plan, resource commitments from existing programs with clear templates setting out what is required and which office will provide it, has guided our work on two new programs (one already with Ministry approval) and one current program that required significant redesign.