

Nipissing University
Minutes of the Academic Senate Meeting
November 21, 2025
2:30 p.m.
Room F210 & Zoom Videoconference

Members Present:

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

R. Davis, H. Earl, R. Gendron, A. Hatef, S. Kariuki, K.
Lucas, G. McCann, M. Owens, T. Smith, K. Srigley (Interim
Speaker), T. Stewart, L. Thielen-Wilson

A. Adler, J. Allison, C. Anyinam, S. Cairns, C. Greco, R.
Hoffman, T. Horton, D. Jarvis, A. Kociolek, A. Leblond, P.
Millar, C. Ricci, A. Schinkel-Ivy, M. Sullivan, I. Taveres, J.
Thornborrow, V. Williams

O. Pokorny, R. Kasperavicius

F. Couchie

R. Hehn

J. Martin, N. Botham, O. Remillard, D. Lamirande

Absent With Regrets:

P. Nosko, S. Srigley, H. Texiera, R. Vernescu, H. Zhu, C.
Irwin, D. Hemsworth, P. Maher, A. Nkurunziza, M. Suszter,
W. MacKenzie

The Senate Speaker offered a Traditional Territory acknowledgement.

Adoption of the Agenda of the Senate Meeting of: November 21, 2025

Motion 1: Moved by J. Allison, seconded by R. Gendron that the agenda of the Senate meeting of November 21, 2025 be adopted.
CARRIED

The President and Chair of Senate advised that the Senate Executive Committee approved rescheduling the December 12, 2025 Senate meeting to January 16, 2026, as this date better aligns with the receipt of agenda items from ACC and AQAPC meetings and allows sufficient time for calendar change submissions.

Adoption of the Minutes of the Senate Meeting of: October 24, 2025

Motion 2: Moved by M. Owens, seconded by J. Martin that the minutes of the Senate meeting of October 24, 2025 be adopted.
CARRIED

Reports From Other Bodies

The President's report, appended to the minutes, highlighted updates on Bill 33 advising that it passed this week, but it is not yet known what the impact on universities will be. He noted that university leaders strongly advocated against reductions in autonomy, regulation of student fees, and control over admission decisions. Meetings with the province have been held over the past month and a regional meeting on the funding model is scheduled for early December. He reported that an increase in domestic enrolment will offset the losses in international tuition (supplemented by government grant support), resulting in a balanced 2025–26 budget.

The President reminded Senators that December 2 is Giving Tuesday, and that donations to support the Student Food Bank can be directed to the Student Support Fund to receive a tax receipt. He also reported that our Fall Open House welcomed over 500 visitors, and he extended appreciation for success of the day to faculty, staff, and student volunteers.

The Interim Provost and Vice-President (PVPA) provided a report, which is appended to the minutes. She expressed her pleasure to once again support our academic community and continue the important work underway across faculties and units. She also conveyed her appreciation to colleagues for their dedication to our students and ongoing academic work, and highlighted the following academic leadership appointments:

- Dr. Trevor Holmes appointed Director, Centre for Teaching and Learning (effective December 1, 2025)
- Dr. Denyse Lafrance Horning re-appointed Advisor to the Provost – Quality Assurance and Program Innovation (term extended to June 30, 2026)
- Dr. Nancy Stevens (University of Northern British Columbia) appointed Adjunct Professor for a 5-year term in the Department of Gender Equality and Social Justice, Religions and Cultures, and Indigenous Studies.

The Provost was pleased to share that the Bachelor of Community Planning program received approval from the Ministry of Colleges, Universities, Research Excellence and Security with the first cohort expected in 2027.

She congratulated the recipients of the following awards in support of research, scholarly and creative activity:

- Dr. Kristen Beck – *Understanding Freshwater Ecosystem Response and Resilience to Past Wildfires Using Sedimentary DNA*
- Dr. Ines Tavares – *Online Public Shaming in Canadian Higher Education*
- Dr. Chris Greco – *interRAI Self-Reported Assessment for Mental Health (SAMH): Feasibility and Acceptability Study in the Federation of Saint Christopher and Nevis*
- Dr. Alyssa Leblond – *Exploring the Link between Bail Supervision Programs and Net Widening*

The Provost also reported on the following ongoing and upcoming initiatives that continue to advance:

- Development of the Academic Plan and Operational Plan (APOP) reporting template for academic and administrative unit progress updates

- Continued policy development via the Academic Quality Assurance and Planning Committee (AQAPC) including the Draft Amalgamation, Consolidation, Transfer, Renaming and Closure of Academic Programs and Academic Units Policy

The Council of Ontario Universities Academic Colleague provided a report to Senate which is appended to the minutes. The central focus of the meetings was the question, “Given the challenges brought about by current world issues, how can we foster civil discourse on our campuses?”

Discussion emphasized:

- The need to promote open, constructive dialogue rather than silence or disengagement.
- The importance of creating environments where community members feel able to think out loud and collaborate respectfully.
- Recognizing that when individuals disengage from campus dialogue, they may shift toward other groups or forums that do not encourage balanced or constructive conversation.

Key Discussion Points - Civil Discourse on Campus

Participants discussed approaches for strengthening civil discourse, including the following:

- Encouraging open expression while maintaining respect and safety.
- Developing shared language and shared understanding when addressing controversial or emotionally charged topics.
- Supporting faculty, staff, and students in navigating difficult conversations.

Implications for our University

While no institution-specific issues were discussed, several themes are relevant to our campus:

- Ensuring mechanisms exist for constructive dialogue, especially around global conflicts or politically sensitive issues.
- Investing in training or frameworks that help students and faculty engage productively.
- Reinforcing the university’s commitment to academic freedom alongside a respectful campus culture.

The NUSU VP Advocacy and Awareness reported several successful student events this past month, including a well-attended Diwali celebration. She advised that NUSU plans to continue expanding cultural programming, and that the Facilities and Operations position has been filled. NUSU held its Annual General Meeting on November 13, generating meaningful student feedback for the Board of Directors. The next Board meeting on December 1 will consider proposed By-law revisions aimed at improving organizational structure, balancing executive roles, updating responsibilities, and expanding pathways for student engagement. Updates will follow if revisions are approved.

As exam season approaches, NUSU will host Wellness Week featuring wellness activities, programming, and the Night Owls through the end of the term. Senator Martin introduced Dakota Lamirande, the newly elected NUSU Faculty of Arts and Science student representative.

Question Period

A question was raised regarding whether the institution had been disciplined by the province in relation to the cause for concern identified in the Quality Assurance Audit Report. The Provost clarified that the audit is a standard process required of all universities, and that the identified concern, ensuring all Cyclical Program Reviews (CPRs) are conducted within a cycle not to exceed eight years, has been addressed through the adoption of a new seven-year target for completing self-studies.

It was noted that the university has undergone recent changes, prompting questions about continuity and vision. The Interim Provost advised that the institution is not in a holding pattern and, in consultation with the Deans and faculties, is continuing to move forward with the business of the university. The important work underway across faculties and units, including program amalgamations, will continue.

In follow-up to a question regarding the President's Senate report, specifically the reference to increased domestic enrolment offsetting losses in international student tuition through government grants, clarification was sought on whether these grants had been included in the current year's budget.

The President advised that, due to timing, information about the Northern Grant was not received until the fall, while the budget is prepared in April. As a result, the university has received grants that were not originally budgeted for, and these funds are being applied to the current year's budget.

In response to a question regarding the timeline for referring the Director of the Office of Indigenous Initiatives' voting status as a member of the AQAPC to the Senate By-laws Committee, the Speaker advised that a meeting of the Senate By-laws and Elections Committee will be scheduled in January.

The importance of including Indigenous representation in the membership of the Search Committee for the Provost and Vice-President Academic was noted.

In follow-up to the Council of Ontario Universities (COU) Academic Colleague report, which included recommendations to Senate on fostering civil discourse on university campuses, it was suggested that these recommendations also be shared with the Board of Governors.

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 November 13, 2025 be received.
CARRIED

Motion 4: Moved by K. Wamsley, seconded by T. Smith that Senate receive the Report of the Senate Governance Review Subcommittee dated October 9, 2025.
CARRIED

Academic Curriculum Committee

Motion 5: Moved by C. Richardson, seconded by D. Iafrate that Senate receive the Report of the Academic Curriculum Committee dated November 7, 2025.
CARRIED

Faculty of Education & Professional Studies

The following non-substantive motions were received:

That the prerequisite for NURS 1526: Introduction to Pathopharmacology be changed as outlined in the attached proposal.

That the prerequisite for NURS 1516: Health Concepts Across the Lifespan be changed as outlined in the attached proposal.

That the prerequisite for NURS 1707: Nursing Practice Experience 1 be changed as outlined in the attached proposal.

That the prerequisite for NURS 2036: Development of Nursing Knowledge be changed as outlined in the attached proposal.

That the prerequisite for NURS 2016: Care of Individuals and Families with Health Challenges be changed as outlined in the attached proposal.

That the prerequisite for NURS 2706: Nursing Practice Experience 2 be changed as outlined in the attached proposal.

That the prerequisite for NURS 2037: Advanced Pathopharmacology be changed as outlined in the attached proposal.

That the prerequisite for NURS 2517: Therapeutic Relationships be changed as outlined in the attached proposal.

That the prerequisite for NURS 2707: Nursing Practice Experience 3 be changed as outlined in the attached proposal.

That the prerequisite for NURS 2047: Professional Nursing 2 be changed as outlined in the attached proposal.

That the prerequisite for NURS 3017: Nursing Across the Lifespan 1 be changed as outlined in the attached proposal.

That the prerequisite for NURS 3116: Qualitative Health Research be changed as outlined in the attached proposal.

That the prerequisite for prerequisite for NURS 3706: Nursing Practice Experience 4 be changed as outlined in the attached proposal.

That the prerequisite for NURS 3516: Population Health be changed as outlined in the attached proposal.

That the prerequisite for NURS 3036: Culture, Diversity, and Nursing Practice be changed as outlined in the attached proposal.

That the prerequisite for NURS 3536: Indigenous Health and Wellness be changed as outlined in the attached proposal.

That the prerequisite for NURS 3707: Nursing Practice Experience 6 be changed as outlined in the attached proposal.

That the prerequisite for NURS 3117: Quantitative Health Research be changed as outlined in the attached proposal.

That the prerequisite for NURS 3007: Community Health Nursing be changed as outlined in the attached proposal.

That the prerequisite for NURS 3517: Concepts of Maternal & Child Health Care be changed as outlined in the attached proposal.

That the prerequisite for NURS 3207: Concepts of Mental Health Nursing be changed as outlined in the attached proposal.

That the prerequisite for NURS 4036: Advanced Care of Individuals with Multi-System Health Challenges be changed as outlined in the attached proposal.

That the prerequisite for NURS 4436: Nursing Across the Lifespan 2 be changed as outlined in attached proposal.

That the prerequisite for NURS 4706: Nursing Practice Experience 6 be changed as outlined in the attached proposal.

That the prerequisite for NURS 4067: Leadership and Change in Nursing Practice be changed as outlined in the attached proposal.

That the prerequisite for NURS 4126 Professional Practice 3 be changed as outlined in the attached proposal.

Other Business

The following substantive motion was received:

- Motion 6: Moved by C. Richardson, seconded by D. Iafrate that Senate approve, for the purposes of publishing the University's Academic Calendar, that the ACC may accept program changes for the upcoming academic year up until March 1. Any submissions to the ACC after this date will not take effect until the following academic year.
CARRIED

Academic Quality Assurance and Planning Committee (AQAPC)

- Motion 7: Moved by C. Richardson, seconded by M. Sullivan that Senate receive the Report of the Academic Quality Assurance and Planning Committee dated October 3, 2025, which includes for information:
a) March 2025 Quality Council Audit Report
CARRIED
- Motion 8: Moved by C. Richardson, seconded by N. Colborne that Senate receive the Report of the Academic Quality Assurance and Planning Committee dated October 31, 2025, which includes for information:
a) the Anthropology IQAP Final Assessment Report and Implementation Plan (FAR/IP)
CARRIED

Graduate Studies Committee

Motion 9: Moved by B. Law, seconded by M. Owens that the Report of the Graduate Studies Committee dated September 25, 2025 be received.
CARRIED

Senate Research Committee

Motion 10: Moved by B. Law, seconded by H. Earl that the Report of the Research Committee dated October 22, 2025 be received.
CARRIED

Elections

- Elect four (4) tenured faculty members, with at least one from each faculty, to be elected by Senate to serve on the Committee for the Search/Appointment/Reappointment of the Provost and Vice-President, Academic.
ACCLAIMED: Dr. Hilary Earl (A&S)
ACCLAIMED: Dr. Robin Gendron (A&S)
ACCLAIMED: Dr. Alison Schinkel-Ivy (EPS)
ACCLAIMED: Dr. Glenda Black (EPS)
- Elect one (1) faculty Senator to serve as the Council of Ontario Universities (COU) Academic Colleague (Alternate) for a three-year (3) term effective July 1, 2025 to June 30, 2028.
ACCLAIMED: Senator Aaron Kociolek
- Elect one (1) faculty Senator to serve as Deputy Speaker of Senate for a term. *As no nominations were received, the election will be included in the January 16, 2025 Senate agenda.*

Announcements

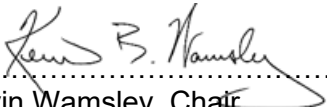
The Speaker noted that the Lake Nipissing Beading Project is currently on display in the Reflection Gallery at the NU Student Centre. A celebration marking the map's journey will take place on the evening of November 27, and all are welcome to attend.

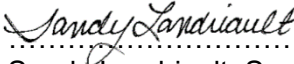
Senator Couchie advised that Grade 12 graduating students at Nbisiiing Secondary School are making moccasins that they will wear at their graduation ceremony in June. The students will be back in the NU Student Centre next Thursday and Friday, and all are welcome to stop by and observe their work. This initiative represents a positive and meaningful partnership.

The Speaker also highlighted another partnership supported by the Office of Indigenous Initiatives (OII) with Nbisiiing Secondary School, which provides access to NU gym space for students to participate in basketball and enter teams in regional competitions. This initiative represents another positive partnership developed through OII.

Adjournment

Senate was adjourned at 3:10 p.m.


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Kevin Wamsley, Chair


.....
Sandy Landriault, Secretary to the Senate

21 November 2025
President's Senate Report

Good afternoon Senators. I do not have much news to report. Bill 33 passed this week but we do not yet know what the impact will be upon universities. COU of course is monitoring and I don't wish to speculate on how this will impact us yet until I see it. I can tell you that in addition to the work of OCUFA and the Undergraduate Student Alliance, we strongly advocated against any potential reduction in autonomy, against the regulation of student fees, against any control over admissions decision. I have had meetings with the Province over the past month, as I mentioned in my previous report, we have a regional meeting on the funding model in early December.

With respect to the University's finances, from a high level, we have seen an increase in domestic enrolment which will counter the losses in international tuition when it is supplemented by government grants – still leading us to a balanced budget for 2025-26.

With Giving Tuesday happening on December 2, for those of you who wish to donate to the Student Food Bank and receive a tax receipt, please direct your donations to the Student Support Fund.

Our last Senate meeting in October occurred the day before our Fall Open House. I'm pleased to report more than 500 visitors to our campus that day and I wish to thank all of our faculty, staff, and student volunteers for making this day a big success.

There was a question posed in advance of Senate. Did we pay for the Equity Audit or did the Province pay for it. The answer is that we paid 50% out of a government grant towards Equity, Diversity, and Inclusion and 50% from the University.

Provost's Report to Senate

November 21, 2025

Welcome and General Updates

It is a pleasure to return to Senate as Interim Provost and Vice-President, Academic. Having served in this role previously, I am delighted once again to support our academic community and to continue the important work underway across our faculties and units. I would like to extend my appreciation to colleagues across the University for their ongoing dedication to our students and to the collective advancement of our academic mission.

Academic Leadership and Appointments

I am pleased to announce that Dr. Trevor Holmes will join Nipissing University as Director of the Centre for Teaching and Learning, effective December 1, 2025. Dr. Holmes brings extensive experience in academic leadership, having most recently served as Associate Director and later Acting Director of the Centre for Teaching Excellence at the University of Waterloo.

In addition, Dr. Denyse Lafrance Horning has been re-appointed as Advisor to the Provost and Vice-President, Academic – Quality Assurance and Program Innovation for a further 12-month term, until June 30, 2026.

Dr. Nancy Stevens (University of Northern British Columbia) has been appointed Adjunct Professor for a five-year term in the Department of Gender Equality & Social Justice, Religions and Cultures, and Indigenous Studies.

Academic Program Updates

I am pleased to share that the Bachelor of Community Planning program has received approval from MCURES (Ministry of Colleges, Universities, Research Excellence and Security). This is the result of the many months of collaboration, persistence, and thoughtful program development, and I want to congratulate all faculty and staff who contributed to this important milestone. The program will move through the approved academic processes and is scheduled to welcome its first cohort in 2027.

Academic Curriculum Committee (ACC)

The Academic Curriculum Committee (ACC) will be submitting its report to Senate for consideration, providing updates on recent curricular and policy discussions.

Research and Scholarly Activity

I am pleased to share the recipients of the Awards in Support of Research, Scholarly and Creative Activity. Congratulations to the following faculty members for their successful proposals:

- **Dr. Kristen Beck** – *Understanding Freshwater Ecosystem Response and Resilience to Past Wildfires Using Sedimentary DNA*
- **Dr. Ines Tavares** – *Online Public Shaming in Canadian Higher Education*
- **Dr. Chris Greco** – *interRAI Self-Reported Assessment for Mental Health (SAMH): Feasibility and Acceptability Study in the Federation of Saint Christopher and Nevis*
- **Dr. Alyssa Leblond** – *Exploring the Link between Bail Supervision Programs and Net Widening*

These projects demonstrate the range of innovative, community-engaged, and socially relevant research taking place across our campus.

Ongoing and Upcoming Initiatives

Several initiatives continue to advance through the Provost's Office including:

- The development of an Academic Plan and Operational Plan (APOP) reporting template, that will allow academic and administrative areas to provide regular updates on their activities and progress related to APOP
- Continued policy development through AQAPC, including the Draft Amalgamation, Consolidation, Transfer, Renaming and Closure of Academic Programs and Academic Units Policy

**Report to the Nipissing University Academic Senate
Council of Ontario Universities (COU)—Academic Colleague Meeting**

Prepared by: Carlo Ricci

Date: 11 November 2025

1. Overview

I attended the Council of Ontario Universities (COU) Academic Colleague sessions held on,

- Evening Preparatory Meeting: Wednesday, October 22, 2025 (6:00–8:30 PM)
- Academic Colleague Meeting: Thursday, October 23, 2025 (9:00 AM–12:00 PM)

Both meetings operated under the Chatham House Rule, which allows information shared in the meetings to be used but prohibits attributing comments or ideas to specific individuals or institutions. This rule facilitated open, candid discussion about current issues affecting Ontario universities.

2. Context and Main Theme

The central focus of both sessions was the question, “Given the challenges brought about by current world issues, how can we foster civil discourse on our campuses?”

Discussion emphasized:

- The need to promote open, constructive dialogue rather than silence or disengagement.
- The importance of creating environments where community members feel able to think out loud and collaborate respectfully.
- Recognizing that when individuals disengage from campus dialogue, they may shift toward other groups or forums that do not encourage balanced or constructive conversation.

3. Key Discussion Points

3.1 Civil Discourse on Campus

Participants discussed approaches for strengthening civil discourse, including the following:

- Encouraging open expression while maintaining respect and safety.
- Developing shared language and shared understanding when addressing controversial or emotionally charged topics.
- Supporting faculty, staff, and students in navigating difficult conversations.

3.2 Remarks from a Professor (Working Group on Civil Discourse)

A professor involved in the ongoing Working Group on Civil Discourse provided remarks on,

- The current state of civil discourse in higher education.
- Risks and consequences for universities if they cannot maintain spaces for healthy dialogue.
- The need for proactive strategies to cultivate civil discourse rather than reactive responses to crises.
- Efforts underway within the Working Group to develop guidelines, tools, and educational resources.

4. Implications for Our University

While no institution-specific issues were discussed, several themes are relevant to our campus:

- Ensuring mechanisms exist for constructive dialogue, especially around global conflicts or politically sensitive issues.
- Investing in training or frameworks that help students and faculty engage productively.
- Reinforcing the university's commitment to academic freedom alongside a respectful campus culture.

5. Upcoming COU Academic Colleagues Meetings

The next scheduled meetings are,

- Tuesday, December 9, 2025: 6:00–8:30 PM
- Wednesday, December 10, 2025: 9:00 AM–12:00 PM (hybrid format)

6. Recommendations to Senate

1. Support initiatives that promote civil discourse training or programming for students, faculty, and staff.
2. Review or reaffirm institutional policies related to academic freedom, respectful discourse, and campus dialogue.
3. Consider establishing or joining a working group aligned with the broader sector's efforts on civil discourse.
4. Stay engaged with COU updates, as this theme is expected to remain a major priority throughout the academic year.