

**Nipissing University**  
**Minutes of the Academic Senate Meeting**  
**April 12, 2024**  
**2:30 p.m.**  
**Room F210 & Zoom Videoconference**

**Members Present:**

K. Wamsley (Chair), A Graff, G. Raymer, D. Walters, D. lafrate, N. Black

L. Chen, R. Davis, H. Earl, J. Murton, G. Phillips (Deputy Speaker), S. Renshaw, S. Srigley, N. Stevens, D. Tabachnick, L. Thielen-Wilson, R. Vernescu, R. Wenghofer, S. Winters, H. Zhu

S. Cairns, D. Hay, T. Horton, T. McParland, J. Muterera, C. Ricci, A. Schinkel-Ivy, T. Sibbald (Speaker), M. Sullivan, J. Thornborrow, R. Vanderlee, V. Williams

C. Irwin, O. Pokorny, L. Sinclair

F. Couchie, S. Fiddler

R. Hehn

R. McEntee, H. Panchal, S. Greco, B. Brown

**Absent With Regrets:**

C. Sutton, B. Law, R. Gendron, A. Hatef, G. McCann, S. O'Hagan, T. Smith, A. Weeks, A. Adler, K. Ferguson, C. Greco, P. Millar, E. Cooke, P. English

The Senate Speaker offered a Traditional Territory acknowledgement.

**Approval of the Agenda of the Senate Meeting of:** April 12, 2024

Motion 1: Moved by S. Srigley, seconded by N. Black that the agenda of the Senate meeting of April 12, 2024 be approved.  
CARRIED

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

Motion 2: Moved by T. McParland, seconded by R. Wenghofer that the minutes of the Senate meeting of March 8, 2024 be adopted.  
CARRIED

### **Business Arising From the Minutes**

Motion 3: Moved by S. Winters, seconded by R. Hehn that the Teaching and Learning Committee obtain and analyze data from the Registrar's Office on cases of academic misconduct reported by the Faculty of Arts and Science, the Faculty of Education and Professional Studies, and the Graduate Studies and Research Office and work on preparing a report annually for Senate. The report will summarize institutional data on the types of misconduct, penalties, and appeals and offer recommendations to support the effectiveness of the University's Academic Integrity Policy.  
CARRIED

### **Reading and Disposing of Communications**

The Provost presented the attached 2023-24 Annual Tenure and Promotion Report and congratulated the applicants.

At the request of Senator Tabachnick, the attached Comparative Data: Meal Reimbursement Amounts Across Ontario (Universities) chart that he created was discussed. The Assistant Vice-President, Finance and Infrastructure advised that the meal reimbursement policy will be reviewed over the summer months as part of the regular review of administrative policies.

### **Reports From Other Bodies**

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

The Provost provided an oral report. She congratulated the students, faculty, and staff who participated in the successful Undergraduate Research Conference, noting that the support and enthusiasm of colleagues helped make it an overwhelming success. She commended the Research Office staff, as well as the faculty members who helped facilitate, for engaging in and celebrating undergraduate research.

She thanked the staff in the Registrar's and Institutional Planning Offices for posting the course master in early April so that students could register for spring/summer and fall/winter courses before they leave campus. The goal remains to post the course master in February/March.

The Provost provided an enrolment update reporting that as of April 10 NU had 5,414 discrete registrations, compared to 4,428 last year at this time. This increase provides us with greater opportunities for secure decision-making as we move into spring/summer and next year. She thanked the Registrar's Office staff, and the Chairs for their work with the Deans, for their significant effort.

The Provost advised that the Immigration, Refugees and Citizenship Canada (IRCC) international cap is embargoed. At this time the university remains hopeful that we will meet our international targets. She informed that our year-over-year domestic recruitment is stable but flat. This presents concerns moving forward with increased uncertainty regarding international recruitment. The Registrar is working on a new recruitment plan which focuses on international and domestic recruitment. The goal of the institution is to harmonize all our recruitment strategies so that our year-over-year performance improves.

The Provost reported on her recent travel to Paris and Brussels as a member of an OCUR-COU delegation to establish research and exchange partnerships with French universities. Horizons Europe is a research granting opportunity sponsored by the French Consulate in participation with the Ontario Government. France wishes to increase its proportion of research funding and as Canada is now a signatory to Horizons EU, France considers Canada, and Ontario in particular, as an opportunity to build up its international collaborative partnerships. She has been working with the Deans to match thematic areas and interests, and further information will be shared.

NUSU President, Riley McEntee, provided a report. The report is attached to the minutes. As this was their last Senate meeting, he thanked NUSU VP Finance and Administration, Em Cooke, for filling the role of VPFA so well. He noted that Academic Senate had been one of his favourite roles as a NUSU Executive, and thanked Senators for always allowing NUSU's voice to be heard and for treating them with respect.

### **Question Period**

Further to the Provost's comments regarding the success of the Undergraduate Research Conference, Senator Phillips acknowledged the work of Dr. Hilary Earl. Senator Earl spoke about the importance of the Conference noting that it showcases our students and creates goodwill and community. She thanked the Research Office for all their hard work and advised that next year's Conference will be held March 28 & 29, 2025. A Conference Chair will be required, and she suggested that a smaller committee of 3-4 people, should start planning in September.

In response to a question regarding the amount of money the University has in our reserves, the Assistant VP, Finance and Infrastructure, advised that we have approximately \$5 million at the end of fiscal 2023. The province's sustainability metrics assist in evaluating the level of reserves required to be sustainable. We estimate this amount to be over \$22 million. The plan moving forward is to continue to balance our budget and replenish our reserves.

A request was made that the Provost inform Senate of the tenure-track and 10 & 12-month LTA positions, and the academic areas that they are being appointed to, that are being brought forward for consideration at the next Board of Governors meeting. The Provost advised that conversations have taken place with the Deans and that positions have been defined and Board of Governors approval for budget is required.

To summarize, 11 LTA positions in 2024-25 and 11 tenure-track positions in 2025-26, not necessarily in the same area, are being brought forward in this budget. To be able to recruit in the normal hiring period from September through December, she is requesting that the Board allocate funds so that budget lines can be established before 2025 for positions that begin in July 2025.

In response to a request for an update on the status of the Director of Teaching and Learning position, the Provost advised that the committee is in the interview phase of the process.

Following a request for clarification of the \$1.2M in provincial STEM funding, the President advised that the provincial government provided funding in recognition of STEM costs incurred in 2023-24 and this results in \$1.2M going to build our reserve funds.

A request was made for an update regarding the motion that Senate create a clear policy pertaining to the suspension of admissions and enrollments approved at the January 12, 2024,

Senate meeting. This motion was referred to the Joint Committee of the Board and Senate on Governance. The President noted that the Joint Committee is a consensus body, and it has been difficult to schedule meetings for both Board and Senate members. A 90-minute meeting was held on March 27. Jurisdiction was discussed and the committee is now at the stage of considering solutions and alternatives. He indicated that a compromise is on the table and he is optimistic that an agreement can be reached.

Continuation of a conversation from the January 2024 Senate meeting on equity, and in particular gender equity, took place. Senator Renshaw shared some of her observations on gender parity and the proportionate representation of men and women in faculty positions in the Faculty of Arts and Science. She noted that NU is well under the benchmarks described in a recent report of the Higher Education Quality Council of Ontario. This may explain the difficulties in achieving gender parity on Senate and Senate committees.

Senator McEntee shared the following questions:

When will LTAs at Nipissing be treated fairly, and what will it take for that to happen?

*The Provost expressed her appreciation to the students who have written in support of the LTAs in current term contracts that are naturally ending. She advised that she has responded to the students' correspondence and has committed time to meet with students to explain the nature of end-of-contract realities and the needs of the university to fill contract positions in other areas. She acknowledged the possibility that the individuals in LTA contracts may continue at NU in various other capacities in the future. The Provost noted that she is also available to discuss this matter further.*

Nipissing has been and continues to go through significant and widespread changes academically and structurally. In several ways, these changes have already started to be felt by students across years and programs. Are there any intentions to communicate to students what these changes are and why they are happening in a succinct and digestible manner? If so, when should this communication be anticipated? If not, why?

*The Provost advised that she favours and encourages formal and written communications and the Academic Plan will provide opportunities to communicate changes and priorities. We are also committed to participating in Town Hall meetings and the Communication Plan includes these types of opportunities as part of its formal structure.*

Given Nipissing's commitment to decolonization, most clearly seen in the Strategic Plan, how does Nipissing intend to academically honour these commitments? Furthermore, will Nipissing waive tuition fees for Indigenous students from Nipissing, Dokis, and Temagami First Nations?

*President Wamsley spoke to the aspirations of the Strategic Plan, noting that as a community we chose not to go with pillars, but instead went with promises. The action plan lists initiatives, who is responsible for them, and when they will be carried out. He noted that waiving tuition fees for Indigenous students would require significant donations and would present a challenge to the University in our current budget structure. The university is working to achieve greater financial stability in order to support a wide variety of initiatives.*

*The Provost also noted the following planned upcoming initiatives: Academic Planning and Operational Planning (APOP) session on Decolonization; leading an Academic Indigenous Circle with members of the community; and convening an advisory group that focuses on the academic consideration of issues identified by the Academic Plan and consultation. She also*

*informed that she has been a part of discussions regarding the need for space more responsive to ceremony and has plans to go out into the community to hear what the community is asking of the institution. She also advised that hiring would reflect our commitments to the TRC and the Scarborough Charter.*

There have been concerns from students that courses they were interested in appeared in the course list when it was viewable-only, but once they were able to register those courses disappeared. What is the reason for this, and what will happen to those courses that have since disappeared? Spring/summer Political Science was an example.

*Senator Walters advised that students may have viewed the courses online but were not registered, and then the courses were moved to the fall. Senator Iafrate reminded that students who register for courses receive an email advising them of a course change. She suggested that Senator McEntee send her the specific course information so that she can investigate this further and respond.*

It is evident, as was noted in earlier reports, that the UGRC was both highly successful and highly impactful for the Nipissing community, but most especially the students who participated and aided in the conference. Keeping all this in mind, are there plans for Nipissing to create a permanent budget line for the UGRC in the coming years?

*The Provost reported that the Associate VP, Research, Innovation and Graduate Studies was not in attendance but would provide a response at the next Senate meeting. In brief, there is a dedicated budget line for the UGRC.*

A discussion took place regarding course enrolment limits. In response to questions regarding the process, criteria, and timelines for receiving approval from the Dean for course caps based on pedagogy, Senator Walters advised that we need to look at the policy and consider the best way to identify the caps from a scheduling, financial and pedagogical point of view. He suggested that this discussion be continued at the next Faculty Executive level meeting.

In response to a question as to when the Recruitment Plan would be available, and whether the University will be represented at upcoming pow-wows over the summer, Senator Iafrate advised that we have a recruiter that attends pow-wows and that this will be included in the Recruitment Plan.

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

### **Senate Executive Committee**

- Motion 4: Moved by K. Wamsley, seconded by A. Graff that the Report of the Senate Executive Committee dated April 4, 2024 be received.  
CARRIED
- Motion 5: Moved by K. Wamsley, seconded by N. Black that Senate approve the list of Senate meeting dates for the 2024-2025 academic year.  
DEFEATED
- Motion 6: Moved by S. Renshaw, seconded by A. Graf that Senate accept the ten Senate meeting dates that run from September 13, 2024, through to June 6, 2025, excluding the July 12, 2024, and August 9, 2024 meeting dates.  
CARRIED

**Teaching and Learning Committee**

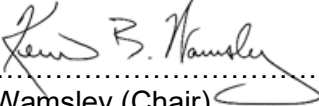
Motion 7: Moved by G. Raymer, seconded by S. Srigley that the Report of the Teaching and Learning Committee dated February 29, 2024 be received.  
CARRIED

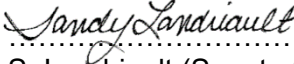
**Announcements**

Senator Panchal expressed gratitude to outgoing NUSU President, Riley McEntee and outgoing NUSU VP Finance and Administration, Em Cooke, for their phenomenal work. Nipissing University was truly impacted by all that they accomplished and it was an honour to have served with them. On behalf of NUSU, he wished them the best of luck in their future endeavours.

**Adjournment**

Senate was adjourned at 4:10 p.m.

  
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K. Wamsley (Chair)

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

# Provost's Annual Tenure and Promotion Report

2023-24

March 28, 2024

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

Article 26.32 (a) of the Collective Agreement states that, "Every year by May 20, the Provost 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 26.32 (b) defines the dimensions of the report as follows:

<b>TENURE</b>				
<b>Applications</b>	<b>Granted</b>	<b>Denied</b>	<b>Deferred</b>	<b>Withdrawn</b>
1	1	0	0	0
<b>Applicants Awarded Tenure (Tenure &amp; Promotion Process):</b>				
Dr. Nancy Stevens, Arts and Science				

<b>PROMOTION TO ASSOCIATE PROFESSOR</b>				
<b>Applications</b>	<b>Granted</b>	<b>Denied</b>	<b>Withdrawn</b>	<b>URAC</b>
1	1	0	0	0
<b>Applicants Awarded Promotion to Associate Professor:</b>				
Dr. Nancy Stevens, Arts and Science				

<b>PROMOTION TO PROFESSOR</b>			
<b>Applications</b>	<b>Granted</b>	<b>Denied</b>	<b>Withdrawn</b>
2	2	0	0
<b>Applicants Awarded Promotion to Professor (T&amp;P Process):</b>			
Dr. Ali Hatef, Arts and Science			
Dr. Andrew Weeks, Arts and Science			

<b>No. of Applications heard by the University Review Appeals Committee</b>	0
<b>No. of Grievances heard by the University Review Appeals Board</b>	0

<b>No. of Job Candidates awarded Tenure upon appointment</b>	0
<b>No. of Job Candidates awarded Promotion to Associate Professor or Professor upon appointment</b>	0

Communication to Senate from Senator D. Tabachnick:

## Comparative Data: Meal Reimbursement Amounts Across Ontario

As the data below shows, Nipissing's meal reimbursements sit at 63% of the Ontario average.

Furthermore, over the last 10 years, prices in Canada have increased 31%. In turn, \$50 in 2014 is now worth approximately \$38.

University	Breakfast	Lunch	Dinner	Total
<b>Nipissing</b>	10	15	25	50
Algoma	25	25	50	100
Brock	25	25	62	112
Carleton	25	25	62	112
Guelph	12	18	40	80
Lakehead	20	20	50	90
Laurentian	17	17	17	51
Metropolitan	15	25	45	85
McMaster	22	22	54	98
NOSM	17	17	31	65
OCAD	14	16	36	66
Ontario Tech	17	25	43	85
Ottawa	24	24	59	107
Queen's	16	16	43	75
Toronto	15	20	45	80
Trent	10	13	23	46
Waterloo	20	20	40	80
Windsor	17	22	43	82
WLU	10	15	30	55
York	12	17	36	65
<b>Average</b>				\$79.2

**Conclusion:** To meet the Ontario average, Nipissing must increase total meal reimbursements per day by approximately \$29.



## President's Senate Report April 12, 2024

Good afternoon fellow Senators, another teaching cycle in another academic year is within sight. I wanted to celebrate a few items in my report. The first item is to congratulate Renee Hacquard who will assume the role of Vice President, Finance and Administration as of July 1, 2024 – congratulations Renee and thank you to the members of the appointment committee. On Tuesday of this week, I was very proud to be a member of the Nipissing University community as we celebrated the official opening of the George and Helen Vari Simulation Centre. Thank you to our staff, faculty, and students for putting on a tremendous welcome for our donors and special guests. This was a first-rate event, with staff and students providing clinical demonstrations in our new facilities. Our guests from the city and our donors were very, very impressed. We will be holding an internal launch in the not to distant future so that the rest of the campus will have the opportunity to see the new space and the new technology.

I met with the Deputy Minister on this past weekend – he remains aware of our financial asks and was inquisitive about our international number and how it would affect our sustainability plan. He did not share information about the government's operating support, high risk support, or the Northern Grant or when these announcements would be coming. We did, however, receive word that we are receiving \$1.2m in STEM funding for the fiscal year 2023-24. With a balanced budget forecasted for year end at the end of April, we will be depositing these funds directly into our reserve funds – it is imperative that we continue to shore up our reserve funds at every opportunity as they play a significant role in determining our credit ratings, our capacity to negotiate rates on our long term loans, and on our accountability to the Treasury Board, the Auditor General, and the Ministry.

With respect to the international student caps, in 2023-24, there is an embargo on information – we have our numbers and will work to convert them at a similar rate to last year. Universities in Ontario are not permitted to increase their numbers from last year so we must work towards securing those applications and work to convert as many of those as we can for September and January. It is accurate to say that these conversion rates are tight and, given that Canada's approach to international students has had a direct impact on applications, we will have a difficult time predicting our enrollment – so in our budget we will be conservative. And you should take comfort knowing that because of our classes of the past three terms, we will have strong returning numbers to help our budget.

With respect to the request from Senate to refer the issue of enrollment suspension, we have met and will continue to work together on this issue until it is resolved.

Our Equity Audit Task Force continues to meet – this is another large committee with scheduling challenges – we are very close to the final RFP document – this committee

operates on a full consensus basis at every stage without leading directions from its co-chairs who only serve as facilitators. It is a solid committee with very good representation across groups among our faculty/staff/student contingent. It is a very thoughtful, critical thinking group that takes great care in its decision and how things are written and I want to thank all of them for their work to date. We will direct you to the website when it is live.

In the coming months, Nipissing will be rolling out a new communications plan, which for our purposes will provide regular and consistent venues for broader campus discussions and to provide multiple opportunities for specific questions that are not part of Senate business – for example, a community meeting in the coming weeks to discuss government funding, the budget, renovations happening in 2024-25, fundraising, campus events.



## **NUSU Academic Senate Report: April 2024**

### **Faculty Contracts**

Over the past few weeks, NUSU has received several concerns from students regarding faculty members who have not been offered a contract renewal. A petition has even been going around, with hundreds of students having already signed it. These faculty members have had a profound and undeniable impact on their students, as well as many others, and their absences will be felt.

### **End of Winter Semester**

NUSU would like to congratulate the entire Nipissing University community on another successful academic term. We want to wish good luck to students who are finishing up their final evaluations and wish them a great summer ahead. We want to extend a thank you to all the faculty members who spend countless hours around the clock to make sure the students are getting a fulfilling educational experience. Thank you to all Nipissing University Staff for their contributions. We wish everyone a great summer!

### **Thank you**

NUSU would like to give a huge thank you to Riley McEntee and Em Cooke for their contributions over the past three years at NUSU.

Em Cooke started their NUSU journey as a Student Centre Assistant, assisting in student food bank services and projects that directly impacted students. In the years as a NUSU Student Centre Assistant, Em Cooke also joined the NUSU Board of Directors. Last year, Em Cooke ran for and was elected into the Vice-President of Finance and Administration role as a NUSU Executive. In their time in this role, they have transformed our approach to sponsorship, emphasized the sustainability of the student food bank, improved internal organizational procedures, increased external relations, led the management of the student health plan and much more. Em Cooke has had a lasting impact at NUSU and the wider Nipissing University Campus. We wish Em Cooke great luck in their future endeavours.

Riley started their NUSU journey by being elected to the NUSU Board of Directors. Riley had a meaningful role in advocating for the student's voice via board meetings at NUSU. In 2022, Riley ran for and was elected as the NUSU President. Riley served two terms as NUSU President. In their time in the role, Riley reemphasized our community



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relations, started the NUSU Food Rescue fridge, revamped our internal governance, strengthened university relationships, addressed student concerns, and much more. Riley's impact at NUSU will be memorable and long-lasting. His efforts on the Nipissing University campus are remarkable. We wish Riley great luck in their future endeavours.

Thank you Em and Riley for all that you've done to help support our campus and we are honoured to be able to call you our Nipissing University alum.