

NIPISSING UNIVERSITY

MINUTES OF THE ACADEMIC SENATE MEETING

December 14, 2012

2:30 p.m. – Room F210

MEMBERS PRESENT:

V. Paine-Mantha (Chair), N. Black, L. Carter, C. Cooper, J. Graham, S. Rich, M. Tuncali,
J. Barker, G. Brown, J. Nadeau, A. Page
A. Burk, J. Dech, R. Gendron, C. McFarlane, S. O'Hagan, L. Peturson, S. Renshaw,
A. Weeks, S. Winters
L. Ashworth, K. Eyre, B. Hatt (Speaker), T. Horton, N. Maynes, J. McAuliffe, M-A Parr,
C. Ricci, T. Ryan, J. Scott, A. Steele
A. Grierson (Brantford), R. Vernescu (Muskoka)
W. Ingwersen
C. Hachkowski
R. deBernardi, J. Evans
S. Feretycki
C. Bryan, C. Davidson, K. Fitzsimmons, C. Grist, T. Hanna, D. Richardson

ABSENT WITH REGRETS:

H. d'Entremont (Vice-Chair), R. Vanderlee
R. Breton, M. Jha, G. McCann, A. Karashev, N. Kozukanich, G. Morrell, V. Valov,
T. Vassilev, H. Zhu
G. Black, M. Kariuki
N. Brady

The minutes of the Senate meeting of November 16, 2012 were adopted with no objections.

READING and DISPOSING of COMMUNICATIONS

Senator Tuncali thanked the President for the leadership she provided the University over the last 10 months.

The President of the Nipissing University Faculty Association (NUFA), Gyllie Phillips, read a letter to Senators expressing appreciation to the President who stepped into the position on an interim basis at a time when the institution was on a quest for stability. She assumed her role by quietly getting down to work and allowing professionals (faculty, staff and administration) to get back to work in their efficient and dedicated ways. Phillips noted that the working relations between the NUFA Executive and Administration have been pronounced with a shift to openness and engagement, rather than conflict. She added that bargaining this past year was professional and conflict-free, a testament to resisting the impulse to micromanage the chosen bargaining team and focusing on a reasonable deal for the health of the institution. She summed up her comments by acknowledging the President's longstanding and dedicated service to postsecondary education.

To view the letter in its entirety, please see the Senate Secretary in the Office of the President.

REPORTS of STANDING COMMITTEES and FACULTY or UNIVERSITY COUNCILSSenate Executive Committee Report

MOTION 1: Moved by M. Tuncali, seconded by C. McFarlane that the Report of the Senate Executive Committee dated December 6, 2012 be received.
CARRIED

MOTION 2: Moved by M. Tuncali, seconded by T. Hanna that Senate approve the revised Professor Emeritus/Emerita policy as outlined in the attached document.
CARRIED

- *Note that the policy numbers are now going to be categorized, so the revised emeritus/emmerita policy will be 4.1.2012-S. Four will denote it is an academic policy, one being the first Senate policy of the year, 2012 being the year and S noting that the approval authority is Senate.*

Planning and Priorities Committee

MOTION 3: Moved by C. Cooper, seconded by T. Hanna that the Report of the Planning and Priorities Committee dated November 23, 2012 be received.
CARRIED

MOTION 4: Moved by C. Cooper, seconded by A. Steele that Senate grant Stage 2 approval to the Bachelor of Social Work program proposal, as outlined in the attached document.
CARRIED

MOTION 5: Moved by C. Cooper, seconded by G. Brown that Senate grant Stage 2 program approval for a Bachelor of Arts in Anthropology as outlined in the attached document.
CARRIED

MOTION 6: Moved by C. Cooper, seconded by C. Grist that Senate grant approval for the proposed Memorandum of Understanding between Nipissing University and Tyndale University College, as outlined in the attached document.
CARRIED

AMENDMENT of BY-LAWS

MOTION 7: Moved by J. Nadeau, seconded by A. Weeks that Article 10.1.2 be appended to the Senate bylaws as follows:

- Membership will include the Faculty representative on the Bylaws and Elections Subcommittee who shall be Chair; two other faculty representatives; and the Dean of the Faculty.
- The subcommittee will be formed at the November Faculty Council meeting.
- The subcommittee will solicit nominations for Senate, Senate committees and Board representatives through the distribution of a nomination form that lists first, second and third choice/preference, to be returned to the subcommittee Chair by the February Faculty Council meeting.
- Where possible, the proposed slate of committee/board members will reflect continuity of membership as well as consideration involving new faculty members in the work of Senate, Senate committees and the Board of Governors.
- The proposed slate will be presented to the March Faculty Council. Additional nominations from the floor will be accepted and elections held where necessary.

- (f) All results will be reported to the Bylaws and Elections Subcommittee by the end of March who will bring the slate forward, as a Notice of Motion, at the April Senate meeting.

CARRIED

MOTION 8: Moved by J. Nadeau, seconded by K. Fitzsimmons that Article 2.6(b) and (e) Terms of Office of the Senate bylaws be revised as follows:

- (b) For student Senators, the normal term of office shall be:
- i. one (1) year (renewable), for the three (3) student Senators chosen by and from the NUSU Executive;
 - ii. one (1) year (renewable), for the undergraduate student Senator elected by and from the undergraduate students in the Schulich School of Education; the graduate student Senator elected by and from the graduate students; *and the undergraduate student Senators elected by and from the undergraduate students in each remaining Faculty.*
- (e) All Senate terms of office shall commence at the beginning of the Senate year (i.e. 01 July), except:
- i. the terms of the three (3) student Senators chosen by and from the NUSU Executive, which shall run from 01 May each year to 30 April the following year; and
 - ii. *the terms of the graduate student Senator elected by and from the graduate students, the undergraduate student Senator elected by and from the undergraduate students in the Schulich School of Education; and the terms of the undergraduate student Senators elected by and from the undergraduate students in each remaining Faculty, shall run from 01 October each year to 30 September of the following year.*

CARRIED

MOTION 9: Moved by J. Nadeau, seconded by C. McFarlane that Article 5.2 (a) and (c) Conduct of Elections of the Senate bylaws be modified as follows:

- (a) Elections for the *undergraduate and graduate student representatives* shall be conducted by the NUSU Board, coincident with its annual *Delegate elections*.
- (c) Notwithstanding the conduct of the elections in (a) by the NUSU Board, the elected undergraduate and graduate student representatives shall be deemed to have no formal affiliation with NUSU or accountability to NUSU, in carrying out their responsibilities as Senators.

CARRIED

MOTION 10: Moved by J. Nadeau, seconded by T. Hanna that Article 5.3 Annual Election Procedures for Undergraduate Student Representatives and Article 5.4 Annual Election Procedures for Faculty of Education and Graduate Student Representative be deleted as presently constituted.

CARRIED

MOTION 11: Moved by J. Nadeau, seconded by A. Burk that Article 5.3 Annual Election Procedures for Undergraduate Students Representatives from all three Faculties and Graduate Student Representatives be reconstituted to read:

- (a) *By 01 September each year, the By-Laws & Elections Subcommittee shall announce the election to fill the undergraduate and graduate student Senate positions, and indicate that the term of office for these positions is one (1) year. A copy of the announcement shall be provided to the NUSU Executive. The procedures and timelines for the election of undergraduate and graduate student representatives shall generally be those followed for the NUSU delegate elections, except as specifically otherwise indicated in this Article.*
- (b) *Nominations shall be submitted in writing, signed by the nominee and ten (10) eligible voters.*
- (c) *In the event that there is only one (1) candidate for a particular position, that candidate shall be declared elected by acclamation.*
- (d) *Voting for each contested position shall be by secret ballot at any NUSU polling station or, for any voter unable to vote in person, by e-mail according to established election procedures, using the voter's University-assigned e-mail address. Candidates shall be listed on the ballot in alphabetical order. Eligible*

- voters may vote for only one candidate. Voting by proxy shall not be permitted.
- (e) Elections for the undergraduate and graduate student representatives shall be completed by the last week of September each year. The Chief Returning Officer (CRO) appointed by the NUSU Board shall announce the results, and shall provide the names of the elected student representatives to the By-Laws & Elections Subcommittee of Senate by 01 October each year.
- (f) Should any Senate undergraduate or graduate student position(s) still remain unfilled after the NUSU fall Delegate Elections, the By-Laws & Elections Subcommittee shall consider other alternatives and make appropriate recommendations to the Senate Executive Committee, for conveyance to Senate.
- CARRIED

MOTION 12: Moved by J. Nadeau, seconded by A. Page that Article 10.0.1(a)(v) Faculty Councils of the Senate bylaws be revised as follows:

- two (2) students from within the Faculty;
CARRIED

Notice of Motion (regarding change to the term of office for the Academic Colleague)

- That Article 11.1(b) of the Senate bylaws be amended to read:

The normal term of office for the Senate representative on COU shall be *three (3) years*.

REPORTS FROM OTHER BODIES

Board of Governors

Senate Evans provided a report from the Board of Governors. He indicated that the Board held its December meeting on December 5.

At that meeting, the President announced the unveiling of a commemorative plaque in recognition of the original site of Nipissing University College. The historical ceremony took place on November 29 at Casselholme (corner of Olive and Cassells Streets) and was attended by several dignitaries including the Chancellor, Mayor, Nipissing's first President, Dr. George Zytaruk; original 1967 faculty member Stan Lawlor, representatives from the Heritage Society and several others. This was a proud moment for the university and particularly meaningful in our 20th anniversary year. Everyone is encouraged to view the plaque and read about the history of NU.

Board Vice-Chair, Greg DuCharme, gave a brief presentation to the full Board summarizing the presentations given at the Board Member Orientation and Training Session held November 9/10 in Toronto. The conference was open to all Ontario university Boards; representatives from Nipissing University included the Board Chair, Vice-Chair, Vice-Chair Pro Tem and the Board Secretary. Broad, macro topics were covered such as: understanding the roles and responsibilities of the postsecondary education sector including the mandates of AUCC and COU; the changing Ontario environment, financing of Ontario universities; university governance; and strategic planning and the role of the Board.

The Chancellor congratulated everyone involved in the organization of the 20th anniversary birthday party which was a great event enjoyed by the entire NU community, internal and external. He commended Dr. Dave Marshall for his speech which reflected on the original 1992 celebrations when Nipissing received its charter.

Through the report of the Plant & Property Committee, Board members were given a comprehensive description of current and ongoing capital projects at the university. Stage 1 renovations to the former Library are finished and the connector is now complete allowing access to the research wing.

The December Board meeting was Vicky Paine-Mantha's last meeting in her role as President and Vice-Chancellor (Interim). Both the Chancellor and Board Chair praised the excellent work she has done over the past 10 months and expressed appreciation, on behalf of the Board of Governors, for her leadership and significant accomplishments during her tenure at the university in her various positions.

The next Board meeting is scheduled for Wednesday, February 6, 2013 at 5:30 p.m. in the Board Room.

Alumni Advisory Board

Senator Feretycki from the Alumni Advisory Board reported on two successful 20th birthday parties, one in Muskoka where over 100 people attended and in North Bay where close to 500 people attended. He was also pleased to announce that the Alumni Board membership is now full.

Council of Ontario Universities

Senator Nadeau provided a brief summary of discussions occurring at COU in his role as the Academic Colleague. He reported that John Milloy is now Minister of Training, Colleges and Universities. He added that COU has expressed concern about the uncertainty of how the strategic mandate agreements will impact the system. Senator Nadeau indicated that other issues being addressed are online learning, an initiative that is being strongly promoted by the Premier's office and revenue from the intake of international students. He added that the audited teaching evaluations are now available.

NEW BUSINESS

- Election of a Deputy Speaker to fulfill the role from January 1, to June 30, 2013

Acclaimed: C. McFarlane

ANNOUNCEMENTS

The President began her announcements by noting that she has attended two COU Executive Heads meetings recently. Differentiation is still a hot topic and TCU remains committed to it. She also noted that any restraints on tuition increases or changes to the tuition framework could have catastrophic effect on universities if at the same time they also restructure the funding formula. BIUs and therefore the weighting of some programs are being reviewed by some officials at TCU. That has prompted concern that this could cause chaos in the system with the shifting of pools of money between institutions and between programs within an institution.

Also discussed at COU was the number of graduate spaces outlined in the SMA plans. They far exceed the 6,000 spaces the Ministry has committed to.

Efficiency targets are another area of concern. The President noted that the Ministry has to decide how to implement if they do not choose across-the-board cuts. It is estimated that the impact on Nipissing would be about \$400K to \$600K out of the operating budget.

The Key Performance Indicators (KPI) were recently released and the average percentages look good. However, the President indicated that if you drill down to the program level, we are only ahead of the system average because of the numbers in Education. Graduation rates in areas other than education need further review and research into why they are much lower than at other universities.

As previously mentioned by Senator Nadeau, the online university strategy is a high priority for the government and they are very keen to move the initiative forward as soon as possible. A decision about whether Nipissing will participate in the consortium will be most likely requested in February.

The President thanked all those who participated in the birthday celebrations and wished everyone a happy and restful holiday.

On behalf of the Vice-President Academic and Research, Senator Tuncali was pleased to announce that the successful Research Achievement Award recipients are: Amir Erfani; Jeff Dech; David Hemsworth; Trevor Smith; and Haibin Zhu.

Senator Hanna, NUSU President indicated that students were in the middle of exams. He also thanked the President for her support of NUSU these last several months.

The Announcements portion of the agenda ended with the President and Vice-Chancellor (interim) commenting on her last Senate meeting. She read the following letter to Senate:

“Thank you Mr. Speaker for allowing me to take a minute or two to say a few words to the senators before my tenure as your interim president comes to an end.

I hope that many of you know, it has been a true pleasure and privilege to have been able in some small way be part of Nipissing's history and hopefully in some way, part of setting the stage for its future. I have seen Nipissing through a few different lenses. As a board member for almost 5 year, I was proud of the small university that was trying to raise its profile and as some say, punch above its weight. I spoke loudly and proudly about our accomplishments to all that would listen.

Then I joined you as your Vice President Finance and Administration, where I saw myself as a facilitator, someone who understood the academic realities, could straddle administrative/academic hurdles and could access the community and external leaders when needed to help the institution get to where it needed to go. I attempted to create value and opportunity for all of our constituent groups, while ensuring some financial flexibility in a difficult financial environment. This was all with the goal of leaving Nipissing better off in the end; still a small university, but with stable underpinnings in terms of human capital, with people in the their right positions, with an ability to help the university move forward, with physical capacity and resources that will carry it through the next five to ten years while the we start thinking about new plans to continue to establish itself on a 'go forward basis' begin once again.

I have worn several positional hats at any one time during the last seven years, and although not an ideal situation, it has had some advantages with clarity of strategy.

When I accepted the VPFA job, it became very clear to me that in order to make its mark, Nipissing needed to do something extraordinary for its size and resources and make the plunge to survive in the very competitive university system. With that in mind, I never took no for an answer. We mapped out an aggressive capital plan that would set out to meet serious gaps in our infrastructure and amenities. The Globe and Mail survey results can be used as a guide that outlines these accomplishments such as the research wing/library/athletics facilities/regional campus amenities.

I believed strongly and still do, that all aspects of capital resourcing are part of the growth and renewal strategy required for Nipissing in order for it to compete. I have always had a passion for the 'go forward' and see relentless necessity for innovation in all that we do, as well as a need to obsolete last year's successes. My DNA will just not let me accept stagnation or the status quo and hopefully yours won't either.

As your interim president, the last 10 months have been filled with opportunities to spread the word about Nipissing, to help in a quiet/subtle way to carry out our mission internally and basically let people get on with doing their jobs, and in a bolder way with more vigor, carry our message externally and at the provincial and federal levels.

I can assure you I have done my best in this short time frame to plant seeds, to continue to raise our profile and to speak out where we might have been disadvantaged, all in an attempt to mitigate the risk in these very turbulent times for postsecondary education. Hopefully I have helped build in some organizational resilience during my time here.

I would like to think I have tried to ensure more transparency in our decision making and been consultative whenever we could be, although it is somewhat impossible to make certain decisions that will keep everybody happy. I have tried to encourage candor, but expected professionalism and respect in so doing, encouraged constructive criticism in the teams I have participated in and most importantly, tried to build everyone's self confidence in Nipissing itself.

I trust that I have helped move the tenor from quiet self-assurance to a louder form of bragging about Nipissing whether that is at the fair and at every opportunity so we are not, standing in the shadows of other universities and therefore attracting accolades for taking our rightful place in the system.

From my vantage point, the future for Nipissing looks bright. To continue to be successful I truly believe you/we all have a role to play and the senate and board must make a conscious effort to continue to work together, cooperate, coordinate and most importantly help those at Nipissing appreciate what they have here.

A few weeks ago, we celebrated what we have, where we have come from and have a chance to look forward to where we are going to.

So in closing, I leave you all with a few suggestions and some food for thought questions:

1. *Each and every conversation you have, try to consider it an institutional action -- make the most of these conversations, each and every day, to create, on an incremental basis, a positive Nipissing future a future for our students, a future for each of you and a future for our communities.*
2. *Continue to be successful - as senate members, we must protect and preserve the Nipissing core values and core purpose –things that will not change, but yet at the same time, we need to encourage and strive for some new.*

I encourage you all to be bold in your thinking. Values and purpose stay consistent but cultural and operating practices can change to adapt and renew Nipissing. Specific goals and strategies will change and must change to evolve the university so it may maintain its rightful place and importance in the Ontario system fabric.

3. *Think about what we might do or might need to do to become something extraordinary. We can become the cool brand of university that everyone wants to imitate. Imitation is the best form of flattery!*

It's time to set out our 20-25 year audacious goals - what are our dreams so we will be better able to achieve them. Preparing a roadmap to get there will appear if you can see where you are going. You're new President will come in with fresh eyes, and once again you will embark on the planning for the University's future. So as a Senate, I encourage you to be ready with your ideas.

4. *And now for some questions to ask yourselves and to spark debate....*

Do you want to build a great, renowned University and are you willing to do what it takes to be that? Should we be creatively different and if yes, how should we do it?

Ask yourselves what we can be best at and that for which we have passion?

Are you willing to openly discuss some of the brutal facts and realities-simple unassailable facts-to confront and discuss them openly in order to solve problems and move ahead?

And also ask yourselves the more difficult questions--What should we stop doing, what should we focus on and where should we have more discipline?

Should we perhaps create a "To do List as well as a Stop doing list"—now that would truly be discipline.

- 5.- *Lastly, as a Senate, we should never forget that the university is about people--hire well, hire the brightest and the best, ensure they respect each other and of course have some fun!*

Fun is good for university business, its reputation and its growth prospects. Fun builds the NU brand and image, fun supports creativity, attracts staff and faculty, and builds the educational future for our students.

Thanks for your support over the years and a big Thank you to all of you for making my time at Nipissing all that is has been. I will leave a large piece of my heart here.

Have a safe and happy holiday!"

ADJOURNMENT

Senate was adjourned at 3:33 p.m.

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V. Paine-Mantha (Chair)

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C. Jenkins, Senate Secretary