

**Nipissing University**  
**Minutes of the Academic Senate Meeting**  
**October 14, 2022**  
**2:30 p.m.**  
**Room F210 & Zoom Videoconference**

**Members Present:**

K. Wamsley (Chair), C. Richardson, C. Sutton, C. Mady, D. Iafrate

L. Chen, S. Connor, J. Dech, R. Gendron, K. Lucas, C. McFarlane, J. Murton, G. Phillips, S. Renshaw (Acting Speaker), S. Srigley, N. Stevens, L. Thielen-Wilson, M. Tuncali, R. Vernescu, R. Wenghofer, S. Winters

J. Allison, C. Anyinam, A. Armenakyan, J. Barker, G. Brown, C. Greco, D. Hay (Deputy Speaker) R. Hoffman, T. Horton, T. McParland, J. Muterera, L. Peachey, P. Ravi, R. Vanderlee

C. Irwin, O. Pokorny, L. Sinclair

R. McEntee, M. Taylor, H. Panchal, J. Gagne, C. Phillips

**Absent With Regrets:**

B. Law, P. Maher, P. Radia, N. Black

N. Colborne, H. Earl, A. Hatef, M. Saari

G. Raymer, T. Sibbald (Speaker)

S. Pecoskie-Schweir

The Senate Speaker offered a Traditional Territory acknowledgement.

**Approval of the Agenda of the Senate Meeting of:** October 14, 2022

Motion 1: Moved by S. Winters, seconded by N. Stevens that the agenda of the Senate meeting of October 14, 2022 be approved with an amendment to include a response under Business Arising regarding whether the university will start the process of collecting data on the experiences of all students.  
CARRIED

**Adoption of the Minutes of the Senate Meeting of:** September 9, 2022

Motion 2: Moved by S. Srigley, seconded by J. Murton that the minutes of the Senate meeting of September 9, 2022 be adopted.  
CARRIED

## **Business Arising From the Minutes**

In follow up to a question raised in the September Senate meeting, the VPFA advised that our long-term debt balance at April 30, 2022 was \$32.24M down from \$33.492 the previous year. Historically we pay down our debt at about \$1.2M per year. This information is included in the VPFA's written report that is attached to the Senate minutes, and can also be found on our website.

The VPFA answered a question as to how our long-term debt will be impacted by the rising interest rates, advising that it will not affect us immediately as we restructured our debt at a lower interest rate, and we are locked in until 2027. It won't have an immediate short-term impact, but we will be watching it over the long-term.

In response to a question as to whether we have a projected plan to minimize our liabilities and if it would be appropriate to ask to negotiate the rates sooner than 2 years so we can plan in a more proactive way, the VPFA advised that our overall projections don't extend past our current negotiated rates with TD Bank. Once we get to that point where our projections will be included, allowances will be made for the potential increased debt service and cost. It's not only increased interest rates, but everybody is experiencing inflation in a variety of ways. We do include impact for this in our forward thinking projections.

The PVPAR provided an update advising that our current international student enrollment is 113 students across undergraduate, BEd and graduate studies programs. In response to a request for the breakdown of students by department, the PVPAR advised that we have 100 students in undergraduate programs, 1 in BEd and 12 in graduate studies. A more detailed breakdown will be provided at the November Senate meeting.

In follow up to a substantive question forwarded to the Senate Secretary by Senator Panchal regarding a question asked by Senator Greco at the September 9, 2022, Senate meeting regarding whether the university will start the process of collecting data on the experiences of all students, the Director of Institutional Planning and Analysis provided the following response:

With respect to the question as to whether the university collects student experience data beyond student course evaluations, the answer is yes, we do. The university provides consistent opportunities for students to provide feedback on their student experience in a variety of annual and triennial surveys. As one example, the university participates annually in the Canadian University Survey Consortium (CUSC). The survey aims to collect information about what students expect of their university, their motivations for going to university, whether they have a goal in mind, and their self-reported development. Survey results are shared with upper management and used with the Quality Assurance process along with alumni surveys. Some of these surveys are also shared with the Ministry as part of our key performance indicators and/or used to satisfy some of our performance-based funding requirements. When benchmarked against the sector, it was noted that we generally do quite well in student satisfaction/student employment surveys and consequently this information is often used in our marketing and recruitment materials.

In response to a question as to whether the data is made available to the community or if it is only available to upper management, the Director advised that it depends on whether the surveys are public, information that is reported to the Ministry or information used as marketing tools. Data is used with the SMA 2 to ensure that we are satisfying our commitments to the Ministry. CUSP results are available to anyone participating in cyclical reviews.

A document that outlines the institutional surveys that we participate in, the type of information that is collected in each, and the population of students to whom the survey is distributed will be included in the Senate minutes.

In response to a comment made that it would be helpful for the community to have a summary or a synopsis of the data that is available unless the information is easily accessible, it was noted that a comprehensive list has been provided, and that the Office of Institutional Planning and Analysis is available for consultation.

A request was made that those who have access to this data consider developing an overview or an annual report that is shared with the community at large rather than having to ask for information. This is also an opportunity to address gaps in the data that is not being collected. It was suggested that a list of questions that we would like to see included in an annual report be provided to Senate. It was noted that data is sourced from several different surveys and that we have limited manpower, but these suggestions will be taken into consideration.

### **Reports From Other Bodies**

In response to a question as to why the President has no report, Senator Wamsley advised that we have two VPs that manage the majority of the files with respect to the operations of the university, and that we are working towards not presenting repetitive reports to Senate. Comprehensive reports at the beginning of each term and at the end of each year will be provided and when business arises that should be reported.

It was noted that a call for nominations had gone out to populate the Strategic Planning Steering Committee. A request was made that further information be provided regarding the Strategic Plan as to how the plan will work, who is being consulted and how it will be organized.

Senator Wamsley advised that a call was sent out for nominations to join the Strategic Planning Steering Committee. This will be the organizing committee which will be focused on broad consultation. They will be working on the consultative process, and will be good at listening and encouraging others to speak and creating safe spaces for all. This group of approximately 10-11 people will represent our constituent areas, whether they are internal or external to the university, and will work over the next few months to organize sessions and encourage people to speak to various topics. The university community will be invited to attend meetings they are interested in participating in. The initial planning committee will be responsible for organizing and providing a draft to bring forward to the various bodies before the plan is completed in the late spring.

Following a question as to whether there will an opportunity for departments to discuss and provide input, Senator Wamsley advised that the committee will be charged with having the ability to understand the history of how we do things and put this together for the best possible consultative process. The committee will decide how best to determine a course of action with the expertise around the table. Input will be welcomed throughout the process.

In response to questions regarding whether the planning committee is looking for an end product for late spring 2023, and if so, how will that align with the time we have to balance our budget, Senator Wamsley referred to the motion passed by the Board in 2020 to balance the budget, and advised that the university is not mandated to present a balanced budget to the Board ahead of this committee's report. Accountabilities will be built in the Strategic Plan and the number one priority is financial sustainability. The two must align. We will do our best to

balance our operating budget this year, but to balance the consolidated budget will require some assistance from the province. There will be no pressure on the Strategic Planning Committee related to budget, however long term sustainability will be included in the document, and this will be determined by the strategic planning process. Sustainability does not only pertain to revenues it also pertains to strategic investments in programs.

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

The written report from the Vice-President Finance and Administration is attached to the minutes.

In response to a question regarding the expected release date of the Auditor General's Final Report, the VPFA advised that the Draft Report is expected in late October and the final should be available in mid-November.

Following a request for clarification of the election process for the non-Senator faculty representative on the Board of Governors, the University Secretary advised of the process and indicated that one nomination had been received for the recent vacancy.

The written report from the Alumni Advisory Board is attached to the minutes.

The written report from the Nipissing University Student Union is attached to the minutes.

Following a request for a summary of the September 28, 2022 Town Hall meeting to discuss International Student Feedback, Senator Panchal advised that the minutes of the Town Hall meeting will be provided to the Senate Secretary to be appended to the Senate minutes.

### **Question Period**

Following a request for further information regarding comments made by Senator Wamsley at the September Senate meeting about our plans and participation in the Ontario University Fair (OUF), it was noted that results from a student survey to determine what brought them to the university indicated that very few directly correlated to the OUF. We do have a contractual obligation to attend the OUF and may have considered not participating in this fair earlier, but commitments had already been made and we would have lost \$35,000. He attended the fair along with 37 students, staff, faculty members and administrators. There was interest from some students who didn't know where North Bay was or who were not interested in the large university experience. For the money we spend on OUF, it raises a question about the value of the investment in the long term.

In response to the question as to whether we have the luxury of not attending the OUF, Senator Wamsley advised that it may not be in our best interests, so it is worth investigating. At the same time, we must ensure that we have access to the regional fairs which was once, and may still remain, a part of the OUF agreements. Our recruitment office and agencies are investing to make sure we build interest, and we are also embarking on a new digital marketing campaign. He believes that we can afford to not be at the fair. Our staff does a fantastic job with students talking about student experience, department and faculty Chairs talking about programs, and administrators talking about scholarships.

It was noted that during Covid the OUF was not held and there was no change in the number of applications that went through OUAC. As a collective, there is quite a bit of money spent at OUF and we are competing against each other and not gaining more market share.

In response to a question as to whether data is tracked on students that come to our Open House from OUF, it was advised that data is being collected and this year the information will be tracked.

It was noted that the OUF is a big event and that not attending would be a significant decision that should be carefully considered and addressed. The survey regarding how students came to the university has been referenced multiple times. It was noted that the survey is, but one piece of information and we will look very closely at all factors before making a decision. A request was made that information on how the number of students surveyed that come to our Open House from the OUF be added to the next Senate Agenda under Business Arising from the Minutes.

In response to a question as to whether the President will provide written reports at future Senate meetings, Senator Wamsley noted that a report would be provided at the beginning of each term and at the end of the year, with flexibility to adapt when a report is necessary. He advised that he is not the highest academic officer of university, and believes that the Provost should take the lead role at Senate. He would be pleased to answer questions concerning how academia connects to all that we do.

Senator McEntee, on behalf of NUSU, requested that Senator Wamsley provide a written report from the President at Senate every month advising that it would be beneficial in regard to providing accountability from the President to the institution. The President advised that this would be taken into consideration.

In response to a request as to the date we might expect an announcement as to who is on the Strategic Plan Steering Committee, Senator Wamsley advised that an announcement should be provided within the next week.

Following a request as to the criteria used to select the members of the Strategic Plan Steering Committee, Senator Wamsley advised that part of the selection process is to try to be as representational as possible so that all groups across campus are represented. He reiterated that this group would conduct broad consultation and will bring a variety of skills to the process.

In response to a question as to whether the TD Bank has cut off our line of credit, Senator Sutton advised that over the summer months the TD Bank has requested that the university enter into a general security agreement. This was not a huge surprise as this has been happening in other sectors. We are in the midst of negotiating that agreement and the bank has paused our access to the line of credit. At this point of time, it is not a concern as it is anticipated that an agreement will be negotiated with the bank over the next few months and the line of credit will be reinstated to what we feel is required.

In follow up as to what precipitated this process, Senator Sutton advised that one of the biggest factors is what happened at Laurentian University and that banks were not able to collect all that was loaned. It is also important to look at what is going on with interest rates and risk across the province and the country. Banks are taking a closer look at their risk and tightening up, which is standard. For Nipissing University in particular, our bank in the past would have assumed that the province would back stop any long term debt but with what happened at Laurentian University, they cannot make that assumption anymore. All the big banks are looking at this and reassessing this assumption.

A question was asked as to whether this has anything to do with NUSU's loan. Senator Sutton advised that the line of credit is not related to us guaranteeing NUSU's loan. In response to whether the TD Bank has outlined new terms of reference, what those terms of reference might include, and if physical assets will be required to secure the debt, Senator Sutton advised that a general security agreement is an agreement where we would provide security with respect to the outstanding debt and we are currently in negotiations as to what that security amount will be.

Following a question as to whether there are any other significant changes to our financial situation, Senator Sutton advised that when you look at what we projected and our actual results from last year there are no surprises. We anticipated a deficit, and it is our 8<sup>th</sup> deficit in a row. There is nothing specifically new and no new developments. We continue working hard to generate additional revenue, and if you have read the Audit & Finance Committee meeting minutes you will see that we report regularly on our sustainability plan, and we will continue to do that. President Wamsley has spoken about alternate sources of revenues and continuing to find efficiencies, as well as advocacy with the province, which will continue to occur.

Following a request for a breakdown of what the budget is comprised of, Senator Sutton reported that the Audit and Finance Committee meeting minutes are available on the website with a detailed explanation of any variances we have projected. She encouraged Senators to review the minutes, and that the Assistant VP, Finance and Infrastructure, can also provide further information or a presentation if required.

It was noted that an email was recently sent out advising of the university Christmas holiday closure. As Christmas day and New Year's day fall on Sundays this academic year, a request was made that the university clarify in writing which working days will be made substitute holidays for employees, Senator Sutton advised that clarification will be sent out.

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

#### **Senate Executive Committee**

Motion 3: Moved by C. Richardson, seconded by C. McFarlane that the Report of the Senate Executive Committee dated October 6, 2022 be received.  
CARRIED

#### **Other Business**

Senator Armenakyan acknowledged that on September 13, a dictatorship of the country of Azerbaijan attacked the democratic country of Armenia. It's been a month where war crimes have occurred where Armenians have been dehumanized, had their cultural inheritance annihilated, and became refugees in their own country. At the same time, close by in Iran, a 22 year old Kurdish woman was killed by morality police.

How long will it take the university to acknowledge this? It took about 2 weeks and some prompting before a statement on gender-based violence in Iran was sent out by email to the university community. As a university that clearly and loudly announces a path for internationalization, do we have as an institution and related bodies, any criteria that makes one global event stand out over others to be acknowledged in any way? Are there any standards that allow us as an institution to show sympathy and solidarity with one nation over another?

Senator Wamsley thanked Senator Armenakyan and agreed that this is an important issue and happens quite frequently. Generally, universities in Canada approach these issues by not necessarily making statements on behalf of the university. Exceptions, particularly in local

regions, for example at his previous institution, where there was an instance of racist graffiti the university came out with a statement. We determined to make a general statement in support of our students and faculty members who were making public comments about the situation in Iran. We understand the significance of this issue and will endeavour to develop a policy which will ensure consistency.

It was noted that consistency does not equal silence. If faculty are involved in some way in developing this policy, it would go a long way to add their expertise to these sensitive issues. Senator Wamsley advised that this will be taken under consideration.

### **Elections**

- Elect one (1) faculty Senator to serve as Deputy Speaker of Senate for a three-year (3) term effective July 1, 2022 to June 30, 2025.  
**ACCLAIMED: D. Hay**
- Elect one (1) faculty Senator to serve on the Board of Governors for a three-year (3) term effective July 1, 2022 to June 30, 2025.  
**ACCLAIMED: J. Muterera**
- 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, 2022 to June 30, 2025.  
**ACCLAIMED: S. Winters**
- Elect one (1) A&S faculty Senator to serve on the Senate Executive Committee for a three-year (3) term effective July 1, 2022 to June 30, 2025.  
**ACCLAIMED: S. Renshaw**

### **New Business**

- Motion 4: Moved by D. Iafrate, seconded by N. Stevens that Senate consider receipt of the Graduation Applicants dated October 11, 2022.  
CARRIED
- Motion 5: Moved by D. Iafrate, seconded by S. Winters that Senate receive the Report of Graduation Applicants dated, October 11, 2022.  
CARRIED
- Motion 6: Moved by D. Iafrate, seconded by G. Phillips that Senate grant approval to graduate the students listed in the Report on Graduation Applicants dated October 11, 2022.  
CARRIED

The Deans read out the graduands by faculty and degree and congratulated the students and faculty on their achievements.

### **Announcements**

On October 11, 2022, Lindsay Robinson Meulenberg passed away at the Nipissing Serenity Hospice. Lindsay completed her BA in History at the Nipissing University and was an outstanding student.

Senator Panchal advised that NUSU is holding an Academic Week in collaboration with other departments. He thanked everyone for their positive collaborations regarding Academic Week and everyone who came out to the North Bay Chamber of Commerce After Hours event. He also advised that another Town Hall meeting will be held at the NU Student Centre on November 3 at 11:00 a.m. He advised that it is beneficial for students to have a presence at the Town Hall meetings.

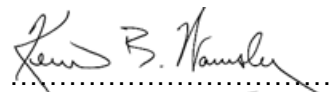
Senator Wamsley announced and congratulated Dr. Adam Adler on his promotion to the rank of Associate Professor.


The Provost was pleased to announce that Anna Pearson, a Nipissing alumni and part-time instructor in the Schulich School of Education has been awarded the prestigious Prime Minister's Award for Excellence.

As a point of order, a request was made that it be considered that Senators be elected to serve on Senate Standing Committees for a lesser term than three-years. The Acting Speaker advised that this item will be included for discussion at the next By-laws and Elections Committee meeting.

### **Adjournment**

Senate was adjourned at 4:15 p.m.

  
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K. Wamsley (Chair)

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



**Senate Report  
Provost and Vice-President, Academic and Research  
October 14, 2022**

**Enrolment**

2022/23 FTE Fall enrolment total is on par with last year.

**Recruitment**

***Domestic Recruitment***

Domestic recruitment has started and we're back to in-person recruitment, including OUF, high-school visits, regional fairs, and the Indigenous Post-Secondary Information Program (10 weeks of travel in Northern Ontario).

We are planning to host an in-person fall open-house on November 5<sup>th</sup>.

***What's new this year?***

**In-person Recruitment**

We are working with marketing to launch a new digital marketing campaign to begin next week (before OUF).

This will be our first full year using our new Customer Relationship Management System (CRM). This system allows us to better manage leads through the recruitment funnel with tailored communication.

**Student Development and Services**

***Residence Life***

Residence Life is currently sitting at 965 students in house.

***Student Learning and Transitions***

***Academic Integrity***

With the launch of the new Academic Integrity Policy came the development of new resources and learning opportunities for students. Since September 6<sup>th</sup>, more than 50 students have completed the Academic Integrity Learning Module or the Academic Integrity Learning Quiz.

***Housing***

The provincial housing shortage has resulted in significant challenges for students trying to secure housing. The following steps have been taken:

- Residence vacancies and the residence waitlist are being managed proactively.
- When made aware of a student struggling to secure housing, International Student Support staff work with students on an individualized basis to ensure temporary housing is arranged and, as on/off campus housing options arise, we communicate to students all options in a timely manner.
- We offer temporary housing at the Monastery building for students who arrive in the country with neither temporary nor long-term housing secured.
- Internal university-wide communication has been circulated to encourage members of the Nipissing Community to consider renting a space to students.
- Nipissing's Off-Campus Living department subsidized the fee for posting rentals on our places4students@ partner website, offering landlords an opportunity to post rentals at no cost.

**Senate Report**  
**Vice-President, Finance & Administration**  
**October 14, 2022**

**Auditor General of Ontario (AGO) – Audit Update**

We are in the final stages of four month engagement and we anticipate we will be in receipt of the final report by the end of October.

**Financial Results for Fiscal Year 2022**

The Audited Financial Statements were approved by the Board of Governors on September 29, 2022. These statements report a deficit of approximately \$4.5M for fiscal 2021/22. \$1.7M of this deficit represents accounting losses which have no impact on cash including depreciation of capital assets as well as an increase in expenses related to employee future benefits. The remaining loss is made up of approximately \$4.0M in the Operating Fund, offset by \$1.2M surplus in the Ancillary Fund.

In response to a question raised in a previous Senate, our Long-term debt balance at April 30, 2022 was \$32.244M. Our statements are posted on our website.



## **NUAAB Report to Senate**

Oct 12, 2022

### **Homecoming**

The Nipissing University Alumni Advisory Board is excited to announce the return of in-person Homecoming, happening November 18-20. Events include a luminary walk and bonfire hosted by the Office of Indigenous Initiatives, varsity volleyball, Alumni Awards reception, campus tour, open skating, KidZone with silent disco, varsity hockey, and discussion and dinner with Dr. Scott Russell. Many events in the community are also taking place throughout North Bay as well.

Registration is now open at [www.events.nipissingu.ca/homecoming](http://www.events.nipissingu.ca/homecoming). Staff and faculty are welcome to attend!

### **NUAAB**

On September 16 members from NUSU and NUAAB, along with Dr. Wamsley, Chancellor Cook and invited alumni and students attended the Colleges and University night hosted by the Toronto Blue Jays. Attendees watched the Jays take on the Baltimore Orioles. Guests received branded alumni/Jays hats as a special gift. We hope to engage with alumni in Toronto again soon!

### **LifeTouch**

Our official graduation photographer LifeTouch will be on campus November 23-Dec 2 to take portraits of our current and future graduates. More information about graduation photography can be found on the website here: [Graduation Photography | Nipissing University](#)

**Academic Senate Report**  
**October 14th, 2022**

**Sodexo**

On September 9th, NUSU and Nipissing University announced a multi-year agreement with Sodexo who will operate the Bay Bistro restaurant and On The Rocks Nightclub, as well as exclusive catering services on premises. We look forward to the opportunities this will create for the Lakers and North Bay communities to come together in our spaces. Student employment positions will be posted in the coming weeks.

**Lake Nipissing Beading Exhibit**

Until October 28th, the Lake Nipissing Beading Project will be available for viewing at the gallery in the NUSU Student Centre. Congratulations to Carrie Allison, a beading artist who founded this project, along with Dr. Kirsten Greer and Dr. Katrina Srigley for making this a reality. This exhibit is open to the public to also view.

**Meet The Candidates**

On October 18th at 7pm, the Nipissing University Political Science Society and the RTOERO will be hosting a Municipal Candidates Meet & Greet at the Student Centre. This will be open for the public to meet with candidates for the mayor, city council, and school board positions. More details will be shared next week via NUSU's social media channels.

**Chamber After Hours**

Thank you to everyone who were able to attend the North Bay & District Chamber of Commerce After Hours on Thursday, September 22nd, held at the NUSU Student Centre. It was a great evening to be able to show off the building and meet with the business community. We look forward to attending the next event at Canadore College's Village on October 20th.

**Food Bank**

The Nipissing University Faculty Association and Nipissing University administration donated food and monetary donations in a friendly competition for NUSU's student food bank. We always appreciate the dedication to our students and working together to ensure they are supported in numerous ways.

The faculty raised \$1600 and the administration raised \$185. We have seen a tremendous increase in the usage of our food bank and will be looking at ways to make this sustainable and partner with groups on and off campus to run food drives.

### **International Students**

On September 9th NUSU put forward a motion at Academic Senate to hold a townhall with Nipissing University regarding international student feedback. After speaking with administration, the town hall was held on Wednesday, September 28th at 9am. Thank you to the faculty and staff who attended and spoke at the meeting.

We are looking forward to more town halls in the future as we believe it's a great medium to hear feedback from the Nipissing University community. Feedback is crucial to ensure that we are providing the highest quality experience to our largest stakeholders, the students.

The proposed solutions by NUSU are:

- Commit to allocate 50% of International Student Revenue to International Student Support (currently 40% is allocated to recruitment and 10% to student support in the internationalization plan)
- Commit to collect data regarding the supports that international students require (as stated in Senate this is not currently being done)
- Commit to do a third-party assessment of the resources we have available to international students on campus
- More town halls for more opportunities to listen to our biggest stakeholders, the students
- Commit to the ethical practice of informing new international students of local issues (ex: housing crisis)
- If a staff member is on leave, have a contingency plan for their interim replacement with strong communication and transparency (for students to know who the point person is)
- Cultural sensitivity training (one-on-one and in person instead of clicking through an online course)
- Commit and communicate priorities to the biggest stakeholders, the students
- Long-term commitment plans: New residence building