

NOTICE OF MEETING

There will be a meeting of the
Senate Governance Committee
on Wednesday, November 22, 2023, at 2:00pm
LOCATION: Room 209 Assumption Hall
or via [MS Teams](#)

AGENDA

- 1 Approval of Agenda
- 2 Approval of the minutes of the meeting of September 27, 2023 SGC230927M
- 3 Business arising from the minutes
- 4 Outstanding Business
- 5 Reports/New Business
 - 5.1 Programs, Faculty Complement, and Enrolments Report Aguirre/Zanutto-Information
SGC231122-5.1
 - 5.2 Report on Renewal, Tenure, and Promotion Processes Kustra-Information
SGC231122-5.2
 - 5.3 Revised Reporting to Senate on UCAPT/RTP Process Kustra-Approval
SGC231122-5.3
 - 5.4 Strategic Items for Senate Discussion Gordon-Discussion
SGC231122-5.4
 - 5.5 Honorary Degrees (*in-camera*)
[to be distributed separately] Robert Gordon-Approval
SGC231122-5.5
- 6 Question Period/Other Business
- 7 Adjournment

Please carefully review the 'starred' (*) agenda items. As per the June 3, 2004 Senate resolution, 'starred' items will not be discussed during a scheduled meeting unless a member specifically requests that a 'starred' agenda item be 'unstarred', and therefore open for discussion/debate. This can be done any time before (by forwarding the request to the secretary) or during the meeting. By the end of the meeting, agenda items which remain 'starred' (*) will be deemed approved or received.

University of Windsor
Senate Governance Committee

5.1: Programs, Faculty Complement, and Enrolments

Item for: **Information**

At its June 2022 meeting, Senate requested a report in Fall 2022 on the five-year historical trends and future projections for (i) enrolment targets and outcomes, (ii) recruitment practices and investments, and (iii) faculty complement associated with program delivery including (iv) the identification of any program that relies on a single permanent member of the instructional community that would otherwise be discontinued or collapsed. In response to a clarification sought regarding what constitutes a program, Senate noted this includes single major and double major degrees, but does not include certificates (8-10 courses) or minors (6 courses).

Five-year historical enrolments and faculty complement are provided in the attached. Recruitment activities and initiatives are reported monthly at Senate meetings. A listing of programs by department is also attached. There are no programs that rely on a single permanent member of the instructional community.

As the official count date for enrolment numbers is November 1, 2023, Fall 2023 enrolment numbers will be added shortly.

Overall projected enrolment targets for Fall 2024 will be provided next semester, with the presentation of the budget to Senate.

Program Listing by Faculty/Department

FACULTY OF ARTS, HUMANITIES AND SOCIAL SCIENCES (FAHSS)

PROGRAMS ADMINISTERED BY THE OFFICE OF THE DEAN OF FAHSS

Honours Bachelor of Interdisciplinary Arts and Science (IAS)
 Honours Bachelor of Interdisciplinary Arts and Science (IAS) Double Major Concentration
 Honours Bachelor of Interdisciplinary Arts and Science (IAS) Major and Double Minor Concentration
 Honours in Liberal Arts and Professional Studies: Aeronautics Leadership (Flight option)
 Argumentation Studies (PhD)

COMMUNICATION, MEDIA AND FILM

General Communication, Media and Film
 Honours Communication, Media and Film (with/without Co-op)
 Combined Honours Communication, Media and Film
 Honours Film Production (Bachelor of Fine Arts)
 Concurrent General Bachelor of Arts (Communication, Media and Film)/Bachelor of Education
 Master's in Communication and Social Justice (MA)

DRAMATIC ART

General Bachelor of Arts in Drama
 Honours Bachelor of Arts in Drama (with/without Co-op)
 Honours Bachelor of Arts in Drama for Graduates of the Theatre Arts Ontario College Advanced Diploma
 Honours Bachelor of Arts in Drama for Graduates of the Music Theatre Performance Ontario College Advanced Diploma
 Honours Bachelor of Arts in Drama in Education and Community with concentration in Applied Theatre (with/without Co-op)
 Combined Honours Bachelor of Arts in Dramatic Art
 Bachelor of Fine Arts (BFA) in Dramatic Art - Acting
 Concurrent General Bachelor of Arts (Drama)/Bachelor of Education

ENGLISH AND CREATIVE WRITING

General English
 Honours English (with/without Co-op)
 Honours English and Creative Writing
 Combined Honours English
 Combined Honours English and Creative Writing
 Concurrent General Bachelor of Arts (English)/Bachelor of Education
 Master's in English: Literature and Creative Writing (MA)
 Master's in English: Literature and Language (MA)

HISTORY

BA General History
 BA Honours History (with/without Co-op)
 Combined BA Honours History
 Concurrent General Bachelor of Arts (History)/Bachelor of Education
 Master's in History (MA)

INTERDISCIPLINARY AND CRITICAL STUDIES

DISABILITY STUDIES

BA Honours in Disability Studies
 Combined Honours BA in Disability Studies and Psychology

Combined Honours BA in Disability Studies
 Honours Bachelor of Social Work and Disability Studies
 BA Honours Bachelor of Arts in Disability Studies for Ontario College Child and Youth Care Program Graduates - Degree Completion Pathway
 Honours Bachelor of Arts in Disability Studies for College of Applied Arts and Technology Graduates - Degree Completion Pathway
 BA Honours Bachelor of Arts in Disability Studies for Ontario College Child and Youth Care (formerly Child and Youth Worker) - Degree Completion Pathway
 Honours Bachelor of Arts in Disability Studies for College of Applied Arts and Technology Graduates - Degree Completion Pathway
LIBERAL AND PROFESSIONAL STUDIES
 General Liberal Arts and Professional Studies
 Honours Liberal Arts and Professional Studies
 General Liberal Arts and Professional Studies Degree Completion Program (for Lambton College Liberal Studies Graduates) (formerly General Arts and Science University (GASU))
 Honours Liberal Arts and Professional Studies Degree Completion Program (for Lambton College Liberal Studies Graduates) (formerly General Arts and Science University (GASU))
 General Liberal Arts and Professional Studies for Career Professionals Degree Completion Program (for Graduates of Qualifying CAAT (or equivalent) Diploma Programs)
 General Liberal Arts and Professional Studies for Career Professionals Degree Completion Program (for Graduates of Qualifying CAAT (or equivalent) Advanced Diploma Programs)
SOCIAL JUSTICE
 Combined Honours in Social Justice
WOMEN'S AND GENDER STUDIES
 General BA in Women's and Gender Studies
 BA Honours in Women's and Gender Studies
 Combined Honours in Women's and Gender Studies
 Combined Honours Women's and Gender Studies when taken with Criminology
 Honours Business Administration and Women's and Gender Studies (with/without thesis)
 Honours Bachelor of Social Work and Women's Studies

LANGUAGES, LITERATURES AND CULTURES/LANGUES, LITTÉRATURES ET CULTURES (LLC)
GREEK AND ROMAN STUDIES
 Honours Greek and Roman Studies (Greek or Latin Option)
 Combined Honours Greek and Roman Studies¹
FRENCH STUDIES
 General Bachelor of Arts in French Studies
 Honours Bachelor of Arts in French Studies (with/without Co-op)
 Combined Honours French Studies Programs
 Concurrent General Bachelor of Arts (French Studies)/Bachelor of Education
MODERN LANGUAGES
 Honours Modern Languages (with year abroad)
 Honours Modern Languages and Second-Language Education
 Combined Honours Modern Languages
 Honours Modern Languages with Two Languages Option
 Concurrent Honours Modern Languages with Second Language Education (Intercultural Stream)/Bachelor of Education

PHILOSOPHY
 General Philosophy
 Honours Philosophy (with/without Co-op)
 Combined Honours Philosophy Programs
 Master of Philosophy (MA)

POLITICAL SCIENCE

General Political Science
Honours Political Science (with/without Co-op)
Honours Political Science (with Thesis)
Honours Political Science with French Specialization
Honours Political Science with French Specialization and Thesis
Honours Law and Politics
Honours Law and Politics (with Thesis)
Honours International Relations and Development Studies
Honours International Relations and Development Studies (with Thesis)
Combined Honours Political Science Programs
Combined Honours Political Science Programs with Thesis in Political Science
Honours Business Administration and Political Science (with/without thesis)
Honours Business Administration and Political Science with Human Resources Specialization) (with/without thesis)
Concurrent General Bachelor of Arts (Political Science)/Bachelor of Education
Master of Arts in Political Science (MA)

PSYCHOLOGY

General Psychology
General Child Psychology
Honours Psychology (with/without Co-op)
Honours Psychology with Thesis
Honours Psychology – Interdisciplinary Health Stream
Honours Developmental Psychology
Honours Developmental Psychology with Thesis
BSc Honours Program in Behaviour, Cognition and Neuroscience (with/without thesis)
Combined Honours Psychology Programs
Combined Honours Programs in Psychology with Thesis
Combined Honours Programs in Developmental Psychology
Combined Honours Programs in Developmental Psychology with Thesis
Concurrent General Bachelor of Arts (Psychology)/Bachelor of Education/Diploma in Early Childhood Education
General Psychology for Ontario College Child and Youth Care (formerly Child and Youth Worker) Program Graduates
– Degree Completion Pathway
General Child Psychology for Ontario College Child and Youth Care (formerly Child and Youth Worker) Program
Graduates – Degree Completion Pathway
Honours Psychology for Ontario College Child and Youth Care (formerly Child and Youth Worker) Program Graduates
– Degree Completion Pathway
Honours Psychology with Thesis for Ontario College Child and Youth Care (formerly Child and Youth Worker)
Program Graduates- Degree Completion Pathway
Honours Developmental Psychology for Ontario College Child and Youth Care (formerly Child and Youth Worker)
Program Graduates – Degree Completion Pathway
Honours Developmental Psychology with Thesis for Ontario College Child and Youth Care (formerly Child and Youth
Worker) Program Graduates – Degree Completion Pathway
Bachelor of Arts in Psychology (Honours) with Autism and Behavioural Sciences (ABS) Post-Graduate Certificate
program from Fanshawe College, Lambton College or St. Clair College
Bachelor of Arts in Developmental Psychology (Honours) with Autism and Behavioural Sciences (ABS) Post-Graduate
Certificate program from Fanshawe College, Lambton College or St. Clair College
Bachelor of Commerce (Honours Business Administration and Psychology) (with/without thesis)
Bachelor of Commerce (Honours Business Administration and Psychology) with Specialization in Human Resources
Management and Industrial Organizational Psychology (with/without thesis)
Clinical Psychology (MA and PhD)
Applied Social Psychology (MA and PhD)

SCHOOL OF CREATIVE ARTS

Bachelor of Fine Arts in Film Production
Honours Bachelor of Arts in Music
Honours Bachelor of Music (Music Education Stream)
Honours Bachelor of Music (Comprehensive Stream)
Combined BA Honours Music Programs
Concurrent Bachelor of Music (Honours Music Education)/ Bachelor of Education
General BA in Visual Arts
BA Honours in Media Arts and Culture
Combined BA Honours Visual Arts Programs
Bachelor of Fine Arts in Visual Arts
Bachelor of Fine Arts in Visual Arts and the Built Environment (VABE)
Concurrent General Bachelor of Arts (Visual Art)/Bachelor of Education
Master of Fine Arts in Film and Media Arts (MFA)
Master of Fine Arts in Visual Arts (MFA)

SOCIAL WORK

Honours Bachelor of Social Work
Honours Bachelor of Social Work and Disability Studies
Honours Bachelor of Social Work and Women's Studies
Honours Bachelor of Social Work for University Graduates
Honours Bachelor of Social Work for Ontario Child and Youth Care Program Graduates
BA Honours in Disability Studies
Combined Honours BA in Disability Studies and Psychology
Combined Honours BA in Disability Studies
BA Honours Bachelor of Arts in Disability Studies for Ontario College Child and Youth Care Program Graduates - Degree Completion Pathway
Honours Bachelor of Arts in Disability Studies for College of Applied Arts and Technology Graduates - Degree Completion Pathway
PhD in Social Work
Master of Social Work (MSW)
Master of Social Work for Working Professionals (MSW)

SOCIOLOGY AND CRIMINOLOGY

Honours Criminology
Combined Honours Criminology Programs
General Family and Social Relations
Honours Family and Social Relations
Combined Honours Family and Social Relations
General Sociology
Honours Sociology
Combined Honours Sociology Programs
Combined Honours in Sociology and Criminology
Master of Arts in Criminology (MA)
Master of Arts in Sociology (MA)
Social Data Analysis (MA) (Joint Program with Psychology)
PhD in Sociology with Specialization in Social Justice

ODETTE SCHOOL OF BUSINESS

Honours Business Administration (with/without Thesis)
Honours Business Administration Co-operative Education Program (with/without Thesis)
Honours Business Administration with Specialization in Accounting (with/without Co-op and with/without Thesis)

Honours Business Administration with Specialization in Human Resources (with/without Co-op and with/without Thesis)

Honours Business Administration with Specialization in Finance (with/without Co-op and with/without Thesis)

Honours Business Administration with Specialization in Supply Chain and Business Analytics (with/without Co-op and with/without Thesis)

Honours Business Administration with Specialization in Marketing (with/without Co-op and with/without Thesis)

Honours Business Administration with Specialization in Strategy and Entrepreneurship (with/without Co-op and with/without Thesis)

Honours Business Administration with Specialization in International Business (with/without Thesis) (with/without Co-op)

Honours Business Administration and Computer Science (with/without Co-op and with/without Thesis)

Honours Business Administration and Computer Science with Specialization in Accounting (with/without Co-op and with/without Thesis)

Honours Business Administration and Computer Science with Specialization in Human Resources (with/without Co-op and with/without Thesis)

Honours Business Administration and Computer Science with Specialization in Finance (with/without Co-op and with/without Thesis)

Honours Business Administration and Computer Science with Specialization in Supply Chain and Business Analytics (with/without Co-op and with/without Thesis)

Honours Business Administration and Computer Science with Specialization in Marketing (with/without Co-op and with/without Thesis)

Honours Business Administration and Computer Science with Specialization in Strategy and Entrepreneurship (with/without Co-op and with/without Thesis)

Honours Business Administration and Economics (with/without Thesis)

Honours Business Administration and Economics with Specialization in Accounting (with/without Thesis)

Honours Business Administration and Economics with Specialization in Human Resources (with/without Thesis)

Honours Business Administration and Economics with Specialization in Finance (with/without Thesis)

Honours Business Administration and Economics with Specialization in Supply Chain and Business Analytics (with/without Thesis)

Honours Business Administration and Economics with Specialization in Marketing (with/without Thesis)

Honours Business Administration and Economics with Specialization in Strategy and Entrepreneurship (with/without Thesis)

Honours Business Administration and Mathematics (with/without Thesis)

Business Administration and Mathematics with Specialization in Supply Chain and Business Analytics (with/without Thesis)

Honours Business Administration and Mathematics with Specialization in Finance (with/without Thesis)

Honours Mathematics with Finance Concentration

Honours Business Administration and Political Science (with/without thesis)

Honours Business Administration and Political Science with Specialization in Human Resources) (with/without thesis)

Honours Business Administration and Psychology (with/without thesis)

Honours Business Administration and Psychology with Specialization in Human Resources Management and Industrial Organizational Psychology (with/without thesis)

Honours Business Administration and Women's and Gender Studies (with/without thesis)

Honours Business Administration for Baccalaureate Degree Holders

Honours Business Administration for 3-year CAAT (or equivalent) Diploma Holders in any area other than Business

Honours Business Administration for 3-year CAAT (or equivalent) Diploma Holders in any area in Business

Honours Business Administration for 2 year CAAT (or equivalent) Diploma Holders in any area in Business

Bachelor of Commerce (Honours Business Administration) Program for 3-year Diploma Holders in Accounting from St. Clair College

Fast-Track Honours Business Administration Program for 3-year CAAT (or equivalent) Diploma Holders in any area in Business

Fast-Track (Honours Business Administration) Program for 3-year Diploma Holders in Accounting from St. Clair College
Fast-Track Honours Business Administration Program for 3-year Diploma Holders in Human Resources from St. Clair College
Fast-Track Honours Business Administration Program for 3-year Diploma Holders in Marketing from St. Clair College
Fast-Track Honours Business Administration Program for 3-year CAAT (or equivalent) Diploma Holders in Finance
Honours Business Administration for Students from Southwestern University Finance and Economics, China
Honours Business Administration (with/without thesis; with/without co-op, and with any specialization) for students from the Global Institute of Management and Economics (GIME) of Dongbei University of Finance and Economics
Honours Business Administration for students from Chitkara University, Punjab
Master of Business Administration (MBA)
Master of Business Administration with Professional Accounting Specialization (MBA) Fast Track
Master of Business Administration (MBA) (For Managers and Professionals)
Master of Business Administration/Juris Doctor (MBA/JD)
Master of Management (MOM)
Master of Engineering Management (MEM) (Joint Program with Engineering)
Master of Business Administration/Doctor of Medicine (MBA/MD) (Concurrent Program with Schulich School of Medicine)

FACULTY OF EDUCATION

Consecutive Bachelor of Education
Bachelor of Education in Technological Studies/Diploma in Education - Technological Studies
Concurrent Bachelor of Music (Honours Music Education)/ Bachelor of Education
Concurrent Honours Modern Languages with Second Language Education (Intercultural Stream)/Bachelor of Education
Concurrent General Bachelor of Arts (Communication, Media and Film)/Bachelor of Education
Concurrent General Bachelor of Arts (Drama)/Bachelor of Education
Concurrent General Bachelor of Arts (English)/Bachelor of Education
Concurrent General Bachelor of Arts (French Studies)/Bachelor of Education
Concurrent General Bachelor of Arts (History)/Bachelor of Education
Concurrent General Bachelor of Arts (Political Science)/Bachelor of Education
Concurrent General Bachelor of Arts (Psychology)/Bachelor of Education/Diploma in Early Childhood Education
Concurrent General Bachelor of Arts (Visual Arts)/Bachelor of Education
Concurrent General Bachelor of Science (General Science)/ Bachelor of Education
Concurrent General Bachelor of Mathematics/Bachelor of Education
Concurrent Bachelor of Arts/Bachelor of Education/Diploma in Early Childhood Education - Pre-Service Program
Master of Education (MEd)
PhD in Educational Studies (PhD) (Joint Program with Brock, Lakehead and Windsor)

FACULTY OF ENGINEERING

PROGRAMS ADMINISTERED BY THE OFFICE OF THE DEAN OF ENGINEERING

Bachelor of Engineering Technology
Bachelor of Engineering Technology (BEngTech) - General Stream
Bachelor of Engineering Technology (BEngTech) – Biomedical Stream
Bachelor of Engineering Technology (BEngTech) - Mechanical Stream
Bachelor of Engineering Technology (BEngTech) - Civil Stream
Bachelor of Engineering Technology (BEngTech) – Mechatronics Stream

CIVIL AND ENVIRONMENTAL ENGINEERING

Bachelor of Applied Science in Civil Engineering
Bachelor of Applied Science in Environmental Engineering
Bachelor of Applied Science in Civil Engineering for Graduates of St. Mary's University Diploma of Engineering
Civil Engineering (MASC)

International Master of Applied Science (MASc/Laurea Magistrale) in Civil Engineering with University of Udine, Italy (Dual Degree Program)
Civil Engineering (MEng) (with/without Co-op/Internship Option)
Civil Engineering (PhD)
Environmental Engineering (MASc)
Environmental Engineering (MEng) (with/without Co-op/Internship Option)
Environmental Engineering (PhD)

ELECTRICAL AND COMPUTER ENGINEERING

Bachelor of Applied Science in Electrical Engineering
Electrical Engineering (MASc)
Electrical Engineering (MEng) (Co-op/Internship Option)
Electrical Engineering (Computer Engineering Field) (MEng) Electrical Engineering (PhD)

MECHANICAL, AUTOMOTIVE, AND MATERIALS ENGINEERING

Bachelor of Applied Science in Industrial Engineering (General Program)
Bachelor of Applied Science in Industrial Engineering - Minor in Business Administration Option
Bachelor of Applied Science in Mechanical Engineering
Bachelor of Applied Science in Mechanical Engineering with Aerospace Option
Bachelor of Applied Science in Mechanical Engineering with Automotive Option
Bachelor of Applied Science in Mechanical Engineering with Environmental Option
Bachelor of Applied Science in Mechanical Engineering with Materials Option
Bachelor of Applied Science in Mechanical Engineering Articulation Agreement with St. Mary's University Diploma of Engineering
Bachelor of Applied Science in Mechanical Engineering with Automotive Option Articulation Agreement with St. Mary's University Diploma of Engineering
Bachelor of Applied Science in Mechanical Engineering with Environmental Option Articulation Agreement with St. Mary's University Diploma of Engineering
Bachelor of Applied Science in Mechanical Engineering with Materials Option Articulation Agreement with St. Mary's University Diploma of Engineering
Engineering Materials (MASc)
Engineering Materials (MEng)
Engineering Materials (PhD)
Mechanical Engineering (MASc)
Mechanical Engineering (MEng) (with/without Co-op/Internship Option)
Mechanical Engineering (PhD)
Automotive Engineering (MASc/Laurea Magistrale) (International Master of Engineering with Politecnico di Torino (Dual Degree Program))
Materials Chemistry and Engineering (MEMC) (Joint with Chemistry)
Industrial Engineering (MASc)
Industrial Engineering (MEng) (with/without Co-op Internship/Option) Industrial and Manufacturing Systems Engineering (PhD) (Multi-Disciplinary Program)

FACULTY OF HUMAN KINETICS

Bachelor of Human Kinetics (Honours Kinesiology - Movement Science)
Bachelor of Human Kinetics (Honours Sport Management and Leadership)
Bachelor of Human Kinetics (Honours Sport Management and Leadership) for Graduates of Lambton College's Three-Year Sport and Recreation Management Program
Bachelor of Human Kinetics (Honours Sport Management and Leadership) for Graduates of Durham College's Three-Year Advanced Diploma in Sport Management Program
Bachelor of Human Kinetics (Honours Sport Management and Leadership) for Graduates of St. Clair College's Three-Year Sport and Recreation Management Program
Bachelor of Human Kinetics (Honours Kinesiology - Movement Science) for Graduates of St. Clair College's Two-year Fitness and Health Promotion Program

Bachelor of Human Kinetics (Honours Kinesiology – Movement Science) for Graduates of Fanshawe College’s Two-Year Fitness and Health Promotion Program
Bachelor of Human Kinetics (Honours Kinesiology - Movement Science) for Graduates of Lambton College of Applied Arts and Technology’s Massage Therapy Program
Bachelor of Human Kinetics for Graduates of Fanshawe College’s Recreation and Leisure Services Program
Master of Human Kinetics (MHK)
Master of Sport Management and Leadership (MSML)
PhD in Kinesiology

FACULTY OF LAW

Juris Doctor
Concurrent Juris Doctor/Juris Doctor with University of Detroit Mercy
Concurrent MBA/JD
Concurrent MSW/JD
Master of Laws

NURSING

Honours Bachelor of Science in Nursing
BScN Program for Graduates of Lambton College’s and St. Clair College’s Practical Nursing Programs – Degree Completion Pathway
PhD in Nursing
Master of Science in Nursing (MScN)
Master of Nursing (MN) Advanced Clinical Practice and Leadership in Nursing Fields
Master of Nursing (MN) Primary Health Care Nurse Practitioner

FACULTY OF SCIENCE 529

PROGRAMS ADMINISTERED BY THE OFFICE OF THE DEAN OF SCIENCE

Bachelor of Science (General Science)
Bachelor of Science (General Science) for Graduates of a College Diploma Program in Medical Laboratory Technology
Concurrent General Bachelor of Science (General Science)/ Bachelor of Education
Honours Bachelor of Forensic Science (BFS)
Combined Bachelor of Arts in Forensics
Combined Bachelor of Arts in Forensics and Criminology (Applied Forensic Science Stream) - Degree Completion Pathway
Environmental Science (MSc)
Environmental Science (PhD)

BIOMEDICAL SCIENCES

Honours Biomedical Science
Honours Biochemistry and Biomedical Science (Health Stream)
PhD in Biological Science (PhD) (Joint with Integrative Biology)
Master’s in Biological Sciences (MSc) (Joint with Integrative Biology)
Master of Science (MSc) in Translational Health Sciences (THS)

CHEMISTRY AND BIOCHEMISTRY

Honours Chemistry
Honours Chemistry with Thesis
Honours Chemistry (Applied Chemistry Stream)
Combined Honours Chemistry Programs
Honours Biochemistry
Honours Biochemistry with Thesis
Honours Biochemistry and Biomedical Science (Health Stream)

Combined Honours Biochemistry Programs
Chemistry and Biochemistry (MSc)
Medical Biotechnology (MMB)
Master of Materials Chemistry and Engineering (MMCE) (Joint Program with Engineering)
Chemistry and Biochemistry (PhD)

COMPUTER SCIENCE

Bachelor of Computer Science (General)
Bachelor of Computer Science (Honours)
Bachelor of Computer Science (Honours Applied Computing)
Bachelor of Science (Honours Computer Information Systems)
Bachelor of Science (Honours Computer Science with Software Engineering Specialization)
Honours Business Administration and Computer Science (with/without Co-op and with/without Thesis)
Honours Business Administration and Computer Science with Specialization in Accounting (with/without Co-op and with/without Thesis)
Honours Business Administration and Computer Science with Specialization in Human Resources (with/without Co-op and with/without Thesis)
Honours Business Administration and Computer Science with Specialization in Finance (with/without Co-op and with/without Thesis)
Honours Business Administration and Computer Science with Specialization in Supply Chain and Business Analytics (with/without Co-op and with/without Thesis)
Honours Business Administration and Computer Science with Specialization in Marketing (with/without Co-op and with/without Thesis)
Honours Business Administration and Computer Science with Specialization in Strategy and Entrepreneurship (with/without Co-op and with/without Thesis)
Honours Mathematics and Computer Science
Combined Honours Computer Science Programs
Bachelor of Computer Science (General) for University Graduates
Bachelor of Computer Science (Honours) for University Graduates
Bachelor of Computer Science (Honours Applied Computing) for University Graduates
Bachelor of Computer Science (General) for Graduates of Qualifying Ontario and Other College Diploma Holders
Bachelor of Computer Science (Honours Applied Computing) (with and without Co-op) for Qualifying Ontario and Other College Diploma Holders
Bachelor of Computer Science (General) for Qualifying Ontario CAAT (or equivalent) Students with 2 Years of Study at CAAT (or equivalent) Diploma Program
Bachelor of Computer Science (Honours Applied Computing) (Co-op) for Qualifying Ontario CAAT (or equivalent) Students with 2 Years of Study at CAAT (or equivalent) Diploma Program
Honours Bachelor of Information Technology (BIT)
Honours Bachelor of Information Technology (BIT) Degree Completion Pathway for Students from Web Development and Internet Applications)
Honours Bachelor of Information Technology (BIT) Degree Completion Pathway (for Students from Computer Information Systems Technicians)
Honours Bachelor of Information Technology (BIT) Degree Completion Pathway (for Students from Computer Systems Technology – Networking at St. Clair College)
Honours Bachelor of Information Technology (BIT) Degree Completion Pathway (for Students from Mobile Application Development at St. Clair College)
Honours Bachelor of Information Technology (BIT) Degree Completion Pathway (for Graduates from Chitkara University)
Master of Applied Computing (MAC)
Master of Science in Computer Science (MSc)
Master of Science in Computer Science (MSc) - Artificial Intelligence Stream
PhD in Computer Science (PhD)

ECONOMICS

General Bachelor of Arts in Economics
Honours Bachelor of Arts in Economics
Honours Bachelor of Arts in Economics (Applied Economics and Policy Stream)
Honours Bachelor of Science in Economics
Combined Honours Bachelor of Arts in Economics Programs
Combined Honours Bachelor of Science in Economics Programs
Honours Business Administration and Economics (with/without Thesis)
Honours Business Administration and Economics with Specialization in Accounting (with/without Thesis)
Honours Business Administration and Economics with Specialization in Human Resources (with/without Thesis)
Honours Business Administration and Economics with Specialization in Finance (with/without Thesis)
Honours Business Administration and Economics with Specialization in Supply Chain and Business Analytics (with/without Thesis)
Honours Business Administration and Economics with Specialization in Marketing (with/without Thesis)
Honours Business Administration and Economics with Specialization in Strategy and Entrepreneurship (with/without Thesis)
Master of Economics (MA)
Master of Applied Economics and Policy (MAEP)

SCHOOL OF THE ENVIRONMENT

BSc Honours Environmental Science
BSc Honours Environmental Science (with Thesis)
BSc Honours Environmental Science (Applied Environmental Science Stream)
Honours Bachelor of Environmental Studies (BES)
Earth Sciences (MSc)
Earth Sciences (PhD)

INTEGRATIVE BIOLOGY

Honours Biological Sciences
Honours Biological Sciences with Thesis
Honours Biological Sciences - Interdisciplinary Health Science (HIS) Stream
BSc Honours in Behaviour, Cognition and Neuroscience (with Thesis)
BSc Honours in Behaviour, Cognition and Neuroscience (without Thesis)
Combined Honours Biological Sciences Programs
PhD in Biological Science (PhD) (Joint with Biomedical Sciences)
Master's in Biological Sciences (MSc) (Joint with Biomedical Sciences)

MATHEMATICS AND STATISTICS

General Mathematics
Honours Mathematics
Honours Mathematics and Statistics
Honours Mathematics and Computer Science
Honours Mathematics with Finance Concentration
Honours Actuarial Science
Combined Honours Mathematics Programs
Concurrent Bachelor of Mathematics (General)/Bachelor of Education
Honours Business Administration and Mathematics (with/without thesis)
Honours Business Administration and Mathematics with Specialization in Supply Chain and Business Analytics (with/without Thesis)
Honours Business Administration and Mathematics with Specialization in Finance (with/without thesis)
Mathematics and Statistics (MSc) (Mathematics Field)
Mathematics and Statistics (MSc) (Statistic Field)
Master of Actuarial Science (MActSc)
Mathematics and Statistics (PhD)

PHYSICS

Honours Physics (with/without Co-op)

Honours Physics with Thesis (with/without Co-op)

Honours Physics (Medical Physics) (with/without Co-op)

Honours Physics (Medical Physics with Thesis) (with/without Co-op)

Combined Honours Physics Programs

Honours Certificate in Physics

Master of Science (MSc)

Doctor of Philosophy (PhD)

Enrolment and number of faculty by Faculty/AAU Notes and Definitions

Senate

MOTION: Whereas the Senate is the body of governance uniquely responsible for the fulfillment, stewardship, and maintenance of the academic mission of the Institution, be it resolved that the Senate receive a presentation of academic health, including the five-year historical trends and future projections for (i) enrolment targets and outcomes, (ii) recruitment practices and investments, and (iii) faculty complement associated with program delivery including (iv) the identification of any program that relies on a single permanent member of the instructional community that would otherwise be discontinued or collapsed.

In response to the data requested in this motion: five-year historical trends for (i) enrolment targets and outcomes and (iii) faculty complement associated with program delivery; the following has been provided:

- A) Five years of full and part time Fall headcount by Faculty/AAU and
- B) Five years of faculty within in each Faculty/AAU.

Enrolment Data Definitions:

Enrolment numbers are based on the University Statistical Enrolment Reports (USER) submitted to the Ontario Ministry of Colleges and Universities (MCU). Enrolment count date for Fall is November 1st. Enrolment data is available at: <https://www.uwindsor.ca/institutional-analysis/>

Counting Combined Majors and Joint Programs

Students are allocated to faculties/departments based on their programs. Students in single majors are allocated 100% to their home faculty, while those in combined majors and joint programs are allocated proportionally to the faculty/department of each major. For example, a student in Combined Psychology and Forensics is allocated 50% to the Faculty of Arts, Humanities and Social Sciences (FAHSS) and 50% to the Faculty of Science. A student in the joint program, Honours Mathematics and Computer Science, is allocated 50% to Faculty of Science/Mathematics and Statistics and 50% to Faculty of Science/Computer Science. Please note this allocation method provides partial head counts in some of the reports.

Counting Double Degrees

Double degrees are allocated proportionally to each degree. MSW/JD is allocated 100% to the first degree, with students registering in either the MSW (FAHSS/Social Work) or the JD (Law) portion in different terms. Concurrent Education is allocated based on the student's program for example: BA Psych (General)/BEd/ECE: 50% FAHSS and 50% Educ; BA/BEd: 60% FAHSS and 40% Educ. Please note this allocation method provides partial head counts in some of the reports.

Faculty Data Definitions

Count of faculty is as of September 1st

Included	Excluded
Professor Associate Professor, Assistant Professor Sessional Lecturers AAS Program Co-ordinator	All Sessionals All of Leddy Library (Librarians and AAS) Visiting faculty President, VP PEI Provosts Office (AAS in CTL/OOL and Schulich) Letter VII appointments (former CEPE and Con Ed)

Cross appointments are counted only once in their home department. The data was taken from the HR system and does not include vacant positions.

University of Windsor

Fall Undergraduate Full and Part Time Headcount

FACULTY		Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023*	
		AAU		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
		Full-time	Part-time								
FAHSS	Arts, Humanities, Social Science	359	128	295	118	215	103	172	104	113	55
Faculty of Arts,	Communication, Media and Film	222	42	190	40	194	32	177	41	174	30
Humanities and Social	Dramatic Art	149	12	138	20	110	12	104	4	106	6
Sciences	English Language and Literature	209	39	185	42	174	42	176	33	176	29
	History	130	22	131	29	121	35	116	19	118	24
	Languages, Literature and Culture	137	27	143	27	143	22	118	30	131	22
	Philisophy	22	5	21	7	24	6	23	6	17	5
	Political Science	299	41	278	52	261	48	240	35	255	35
	Psychology	877	140	884	197	914	199	875	170	844	176
	Sociology, Anthropology, Criminology	697	115	675	118	610	123	551	109	517	92
	Creative Arts	220	33	213	40	200	38	186	46	215	34
	Social Work	407	78	395	81	373	65	330	62	301	67
	Interdisciplinary and Critical Studies									78	41
Total FAHSS	Total FAHSS	3,728	679	3,546	768	3,338	723	3,067	658	3,043	614
Business	Business	1,002	224	981	211	960	210	893	193	909	181
Total Business	Total Business	1,002	224	981	211	960	210	893	193	909	181
Education	Education	554	3	660	4	693	6	723	5	815	5
Total Education	Total Education	554	3	660	4	693	6	723	5	815	5
Engineering	Civil and Environmental Engineering	143	46	127	62	155	39	145	42	123	51
	Electrical Engineering	238	78	245	81	239	81	205	88	273	78
	Engineering	111	17	130	33	104	23	92	11	117	15
	Engineering Materials	-	-	-	-	-	-	-	-	-	-
	Industrial Engineering	-	-	-	-	-	-	-	-	-	-
	Mechanical, Automotive, and Materials Engineering	586	180	489	164	447	153	363	163	386	98
Total Engineering	Total Engineering	1,078	321	991	340	945	296	805	304	899	242
Human Kinetics	Human Kinetics	693	56	698	56	685	66	669	60	703	68
Total Human Kinetics	Total Human Kinetics	693	56	698	56	685	66	669	60	703	68
Law	Law	732	4	722	-	703	1	712	2	739	1
Total Law	Total Law	732	4	722	-	703	1	712	2	739	1
Nursing	Nursing	883	45	905	17	893	29	934	32	946	46
Total Nursing	Total Nursing	883	45	905	17	893	29	934	32	946	46
Science	Biology	591	65	461	67	465	59	447	53	457	52
	Chemistry	332	45	195	35	177	41	159	31	140	25
	Earth and Environmental Science	96	23	98	20	113	16	117	16	99	19
	Economics	84	22	78	30	88	23	68	14	83	9
	Mathematics and Statistics	94	13	120	11	105	16	109	14	97	14
	Physics	59	6	64	9	54	11	55	11	47	11
	Science	145	14	190	14	180	19	184	22	172	21
	Computer Science	646	122	709	178	738	175	771	199	861	221
	BIOMEDICAL	-	-	356	9	456	17	485	25	501	28
Total Science	Total Science	2,047	309	2,270	372	2,375	376	2,394	384	2,456	397
GRAND TOTAL		10,716	1,640	10,772	1,768	10,591	1,707	10,196	1,638	10,510	1,555

*Fall 2023 is preliminary data

University of Windsor

Fall Graduate Headcount Full and Part Time Headcount

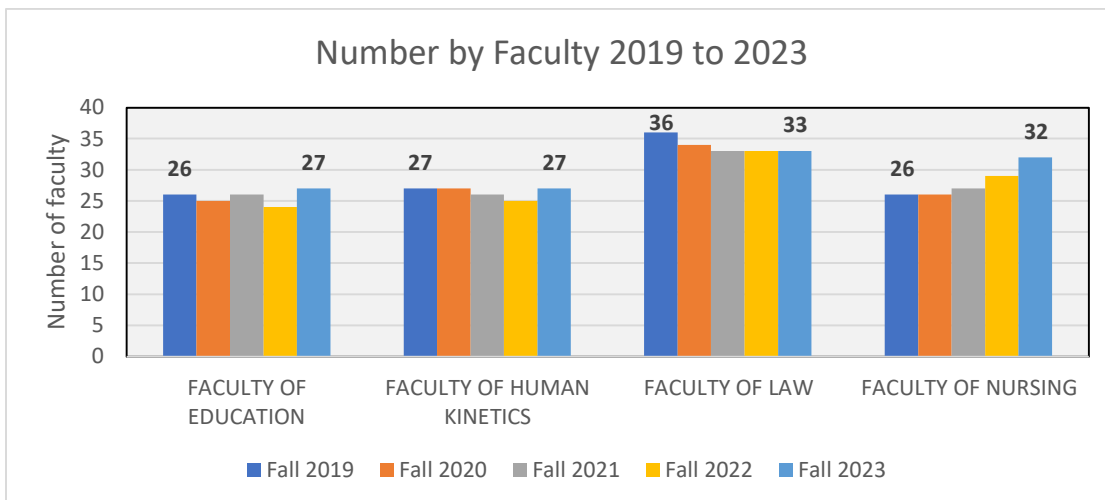
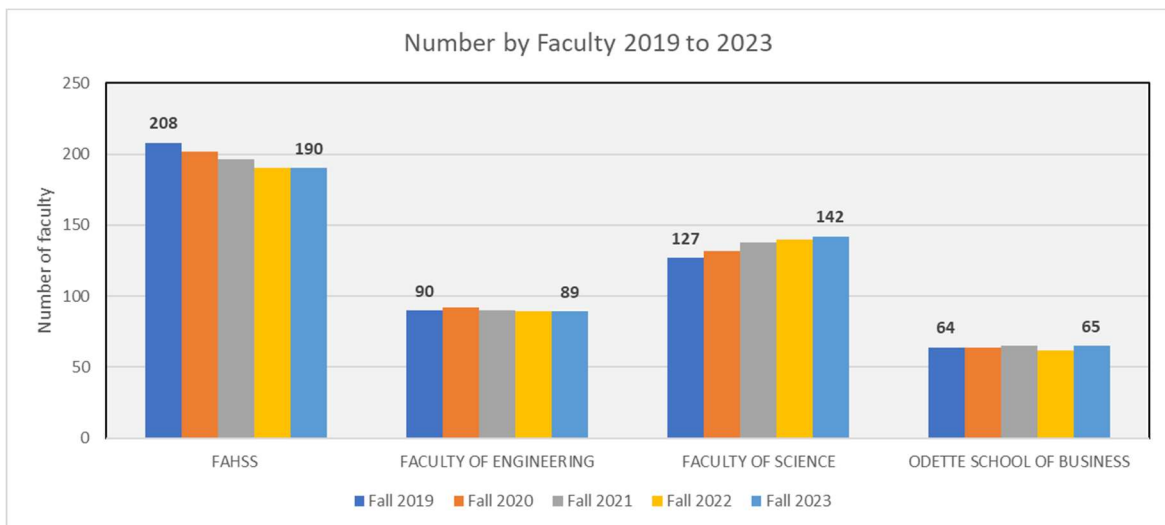
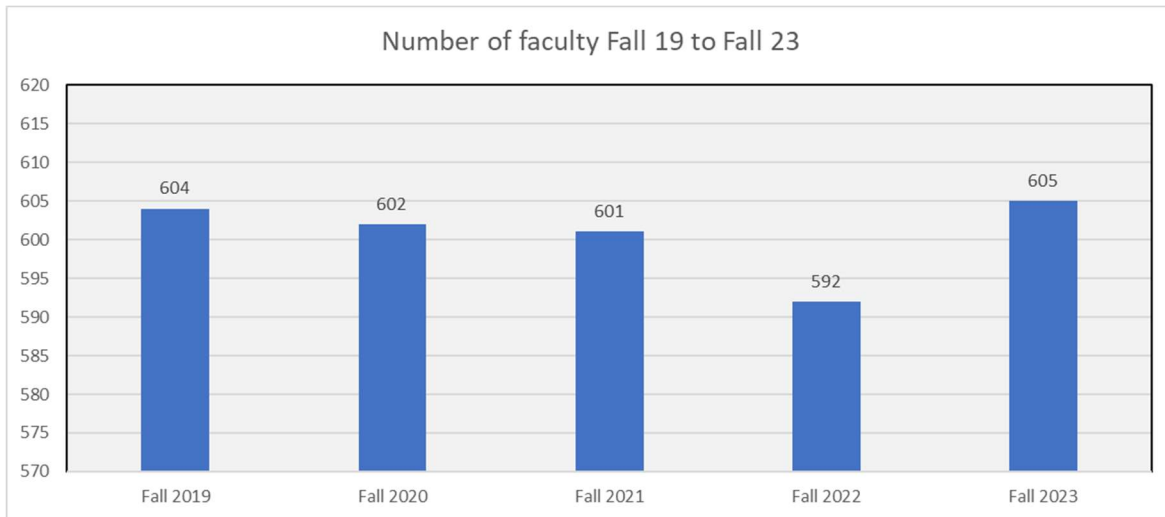
FACULTY	BAU	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023*	
		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
		FAHSS	Arts, Humanities, Social Science	8	-	10	-	11	1	15	1
Faculty of Arts, Humanities and Social Sciences	Communication, Media and Film	13	-	14	-	12	-	7	-	8	-
	Dramatic Art	-	-	-	-	-	-	-	-	-	-
	English Language and Literature	23	-	15	1	20	-	16	2	11	-
	History	16	-	20	-	17	-	16	-	17	-
	Languages, Literature and Culture	-	-	-	-	-	-	-	-	-	-
	Philisophy	13	1	11	-	8	-	10	-	25	2
	Political Science	25	-	28	-	34	-	40	1	24	-
	Psychology	85	1	90	-	96	1	98	-	104	-
	Sociology, Anthropology, Criminology	51	-	36	-	43	-	43	2	45	1
	Creative Arts	22	-	13	-	10	-	11	-	13	-
	Social Work	433	-	481	1	495	-	479	3	484	2
	Interdisciplinary and Critical Studies									-	-
Total FAHSS	Total FAHSS	689	2	718	2	746	2	735	9	731	5
Business	Business	444	-	456	3	568	-	836	-	730	-
Total Business	Total Business	444	-	456	3	568	-	836	-	730	-
Education	Education	155	33	152	32	196	6	188	41	229	43
Total Education	Total Education	155	33	152	32	196	6	188	41	229	43
Engineering	Civil and Environmental Engineering	213	7	280	3	360	-	497	2	562	1
	Electrical Engineering	532	6	611	9	766	-	739	5	847	5
	Engineering	29	-	16	-	39	-	51	-	32	-
	Engineering Materials	33	3	25	1	-	-	-	-	-	-
	Industrial Engineering	23	2	18	1	-	-	-	-	-	-
	Mechanical, Automotive, and Materials Engineering	940	3	1,000	3	1,061	2	1,251	3	1,257	3
Total Engineering	Total Engineering	1,770	21	1,950	17	2,226	2	2,538	10	2,698	9
Human Kinetics	Human Kinetics	78	-	70	-	79	-	74	1	75	3
Total Human Kinetics	Total Human Kinetics	78	-	70	-	79	-	74	1	75	3
Law	Law	5	-	10	-	8	-	4	-	6	-
Total Law	Total Law	5	-	10	-	8	-	4	-	6	-
Nursing	Nursing	90	24	75	16	104	1	85	22	94	10
Total Nursing	Total Nursing	90	24	75	16	104	1	85	22	94	10
Science	Biology	74	1	75	1	68	-	71	-	72	-
	Chemistry	194	-	231	-	261	-	262	-	282	-
	Earth and Environmental Science	14	-	15	-	14	-	15	-	30	-
	Economics	72	-	63	-	56	-	59	-	68	-
	Mathematics and Statistics	68	-	57	-	58	-	47	-	58	-
	Physics	8	-	9	-	13	-	8	-	9	-
	Science	36	-	35	-	31	-	26	-	-	-
	Computer Science	357	1	388	7	497	-	786	-	762	-
	BIOMEDICAL	-	-	-	-	-	-	22	-	26	-
Total Science	Total Science	823	2	873	8	998	-	1,296	-	1,307	-
GRAND TOTAL		4,053	82	4,304	78	4,925	11	5,755	83	5,869	70

*Fall 2023 is preliminary data

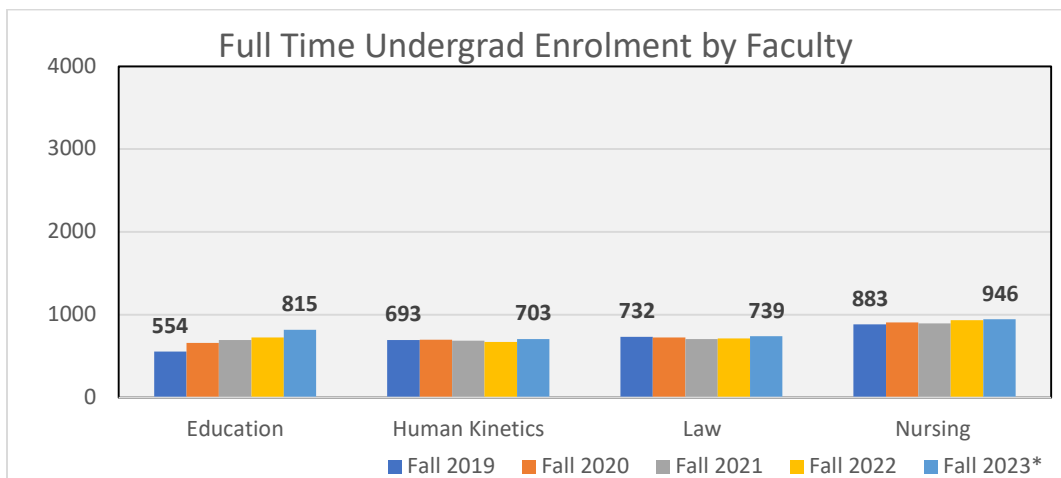
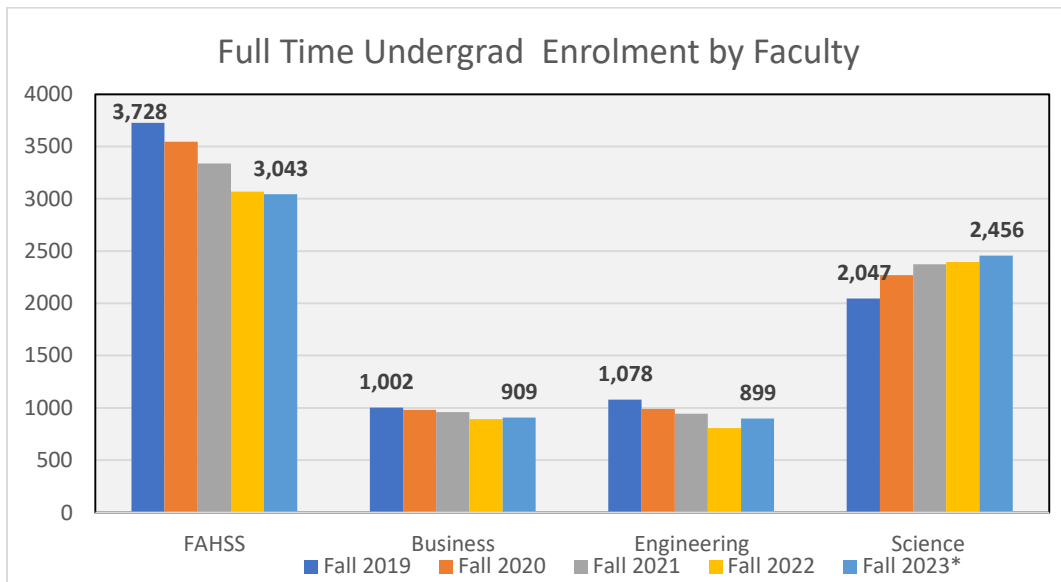
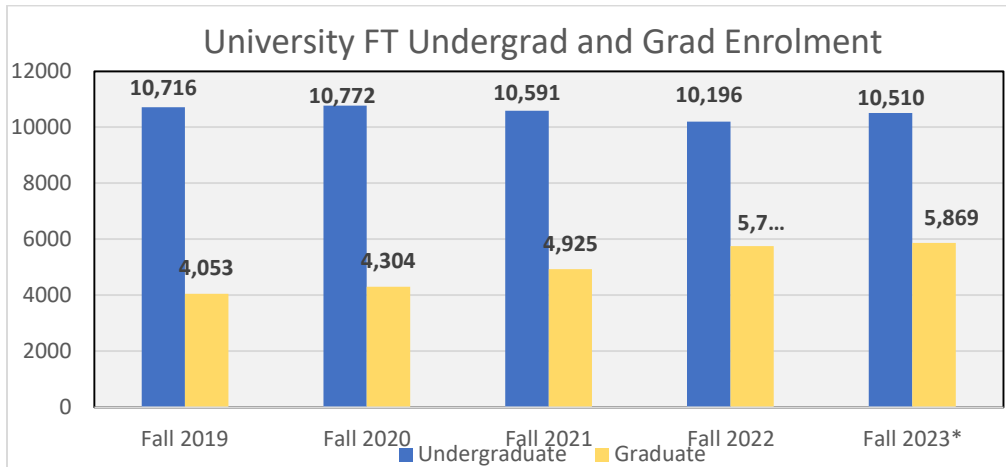
University of Windsor
Number of faculty 2019 to 2023

FACULTY	DEPARTMENT	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023
FACULTY OF ARTS, HUMANITIES, AND SOCIAL SCIENCES	COMMUNICATION, MEDIA AND FILM	14	12	12	9	10
	ENGLISH AND CREATIVE WRITING	19	17	18	17	18
	FACULTY OF ARTS, HUMANITIES, AND SOCIAL SCIENCES	4	3	3	3	3
	HISTORY	11	11	10	10	9
	INTERDISCIPLINARY AND CRITICAL STUDIES	0	0	0	0	6
	LANGUAGES, LITERATURES & CULTURES	15	15	15	15	14
	PHILOSOPHY	13	12	11	10	9
	POLITICAL SCIENCE	15	15	17	17	16
	PSYCHOLOGY	34	33	34	32	32
	SCHOOL OF CREATIVE ARTS	19	19	19	18	16
	SCHOOL OF DRAMATIC ART	11	11	11	10	10
	SCHOOL OF SOCIAL WORK	32	33	29	32	29
SOCIOLOGY, ANTHROPOLOGY AND CRIMINOLOGY	21	21	17	17	18	
FACULTY OF ARTS, HUMANITIES, AND SOCIAL SCIENCES Total		208	202	196	190	190
FACULTY OF EDUCATION	FACULTY OF EDUCATION	26	25	26	24	27
FACULTY OF EDUCATION Total		26	25	26	24	27
FACULTY OF ENGINEERING	CIVIL & ENVIRONMENTAL ENGINEERING	18	18	19	19	22
	ELECTRICAL & COMPUTER ENGINEERING	20	23	23	23	22
	FACULTY OF ENGINEERING	7	7	6	5	5
	MECHANICAL, AUTOMOTIVE & MATERIALS ENGINEERING	45	44	42	42	40
FACULTY OF ENGINEERING Total		90	92	90	89	89
FACULTY OF HUMAN KINETICS	KINESIOLOGY	27	27	25	24	26
FACULTY OF HUMAN KINETICS Total		27	27	26	25	27
FACULTY OF LAW	FACULTY OF LAW	36	34	33	33	33
FACULTY OF LAW Total		36	34	33	33	33
FACULTY OF NURSING	FACULTY OF NURSING	26	26	27	29	32
FACULTY OF NURSING Total		26	26	27	29	32
FACULTY OF SCIENCE	BIOMEDICAL SCIENCES	11	12	12	12	15
	CHEMISTRY & BIOCHEMISTRY	24	26	26	25	25
	ECONOMICS	12	11	11	12	10
	INTEGRATIVE BIOLOGY	14	15	15	15	17
	MATHEMATICS & STATISTICS	16	16	16	17	17
	PHYSICS	8	8	7	8	9
	SCHOOL OF COMPUTER SCIENCE	21	25	31	33	32
	SCHOOL OF THE ENVIRONMENT	21	19	20	18	17
FACULTY OF SCIENCE Total		127	132	138	140	142
ODETTE SCHOOL OF BUSINESS	ODETTE SCHOOL OF BUSINESS	64	64	65	62	65
ODETTE SCHOOL OF BUSINESS Total		64	64	65	62	65
Grand Total		604	602	601	592	605

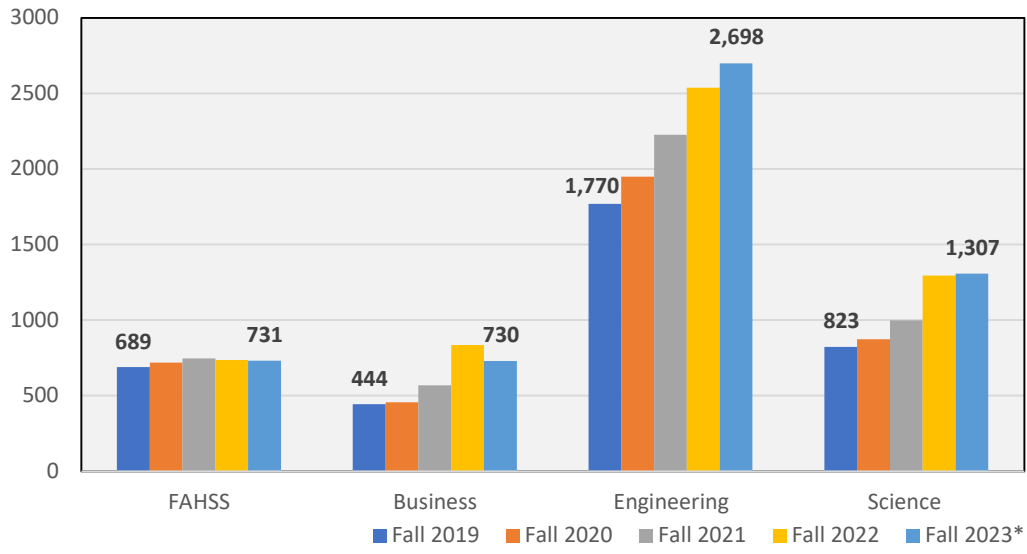
University of Windsor
 Faculty Counts
 Fall 2019 to Fall 2023



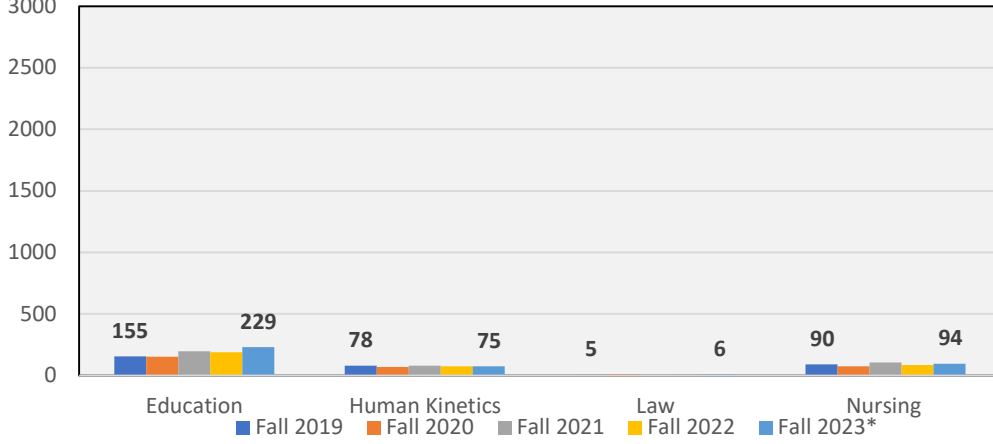
Enrolment: Fall 2019 to Fall 2023



Full Time Grad Enrolment by Faculty



Full Time Grad Enrolment by Faculty



**University of Windsor
Senate Governance Committee**

5.2: **Report on Renewal, Tenure, and Promotion Processes**

Item for: **Information**

See attached.

University of Windsor

FALL 2023 REPORT to SENATE – UCAPT, UCRPPLM and RTP Processes

This report summarizes the Fall 2023 University Committee on Academic Promotion and Tenure (UCAPT) information on aggregated Renewal, Tenure/Permanence and Promotion (RTP/RPP) details, pertaining to the motion of UCAPT reporting to Senate passed in [June 2022](#) (page 10).

The UCAPT normally meets regularly between November and June during the academic year (July 1 to June 30) to review and recommend applications for contract renewals; applications for tenure, permanence and promotion. UCAPT also reviews ongoing significant updates and changes to RTP/RPP criteria. UCAPT also provides commentary on general issues that may arise in the RTP/RPP process. A parallel process governs advancement for University librarians and law librarians via the University Committee on Renewal, Permanence, and Promotion for Library Members (UCRPPLM).

Candidate Related Data

Because UCAPT meetings begin after the first deadline for RTP related activities (e.g., contract renewal), we can report that we have received only two contract renewals. One permanence file that was held over from the 2022-2023 academic year has also been received. These files will be reviewed at an upcoming meeting scheduled for November 21, 2023. The majority of RTP related activities occur between December and June, and meetings have been set for this time period. Heads and Deans have received a copy of the schedule.

For the 2023-2024 academic year, we expect to receive the following from all faculties:

- 11 contract renewals
- 19 tenure and promotion to associate professor
- 4 permanence and promotion to AAS III
- 10 promotions to full professor
- 1 promotion to AAS IV
- 2 promotions to Sessional Lecturer III

For the 2023-2024 academic year, we expect to receive the following from the Libraries:

- 1 contract renewal
- 1 permanence and promotion to Librarian II
- 1 promotion to Librarian IV

There may be additional candidates seeking full promotion, or from those choosing to seek tenure or admission before their probationary period concludes. These would not be known in advance and are initiated by the candidate.

The trends for total RTP/RPP files over the past 6 years are summarized by Faculty in Appendix 1.

UCAPT Report of Equity, Diversity, Inclusion, and Decolonizing (EDID) Data

UCAPT does not receive applicant data that would identify if a member belongs to a designated group. Because of the confidential and sensitive nature of such data, there are strict measures on accessing such information. The Office of Human Rights, Equity, and Accessibility (OHREA) has compiled the information, please see Appendix 2 supplied by OHREA.

Revisions to UCAPT Processes and AAU RTP Criteria

AAU RTP Criteria are submitted to UCAPT for approval, with 11 revised in the past year and are now [shared](#) online. These revisions have included explicit articulation in the criteria addressing Equity, Diversity, Inclusion, and Decolonizing (EDID) and Indigenization. Additional criteria are on the agenda for November review.

A new [UCAPT Evaluation Form](#) was developed and approved by Senate May 2023 in order to improve the alignment of the evaluation with the AAU RTP/RPP Criteria. Additionally, the changes ensure that student ratings are not used alone to evaluate teaching but are used as one element of evidence. The form was implemented for use in this Fall 2023 term, and is currently recommended for use in performance reviews as well as formal RTP/RPP evaluations. Information sessions were shared with Senate, the Deans Council, Heads, Associate Deans, as part of the RTP/RPP Workshop in September, Faculty Council meetings, and some Departmental Councils as invited in October and November.

The [Student Perception of Teaching \(SPT\) Survey](#) was developed and approved by Senate May 2026 as a new approach to gathering student feedback on teaching, and integrated into the RTP/RPP processes. AAU RTP/RPP criteria are being updated to address this change. A reminder will be shared with AAU Heads to consider this change during the annual review and revision of RTP/RPP Criteria.

The RTP/RPP Workflow and Reporting/Tracking System (mentioned as under development in the previous report) was finalized in Summer 2023, developed by Institutional Analysis. Given the amount of work the RTP/RPP process entails, one key objective is to minimize the additional amount of time and effort necessary for reporting, and another is to improve transparency. The system will also help to track the processing times between identified critical action points at each stage of the RTP/RPP process as requested by Senate. The system was developed as a temporary solution using Excel, and identifies key RTP/RPP related activities (including decisions), then generates automatic emails to notify the candidate and key contacts. A pilot group tested this system in the summer. The system was presented to the Deans; the AAU Heads Networking group; and the departmental administrative assistants for their feedback and training at the events noted in the Training section. Information on how effective the system is, and standard timelines for the different checkpoints should be available next spring after use for one RTP/RPP cycle.

Preparation for a Request for Proposals (RFP) - The current excel system for RTP/RPP Workflow and Reporting/Tracking System is only able to function as a temporary solution. It is manually maintained and not designed to be a sustainable enterprise system. A business case has been prepared and reviewed for a new RTP/RPP Workflow and Tracking system along with an integrated eCV, in liaison with HR as they undergo an RFP for an HR system. The next steps for developing an RFP are underway this Fall term.

Candidate Feedback: The June 2022 motion requested an anonymous “Faculty Evaluation of Process” (FEP) survey to be offered to all faculty that have undergone a UCAPT process during the academic year. Questions for this survey have been drafted and are being reviewed. Once ready, the questions will be shared through an anonymous Qualtrics survey that will enable feedback to be collected and reviewed for further system and process improvements.

Identified Issues: Two themes were identified as issues.

1. A large number of packages were received by UCAPT after the deadlines, resulting in meetings after the contract renewal date. In part this was because of external review delays. The recommended and mandatory timelines are being reviewed, in addition to a review of the processes for recruiting external reviewers, in order to help better complete the process. This may result in a requested revision to Senate Bylaws. In the meantime, meeting times for the UCAPT committee have been determined for the year, with a new approach, creating document submission deadlines for submission of documents in order to be reviewed by UCAPT. Sharing the dates and deadlines is part of increasing transparency.

2. Additionally, several requests for information about the ‘arms-length’ and potential perceived conflicts of interest for external reviewers. Guidelines are being drafted to be shared on the UCAPT website.

Training and Information Sessions

A variety of information and outreach sessions and individual consultations were held during the fall of 2023 to provide information about the RTP process in general, as well as the “checkpoint process” introduced by this motion and revisions to the UCAPT processes.

1. CHERD Performance Review session with Jonathan Malloy, Sept. 15, 2023
2. Short update to Dean’s Council members regarding the new SPT, UCAPT evaluation form and the RTP tracking system, September 6, 2023
3. The RTP General Information Session for all RTP committee members, UCAPT members, AAU Heads, candidates, and other members interested in more information about the RTP process. This was held on Tuesday, September 26, 2023 with 55 individuals attending
4. Session for all administrative assistants with 36 individuals attending, Tuesday, September 26, 2023
5. Faculty Council Committee meetings with Dennis Jackson and AVPA to discuss the new UCAPT evaluation form and SPT survey, and shared resources for circulation to those Faculty Councils that it was not possible to attend: Science, Oct 5; FAHSS October 13; Nursing, October 19; Engineering, October 30; Human Kinetics, November 17, 2023
6. AAU departmental council meetings to discuss the new UCAPT evaluation form and SPT: MAME, October 20; ECE, November 15; School of Social Work, November 22
7. AAU Heads meeting October 20, 2023; and meeting to discuss performance reviews and using UCAPT Evaluation Forms with the Faculty of Nursing, August 23; Faculty of Engineering Department Heads, November 6, 2023
8. Virtual AAS/AAS-LS WUFA Committee meeting to discuss RPP, sabbatical and study-leave timelines, how the procedure differs from Tenure track faculty, eligibility, etc., approximately 25 participants, November 6, 2023
9. Early Career Faculty Workshop on *Creating and Sharing your eCV* with Erika Kustra, Kyle Asquith, Paul Henshaw introduced using the eCV system including using the AAU /RPP criteria to guide development of the eCV and using the eCV for RTP/RPP package. 16 participants November 8, 2023

At the general RTP information session, the main topics for discussion focused on:

- The specifics of applying the various rules and procedures for candidates applying to the RTP process.
- A discussion for preparing a teaching portfolio.
- Discussion surrounding the upcoming RTP reporting checkpoint process introduced by this motion with Brandon Besant from the Office of Institutional Analysis presenting.
- Discussion surrounding the launch of the new SPT form.
- Discussion around the use of the new UCAPT Evaluation form.

Additional items contained in the motion will continue to be addressed as UCAPT meets to consider applications and discuss the motion details for 2023-2024.

Appendix 1

Table 1: RTP/RPP Files by Faculty and Year from 2017-2023*

	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	TOTALS BY FACULTY
Business	3	14	9	5	1	5	37
Education	3	3	0	0	0	1	7
Engineering	9	10	10	8	4	2	43
FAHSS	19	22	16	18	11	7	93
Human Kinetics	0	3	7	3	1	1	15
Law	5	4	6	1	3	4	23
Library	5	4	2	3	0	0	14
Nursing	2	5	1	1	2	3	14
Science	16	12	12	11	6	8	65
CTL	0	2	2	2	1	0	7
OOL	1	1	2	0	1	0	5
ARC	3	0	5	2	0	3	13
TOTALS BY YEAR	66	80	72	54	30	34	336

*The totals include all processes including contract renewal, tenure/permanence and promotion.

Appendix 2

Table 2: UCAPT Report of Equity, Diversity, Inclusion, and Decolonizing (EDID) Data

Provided by the Office of Human Rights, Equity and Accessibility November 2023

Applicants	# of aboriginal persons	# of persons with disabilities	# of sexual minorities	# of visible minorities	# of women	Total # of designated group members (do not double count individuals)*	Total # of all applicants (designated and non-designated)	Ratio of designated to non designated-group applicants
For Renewal	6	7	N/A	12	25	33	50	66.00%
For Tenure	4	8	N/A	8	17	24	31	77.42%
For Promotion	4	11	N/A	13	22	34	42	80.95%

*An applicant may be a member of multiple designated groups categories. As such, the sum of the numbers from the first five columns may be greater than the total number of designated group members. For the “total number of designated group members” column, each applicant is to be counted only once.

**University of Windsor
Senate Governance Committee**

5.3: **Revised Reporting to Senate on UCAPT/RTP Process**

Item for: **Approval**

MOTION: That the University Committee on Academic Promotion and Tenure (UCAPT) provide to Senate in the Fall and Spring, through the Senate Governance Committee (SGC), an aggregated report on the Renewal, Tenure, and Promotion (RTP)/Renewal, Permanence, and Promotion (RPP) process for the current academic year, including:

1. information on UCAPT-approved AAU criteria, training, and supports;
2. any process issues identified together with a plan to address the issues;
3. gross number of faculty submitting RTP/RPP applications, including the associated EDII report from OHREA, and the number of reviews that are pending or completed for each of renewal of contract, tenure/permanence, and promotion processes; and
4. summary feedback from an anonymous survey to be offered to all faculty that have undergone a UCAPT process during the academic year.

Rationale:

At its May 26, 2023 meeting, following a discussion of concerns raised about elements of the June 2022 motion for UCAPT reporting, Senate directed SGC to determine how best to uphold the intention for improved communications and reporting, while ensuring that the reports provide tangible measurable benefits, are within the mandate of Senate, and that the requested reporting respects the constraints on sensitive and confidential information.

The revised criteria and framework for UCAPT annual reporting is being proposed, with the goals of balancing transparency with confidentiality and privacy requirements and of embedding a continuous improvement mindset to RTP procedures and practices.

Process issues identified could include timing delays, concerns regarding reporting forms, incomplete packages, etc., and could result in suggestions for changes to practices, training and education, and/or bylaws.

The anonymous survey questions could include questions such as:

What was helpful in your process of RTP/RPP?

What barriers did you encounter in the process?

What changes would be helpful in the future?

Are there any other comments or suggestions you would like to share?

**University of Windsor
Senate Governance Committee**

5.4: **Strategic Items for Senate Discussion**

Item for: **Discussion**

Current list of possible Strategic Items for Senate discussion

Additional suggestions? Suggestions for order/scheduling of the following items?

- 1) University and College Partnerships
- 2) Work Integrated Learning
- 3) Individual Faculty plans and strategies moving forward
- 4) Entrepreneurship
- 5) Knowledge mobilization
- 6) Continuing Education
- 7) Future of Education (open discussion on differing approaches to teaching, learning, and evaluations; the purpose of education; and what student success means)
- 8) Strategic Enrolment Management Strategy
- 9) Internationalization planning
- 10) Strategic Academic and Research Planning (Process and Consultation)

Senate Information Sessions - 2:00-3:00pm

1. December 1, 2023 – Curriculum Development
2. February 2, 2024 – Blue Ribbon Panel
3. March 1, 2024
4. April 5, 2024
5. May 3, 2024
6. May 24, 2024

The Blue Ribbon Panel may be moved to the December 2023 SIS, depending on when the report is released. If this is the case, CTL has asked to move the Curriculum Development SIS to Fall 2024 as they will not have internal capacity to run this in Winter/Spring 2024, with reduced staffing due to sabbatical leaves and members appointed to acting administrative positions within and outside the CTL.