Approved for Release by the Senate of the University of Victoria



MINUTES

A meeting of the Senate of the University of Victoria was held on December 6, 2013 at 3:30 p.m. in the Senate and Board Chambers, University Centre, Room A180.

1. APPROVAL OF THE AGENDA

Motion: (R. Lipson/M. Purkis)

That the agenda be approved as circulated.

CARRIED

2. MINUTES

Motion: (R. Burke/J. Aragon)
That the minutes of the open session of the meeting of the Senate held on November 1, 2013 be approved and that the approved minutes be circulated in the usual way.

CARRIED

3. BUSINESS ARISING FROM THE MINUTES

There was none.

4. REMARKS FROM THE CHAIR

a. University Rankings

Mr. Tony Eder, Director, Institutional Planning and Analysis, provided a presentation on university rankings. Mr. Eder began by providing some context for the rankings. He noted that there are a growing number of rankings with varying audiences and ranking methodologies. He acknowledged that rankings provide an opportunity to draw attention to universities but cautioned that media outlets often look for news stories within the rankings, which can present a risk. Mr. Eder reviewed the various audiences for rankings, including universities, students, parents and prospective faculty members. He reviewed the statistics regarding the importance of rankings to students when selecting a university, noting that university websites are the most important resource cited by students.

Mr. Eder reviewed UVic's results in the following rankings: Maclean's, Globe and Mail, Research Infosource, Times Higher Education, QS World University Rankings and Shanghai Jiao Tong. For each ranking, he reviewed the audience, the data used to formulate the rankings, and the pros and cons of the particular ranking.

Dr. Aragon asked if the Maclean's ranking tended to have an Eastern Canadian focus. Mr. Eder confirmed that it did, but commented on the strong presence of BC universities in the rankings.

b. Budget Update

Dr. Tremblay provided a budget update. She said that, as noted in the message circulated from Prof. Cassels, unless there were significant changes in the budget assumptions, the university would not be implementing budget reductions for 2014/15.

Dr. Tremblay reported on some budget certainties that had emerged, including the faculty arbitration settlement, implementation of the provincial grant reduction over three years, and positive enrolment numbers. She said some budget uncertainties remained, such as how the provincial grant reduction will be allocated across the sector and ongoing success with international enrolments.

Dr. Tremblay said the steady state approach being implemented for 2014/15 would give the university an opportunity to develop a transparent and strengthened process for aligning resources with priorities. She said priorities were emerging from the campus conversations being undertaken by Prof. Cassels, and that these would be further explored and developed.

Dr. Tremblay invited members of Senate to attend a budget information session scheduled for the campus community on December 12, 2013.

c. President's Report

Prof. Cassels provided a report on the November Convocation ceremonies. He thanked all those involved in Convocation and, in particular, the installation ceremony.

Prof. Cassels reported on a number of recent and upcoming meetings with provincial Ministers. He then asked Mr. Eder to provide a report to Senate on the core review.

Mr. Eder provided members of Senate with background information on the core review, noting that it was a government-wide evaluation of all programs and services. He described the agencies, Boards and commissions that would be covered by the review, and described how it was being carried out. Mr. Eder reviewed the letter received by the Chair of the Board of Governors from the Minister of Advanced Education. He discussed the specific accountabilities for the Minister coming out of the core review, and reviewed the terms of reference for post-secondary institutions. Mr. Eder commented that UVic was in a position of strength going into the review because of its strong enrolment and positive graduate outcomes; robust approach to assessment and quality improvement; responsiveness; and strong collaboration and impact. He outlined UVic's response, noting that Dr. Tremblay would be the institutional lead. She would be supported by a working group chaired by Dr. Mateer. Mr. Eder reviewed the timeline for carrying out the core review, stating that implementation was expected by December 2014. He reviewed the types of information that would be included in UVic's response, indicating that it would focus both on past successes and future plans for improvement.

Dr. Stahl noted that Mr. Eder had mentioned a data-driven approach to planning and asked him to expand on what he meant by this. Mr. Eder said that the university's plans were already informed

by things like enrolment, but that quality, cost and contribution to the university were other data points that could be considered. Dr. Stahl cautioned that enrolment is just one indicator of what the university does. Prof. Cassels agreed and said other considerations would be integrated into the Smart Choices initiative.

Dr. Baer asked for clarification regarding a comment Mr. Eder made about the university meeting its enrolment targets. Mr. Eder confirmed that, while the overall target was being met, the university was short of its target for domestic undergraduate students.

Prof. Cassels said the university had engaged in productive discussions with the Ministry during development of the terms of reference for the core review.

Prof. Cassels acknowledged the loss of two former UVic deans, who had recently passed away – Jim Provan and Ian MacPherson. He reminded members of Senate that it had approved an honorary degree for Dr. MacPherson at its last meeting. Prof. Cassels said a decision had been made to award the honorary degree posthumously at a memorial service scheduled for the new year.

Prof. Cassels reported that the new campus bike centre had opened on November 19, 2013. He encouraged members of Senate to visit this exciting initiative.

With respect to the United Way campaign, Prof. Cassels said the university had achieved 90% of its goal. He added that there was still time for members of the university community to contribute to the campaign.

Prof. Cassels reported on awards and honours at the university. He said:

- Science student Dylan Collins was named one of Canada's 11 Rhodes Scholars;
- Dr. Stephanie Willerth was awarded the CRC Chair in Biomedical Engineering;
- Dr. Rebecca Grant received the "Outstanding Volunteer Award" at the Vancouver Island National Philanthropy Day celebration; and
- Dr. Bonnie Leadbeater was awarded the CIHR Partnership Award for her work on the WITS anti-bullying program.

5. CORRESPONDENCE

a. Campus Planning Committee

i. Semi-annual Report

Motion: (S. Blackstone/M. Purkis)
That Senate receive the 2012/2013 semi-annual report of the Campus Planning Committee for information.

CARRIED

6. PROPOSALS AND REPORTS FROM SENATE COMMITTEES

a. Senate Committee on Academic Standards

i. University of Victoria Grading Patterns Report/Reporting Portal

Dr. Gillis commented on the statistics in the report, noting that they confirmed concerns expressed the previous year regarding the impact of implementing the new standardized percentage ranges. She pointed out the impact on grades in the second class (B) range, which had dropped significantly from previous years. Dr. Gillis expressed concern about such a large shift resulting simply from a change in percentage ranges.

Dr. Webb said he had also noticed this shift but that it was his understanding it had been expected when the standardized percentage ranges were implemented. He said instructors were expected to make adjustments to grading to accommodate the change, and that this expectation had been communicated during implementation.

Dr. Burke commented that the shift was more pronounced in some faculties than others and thought this was the result of some faculties using more strict numerical grading systems.

Dr. Kennedy referred to the grading descriptors, stating that the expectation was for most students to receive grades in the B range. She said the percentage range for B grades was not large enough for this expectation to be met.

Dr. Gillis suggested that the Senate Committee on Academic Standards review the statistics and bring a recommendation to Senate. Prof. Cassels added that the percentage grading implementation group should also be involved.

Prof. Cassels invited Mr. Eder to explain the new grading patterns reporting portal to Senate. Mr. Eder reminded members of Senate that a large grading patterns report used to be presented to Senate every two years. He said grading patterns information was now available at the end of each term through the portal. Mr. Eder walked members of Senate through accessing the portal and explained how to find information at the institutional, faculty and department level. He also explained how to find information on grading anomalies.

Dr. Webb commented on the recent jump in grades in the A range, and said this reinforced the need for the Senate Committee on Academic Standards to review grading patterns.

With respect to the implementation of the standardized percentage ranges, Dr. Beam commented on the work undertaken by the Senate Committee on Academic Standards to arrive at a recommendation. She indicated that most universities have B ranges in the 70s and that UVic's old system of having a B range in the 60s was a form of grade inflation. Dr. Beam made a further comment regarding the drop in number of grades in the B range. She noted that she employs a numerical grading system, which she was required to adjust following the implementation of the standardized percentage ranges.

Motion: (S. Blackstone/M. Purkis)
That Senate receive the 2013 University of Victoria Grading Patterns
Report for information.

CARRIED

ii. Revisions to Grading Scales Working in the Academic Calendar

Dr. Driessen asked if there was a point when GPA would be based on a percentage grade. Dr. Webb said the implementation plan that was approved maintained the system of calculating GPA on the 9 point scale.

Motion: (M. Purkis/M. Webb)

That Senate approve, as recommended by the Senate Committee on Academic Standards, the revisions to the Graduate, Undergraduate and Law Grading Scales in the academic calendar, effective May 1, 2014, as follows:

"The grading scale for the evaluation of course achievement at the University of Victoria is a percentage scale that translates to a 9 point GPA/letter grade system. The 9 point GPA system is the sole basis for the calculation of grade point averages and academic standing. Standardized percentage ranges have been established as the basis for the assignment of letter grades. The percentage grades are displayed on the official and administrative transcripts in order to provide fine grained course assessment which will be useful to students particularly in their application to graduate studies and for external scholarships and funding. Comparative grading information (average grade (mean) for the class), along with the number of students in the class, is displayed for each course section for which percentage grades are assigned."

CARRIED

iii. Undergraduate Grading Descriptors

Dr. Grant commented on the statement in the descriptors that a minority of students should receive grades in the A range. She said this did not seem to reflect current practice. Dr. Webb replied that, at the institutional level, less than 50% of students were receiving A range grades, but that this was not the case in all faculties. He hoped the Senate Committee on Academic Standards would address this point.

Dr. Beam commented that the Senate Committee on Academic Standards had considered removing this statement from the descriptors, but thought it sent an important message about expectations with respect to grading.

Dr. Smith expressed concern about the high level of A+s required in a course before a grading anomaly was flagged. Dr. Webb clarified that, in addition to the flag for A+s, a flag could also be generated by over 50% of grades in the A range.

Dr. Tiedje thought it would be useful to provide some explanation of how anomalies were defined and why they were considered anomalies. He said it would also be useful to provide some direction to units and faculties regarding what they were expected to do about anomalies. Dr. Diacu thought it was important to acknowledge that there might be a legitimate reason for anomalies, citing an example in his department.

Motion: (A. Roudsari/S. Blackstone)
That Senate approve the revised undergraduate grading descriptors for inclusion in the undergraduate academic calendar, effective May 1, 2014.

CARRIED

b. Senate Committee on Admission, Re-registration and Transfer

i. Proposed changes to Faculty of Humanities Admission Requirements

Motion: (A. Monahan/J. Archibald)

That Senate approve the proposal to remove the requirement of grade 11 second language course from the admission requirements of the Faculty of Humanities, effective immediately, as recommended by the Senate Committee on Admission, Re-registration and Transfer.

And

That Senate approve the proposed change to the Academic Calendar removing the requirement of a grade 11 second language course from the admission requirements of the Faculty of Humanities.

CARRIED

c. Senate Committee on Agenda and Governance

i. Emergency Protocol for Senate Operations

Motion: (R. Burke/P. Keller) That Senate approve the Emergency Protocol for Senate Operations, effective immediately.

CARRIED

ii. Revisions to the Rules to Govern the Conduct of Senate Procedures

Dr. Baer asked how the confidentiality provisions in the rules would apply in the event a member of Senate or a Senate committee was subpoenaed to testify in a court action. He asked if there was anything that could be written in the rules to protect members from this situation. Prof. Cassels said this question would have to be investigated. Dr. Baer confirmed he was comfortable with moving forward with consideration of the motion, but that he looked forward to receiving a response.

Motion: (M. Webb/R. Burke)

That Senate approve the revisions to the Rules to Govern the Conduct of Senate Procedures, effective immediately.

CARRIED

iii. Revisions to the Terms of Reference for the Senate Committees

Prof. Cassels asked members of Senate if they were willing to consider all seven motions regarding committee terms of reference as one motion. No member of Senate indicated a desire to consider each motion separately.

Motion: (K. Gillis/R. Burke)

That Senate consider the seven proposed motions regarding Senate committee terms of reference as one motion.

CARRIED

Dr. Driessen asked for clarification regarding the difference between closed and confidential committee meetings, outlining his understanding of the distinction. Ms. Andersen explained that all Senate committee meetings would normally be considered closed, in that only committee members and invited guests were permitted to attend. She added that, for some committee matters, there was also an expectation that documents and discussions would be considered confidential. For other matters, discussion was expected or permitted with colleagues and others outside the committee.

Motion: (M. Purkis/S. Blackstone)

That Senate approve the terms of reference for the Senate Committee on Agenda and Governance, the Senate Committee on Appeals, the Senate Committee on University Budget, the Senate Committee on Honorary Degrees and Other Forms of Recognition, the Senate Committee on Academic Standards, the Senate Committee on Planning and the Senate Committee on Awards.

CARRIED

d. Senate Committee on Awards

i. New and Revised Awards

Motion: (A. Lepp/S. Blackstone)

That Senate approve, and recommend to the Board of Governors that it also approve, the new and revised awards set out in the attached document as recommended by the Senate Committee on Awards:

- English Faculty Bursary (revised)*
- Kalman Award for International Heritage Studies (new)*
- Best Master's Project in Community Development Scholarship (new)
- Cameron M. Hay Scholarship (new)*
- Neena Chappell Scholarship (revised)*

- Dr. David Chuenyan Lai Scholarship (revised)*
- James A. & Laurette Agnew Memorial Scholarship (new)*
- Joey Weisbrodt Memorial Basketball Award (new)*

CARRIED

e. Senate Committee on Planning

 i. Proposal for Addition of Option to an Existing Program: Master of Music Performance – Emphasis in String Quartet

Prof. Cassels clarified that a new degree was not being proposed. He said students pursuing this option would receive a Master of Music.

Motion: (A. Roudsari/M. Kennedy)
That Senate approve, and recommend to the Board of Governors that it also approve, the option of a Master of Music Performance – Emphasis in String Quartet to be offered by the School of Music.

CARRIED

7. PROPOSALS AND REPORTS FROM FACULTIES

There were none.

8. OTHER BUSINESS

There was none.

There being no other business, the meeting was adjourned at 4:50 p.m.

^{*} Administered by the University of Victoria Foundation

Senate Meeting December 6, 2013

Name	In Attendance	Regrets	enate Meeting December 6, 2013	Position
Carrie Andersen	MARRONGO		Associate University Secretary	By Invitation
Janni Aragon	and the second	0	Faculty of Social Sciences	Elected by the faculty members
John Archibald	V		Dean, Faculty of Humanities	Ex officio
Pavan Arora			Student Senator, Graduate Studies	Elected by the students
Doug Baer	A		Faculty of Social Sciences	Elected by the faculty members
Sikata Banerjee			Faculty of Humanities	Elected by the faculty members
Rachel Barr			Student Senator, Social Sciences	Elected by the students
Nav Bassi	D		Convocation Senator	Elected by the convocation
Sara Beam	VD		Faculty of Graduate Studies	Elected by the Faculty
Peter Bell	×		Student Senator, Graduate Studies	Elected by the students
Jonathan Bengtson	П	*	University Librarian	Ex officio
Sarah Blackstone	*	70	Dean, Faculty of Fine Arts	Ex officio
Howard Brunt			Vice-President Research	Ex officio
Robert Burke	100	Now I	Faculty of Science	Elected by the Faculty
Jared Burnett-Mccreery			Student Senator, Engineering	Elected by the students
Gillian Calder		×	Faculty of Law	Elected by the Faculty
Rosaline Canessa			Faculty of Social Sciences	Elected by the Faculty
David Capson	<u> </u>		Dean, Faculty of Graduate Studies	Ex officio
Oscar Casiro	X		Head, Division of Medical Sciences	Ex officio
Jamie Cassels	Jan.		President and Vice-Chancellor	Chair of Senate
Alison Chapman		70	Faculty of Humanities	Elected by the faculty members
Lauren Charlton	×		Registrar	By Invitation
Carolyn Crippen	×		Faculty of Education	Elected by the Faculty
Nikolai Dechev			Faculty of Engineering	Elected by the Faculty
Florin Diacu	×		Faculty of Science	Elected by the Faculty
Peter Driessen	8		Faculty of Engineering	Elected by the Faculty
Jim Dunsdon		X	Associate Vice-President Student Affairs	By Invitation
Julia Eastman	BC .		University Secretary	Secretary of Senate
Murray Farmer	S		Chancellor	Ex officio
Mark Gillen			Faculty of Law	Elected by the Faculty
Kathryn Gillis	8	10	Faculty of Science	Elected by the faculty members
Reuven Gordon	0.	18	Faculty of Engineering	Elected by the faculty members
Rebecca Grant	S 2"		Peter B. Gustavson School of Business	Elected by the Faculty
Nadia Hamdon			Student Senator, Social Sciences	Elected by the students
Matthew Hammer	*		Student Senator, Humanities	Elected by the students
Linda Hannah	6		Convocation Senator	Elected by the convocation
Lucia Heffelfinger Orser	a		Student Senator, Humanities	Elected by the students
Susan Karim	X		Student Senator, Education	Elected by the students
Peter Keller			Dean, Faculty of Social Sciences	Ex officio
Mary Kennedy	2		Faculty of Education	Elected by the Faculty
Saul Klein	b		Dean, Peter B. Gustavson School of Business	Ex officio
Patricia Kostek	0.	X	Faculty of Fine Arts	Elected by the Faculty
Robbyn Lanning	12		Convocation Senator	Elected by the convocation
Annalee Lepp	-		Faculty of Humanities	Elected by the Faculty
Susan Lewis Hammond	Num /		Faculty of Fine Arts	Elected by the faculty members
Robert Lipson			Dean, Faculty of Science	Ex officio
Maureen MacDonald	×		Dean, Division of Continuing Studies	Ex officio
Bowen Macy			Student Senator, Social Sciences	Elected by the students
Andrew Marton	×	0,	Associate Vice-President International	By Invitation
Catherine Mateer			Associate Vice-President Academic Planning	By Invitation
Cathy McIntyre			Convocation Senator	Elected by the convocation
ianne McLarty		*	Faculty of Fine Arts	Elected by the Faculty
Kelsey Mech			Student Senator, Science	Elected by the students
Ariel Mishkin	0 /		Student Senator, Business	Elected by the students
Adam Monahan	D D		Faculty of Science	Elected by the faculty members
rianni Pappas-Acreman	d		Student Senator, Law	Elected by the students
aura Parisi			Faculty of Humanities	Elected by the Faculty
eslee Francis Pelton			Faculty of Education	Elected by the faculty members
Mary Ellen Purkis			Dean, Faculty of Human and Social Development	Ex officio
Ted Riecken	74		Dean, Faculty of Education	Ex officio
Emily Rogers	A		Student Senator, Human and Social Development	Elected by the students
Abdul Roudsari	X		Faculty of Human and Social Development	Elected by the Faculty
			Faculty of Human and Social Development	Elected by the Faculty
sther Sangster-Gormley		0	Peter B. Gustavson School of Business	Elected by the Faculty
Brock Smith			Librarian	Elected by the Professional Librarian
racie Smith			Faculty of Social Sciences	Elected by the Froiessional Librarian
Ann Stahl			Student Senator, Graduate Studies	Elected by the students
Gina Starblanket	×			Elected by the students Elected by the students
Nick Tang			Student Senator, Science	
Thomas Tiedje	1		Dean, Faculty of Engineering	Ex officio
Reeta Tremblay	×		Vice-President Academic and Provost	Ex officio
Alicia Ulysses	×		Faculty of Humanities	Elected by the Continuing Sessionals
lohn Walsh			Faculty of Graduate Studies	Elected by the Faculty
Michael Webb	×		Faculty of Social Sciences	Elected by the Faculty
Jeremy Webber	<u> </u>	75.	Dean, Faculty of Law	Ex officio
Margot Wilson		X	Faculty of Social Sciences	Elected by the faculty members
Victoria Wyatt		1	Faculty of Fine Arts	Elected by the faculty members

MEMBERSHIP OF THE SENATE OF THE UNIVERSITY OF VICTORIA **Effective July 1, 2013**

	CYC.) (TD) (TD) (TD) (T) (T) (T) (T) (T) (T) (T) (T) (T) (T	A MEMBERS ELECTED DV THE EAG	TH TV	
	CIO MEMBERS - University Act: Section 35 (2) (a-1	MEMBERS ELECTED BY THE FACULTY MEMBERS (continued)		
	lor: Murray Farmer (31/12/14)	MEMBERS (commuea)		
	t and Vice-Chancellor: Jamie Cassels, Chair	Susan Lewis Hammond-FINE	(30/6/14)	
	ademic & Provost: Reeta Tremblay	Adam Monahan - SCIE	(30/6/14)	
	search: Howard Brunt	Leslee Francis Pelton – EDUC	(30/6/14)	
	eter B. Gustavson School of Business:	Ann Stahl - SOSC	(30/6/16)	
Saul I			(30/6/16)	
	Education: Ted Riecken	Victoria Wyatt – FINE Margot Wilson - SOSC	(30/6/15)	
	Engineering: Thomas Tiedje	Margot wilson - SOSC	(30/0/13)	
	Continuing Studies: Maureen MacDonald	MEMBERS ELECTED FROM THE STUDENT		
	Fine Arts: Sarah Blackstone	ASSOCIATION – Section 35 (2) (h)		
	Graduate Studies: David Capson	Pavan Arora (GRAD)	(30/6/14)	
	Humanities: John Archibald	Rachel Barr (SOSC)	(30/0/14)	
	HSD: Mary Ellen Purkis, Vice-Chair	Peter Bell (GRAD)	**	
	Law: Jeremy Webber	Jared Burnett-Mccreery (ENGR)	**	
	Science: Robert Lipson	Nadia Hamdon (SOSC)	"	
	Social Sciences: Peter Keller	Matthew Hammer (HUMS)	**	
Universi	ty Librarian: Jonathan Bengtson	Susan Karim (EDUC)	**	
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	AS ELECTED BY THE FACULTIES - Section	Kelsey Mech (SC IE)	"	
	5(2)(g)	Ariel Mishkin (BUSI)	66	
BUSI:	Rebecca Grant (30/6/16)	Lucia Heffelfinger Orser (HUMS)	66	
EDITO	Brock Smith (30/6/15)	Yianni Pappas-Acreman (LAW)	"	
EDUC:	Carolyn Crippen (30/6/16)	Emily Rogers (HUMA)	66	
	Mary Kennedy (30/6/14)	Gina Starblanket	ćć	
ENGR:	Peter Driessen (30/6/16)	Nick Tang (SCIE)	"	
	Nikolai Dechev (30/6/14)	TBA (FINE)	66	
FINE:	Patricia Kostek (30/6/15)	IBA (FINE)		
an . n	Lianne McLarty (30/6/16)	MEMBERS ELECTED BY THE CONVOCATION		
GRAD:	Sara Beam (30/6/16)	- Section 35 (2) (i)		
XXX 0. 6.1	John Walsh (30/6/14)	- Section 33 (2) (1)		
HUMA:	Abdul Roudsari (30/6/15)	Nav Bassi	(31/12/14)	
XXII) 46	Esther Sangster-Gormley (30/6/16)	Linda Hannah	(31/12/14) $(31/12/14)$	
HUMS:	Annalee Lepp (30/6/16)	Robbyn Lanning	(31/12/14) $(31/12/14)$	
* 4 ****	Laura Parisi (30/6/15)	Cathy McIntyre	(31/12/14) $(31/12/14)$	
LAWF:	Gillian Calder (30/6/14)	Catily Memityre	(31/12/11)	
COTE	Mark Gillen (30/6/16)	ADDITIONAL MEMBERS - Section	35 (2) (k)	
SCIE:	Robert Burke (30/6/14)	<u>ADDITIONAL MEMBERS</u> - Section 35 (2) (k) Head, Division of Medical Sciences: Oscar Casiro		
2022	Florin Diacu (30/6/14)	Member elected by the Professional		
SOSC:	Rosaline Canessa (30/6/15)	Tracie Smith (30/06/15)	Liorarians.	
	Michael Webb (30/6/14)	Continuing Sessional: Alicia Ulysses (30/06/14)		
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	AS ELECTED BY THE FACULTY MEMBERS	SECRETARY OF SENATE - Section	64 (2)	
	Sections 35 (2) (g)	University Secretary: Julia Eastman		
	agon – SOSC (30/6/15)	Oniversity Secretary. Juna Eastman		
	$er - SOSC \qquad (30/6/14)$	BV INVITATION - Seated with speci	fied speaking	
	anerjee - HUMS (30/6/16)	BY INVITATION - Seated with specified speaking		
	hapman – HUMS (30/6/15)	rights Assoc. V.P. International – Andrew Marton		
	Gillis – SCIE (30/6/14)	Assoc. V.P. Student Affairs: Jim Dunsdon		
Keuven ($Gordon - ENGR \qquad (30/6/14)$	Assoc. V.P. Academic Planning: Catherine Mateer		
		Registrar: Lauren Charlton	and mo ividicor	
		Aggazieta University Segratory: Corr	io Andersen	

Associate University Secretary: Carrie Andersen