



OKANAGAN SENATE

MINUTES OF 29 OCTOBER 2020

DRAFT

Attendance

Present: S. Ono (Chair), K. Ross (Secretary), L. Cormack, A. Mukherjee-Reed, P. Barker, P. Simpson, B. Traister, B. Frank, R. Sugden, G. DiLabio, R. Campbell, J. Cioe, T. Ebl, J. Eikenaar, M. Evans, G. Garrard, Y. Lucet, S. O’Leary, P. Lasserre, P. Arthur, J. Picault, K. Ragoonaden, M. Legault, S. McNeil, S. Willis-Stewart L. Markley, B. Marcolin, J. Holzman, M. Libben, R. Johnson, M. Reeves, S. Cherkowski, T. Forneris, J. Jakobi, R. Lalonde, R. Herzberg, J. Lee, K. Morgan, R. Petillion, M. Pilin, B. Heerema, R. Metcalfe, J. Naqvi,

Regrets: S. Point, H. Berringer, S. Bates, J. Olson, G. Binsted, B. Le Normand, V. Tamandong, K. DesRoches, G. Singh, S. Cannon, D. Jarrouj.

Clerk: C. Eaton

Call to Order

The Chair of Senate, Dr Santa Ono, called the second regular meeting of the Okanagan Senate to order at 3:36 pm.

Membership

The Registrar, Dr Kathleen Ross, announced the resignation of Senator Deborah Roberts from Senate. Dr Roberts had resigned her position at UBC to accept a faculty and administrative appointment at the University of Northern British Columbia.

Minutes of Previous Meetings

Peter Arthur	}	<i>That the Minutes of the Meetings of 24 September 2020 be adopted as presented.</i>
Kristen Morgan		

Approved

Business Arising

Senator Cioe advised Senate that following the last meeting of Senate, the Senate Agenda Committee was provided with information regarding the proposed regalia and the consultation



with local First Nations, in particular the Syilx. As this addressed the concern at the previous meeting, and time was of the essence in preparing new regalia for the installation of our new chancellor, and given that the process had been unduly delayed earlier due to the COVID-19 pandemic, the Agenda Committee approved the changes to the regalia on the Chancellor and of the Vice-Chancellor on behalf of the Senate. Dr Cioe noted that an image of the new regalia was distributed as part of the material for the meeting.

Remarks from the President

The President of UBC and Chair of the Okanagan Senate, Dr Santa J. Ono, spoke. He highlighted several initiatives including implementation of the Indigenous Strategic Plan, the upcoming switch to Workday, our climate change initiatives, and progress regarding eliminating systemic racism at UBC. He also took the opportunity to once again thank the Senate and all the other members of the UBC community, for their responses. to the COVID-19 pandemic. Dr Ono said that, the last several months have been unprecedented in terms of the change and uncertainty that UBC has experienced, and would continue to navigate.

The President noted that UBC launched the Indigenous Strategic Plan last month, and now we need to begin the work of bringing it to fruition. He noted that the plan is the university's response to the United Nations Declaration on the Rights of Indigenous Peoples and the National Inquiry into Missing and Murdered Indigenous Women and Girls' Calls for Justice and is also UBC Vancouver's response to the Truth and Reconciliation Commission's Calls to Action. Though much of the plan is specific to the UBC Vancouver campus, its implementation is important to the university as a whole.

Dr Ono advised that UBC had created the Office of Indigenous Strategic Initiatives to help coordinate the implementation of the ISP. By mid-November, the University planned to establish the high-level governance structure of the ISP through an ISP Coordinating Committee and ISP Executive Advisory Committee. Dr Ono observed that some faculties, units and other initiatives are beginning to integrate ISP goals and action steps into their own plans and were liaising with the ISP Team to discuss. He committed to updating the Senate on progress at future meetings, and said that he understood that the two Senate agenda committees are working to bring the final draft of the plan forward to the two Senates for endorsement he further noted that later in your agenda is a letter from the Board of Governors regarding their own endorsement.

Dr Ono said that on 2 November UBC will implement Workday, a core enterprise system which will replace the Student Information System, Human Resource Management System, and Financial Management System. He noted that community support in this undertaking together is vital to ensuring a successful launch and continuity of Workday. Dr Ono commented that significant change takes time and patience to be successful. As the system continues to improve with regular updates, so will the way we collaborate and make decisions in the workplace. To aid in these transitions, UBC would be offering a number of online courses for the UBC community to learn about Workday, including specific courses for faculty members, student employees, and basic information.



Dr Ono said that last week, UBC's senior leadership team attended a series of learning and dialogue activities on Systemic Bias and Anti-Racism in Higher Education. He noted that he had invited Professor Malinda Smith, recently appointed the Vice Provost, Equity, Diversity & Inclusion at the University of Calgary, and his EDI team (Dr. Sara-Jane Finlay, Dr. Minelle Mahtani, and Dr. Sheryl Lightfoot), to facilitate one day of learning and dialogue activities for his executive team and over the course of two afternoons, panelists Drs. Frances Henry, Handel Wright, Ninan Abraham, Minelle Mahtani and Sheryl Lightfoot joined moderator Dr. Smith and presented to 162 senior leaders at both campuses at the President's Leadership Forum and to the UBC Board of Governors.

Finally, Dr Ono note that the Climate Emergency Task Force Recommendation report is currently being distributed to various groups across the campuses including the Associate Deans Research and Academics, Okanagan Leadership Team, VPs Leadership Team, VPHR Leadership Team. In the coming weeks, we will be presenting to the Vancouver Deans, Executive Team, Senate committees and will present to full Senates in December.

Senator Garrard noted that he was part of the Climate Emergency Task Force and asked if its work was completed, as he understood the Indigenous Engagement Working Group still had activities to complete.

Dr Ono said the work was close to being done but was not yet done; input still needed to be integrated.

Senator Cioe said that in other Workday implementations there were reports of people not being paid; he said that he hoped we had learned from the mistakes of others.

President Ono said that we had be cautious and had undertaken more testing than at some other institutions.

Dr Ross said that UBC had observed how other institutions had gone live with Workday and had learned from their successes and failures.

Senator O'Leary asked about an incident of racial profiling on campus that had recently been described in local media.

Dr Ono said he wasn't familiar with the incident as described by the senator but asked that he be sent the details of the matter.

Remarks from the Deputy Vice-Chancellor

GENERAL REMARKS



The Deputy Vice-Chancellor, Dr Lesley Cormack spoke. She once again thanked everyone who had helped her adjust to her new role over the past three and a half months, and everyone for their good work in teaching and coping with the COVID-19 Pandemic, noting with particular appreciation that the Okanagan campus had yet to have any “super spreader” events.

Commenting on enrolment, Dr Cormack noted with relief that enrolment on the Okanagan campus was up this academic year over last, with a 5.7% increase for domestic students and a 9.1% increase for international students. She noted that this was good news in showing the trust students had placed in the Okanagan campus, but would be a challenge around class sizes and student interactions. She also noted that even with term 2 also being almost entirely online, more students were thinking of returning to live in residence.

Dr Cormack suggested that as we address this challenge, we also start to think about what a time after COVID will look like, and what discoveries we have made that may be better than how things were before. She suggested the institution should take advantage of the lessons learned and come out stronger and more resilient. As a particular example she cited travel, and both the economic and environmental costs.

With respect to the Indigenous Strategic Plan, Dr Cormack said they would be reporting later this year or early next with the commitments for the Okanagan campus, and have started work with the Okanagan National Alliance on a new memorandum of understanding.

The Principal echoed President Ono’s comments on the importance of anti-racism work on campus, noting that the Okanagan Provost, Dr Ananya Mukherjee-Reed, was taking a lead on such matters, including thinking about how to better welcome students and have conversation about curriculum.

Finally, Dr Cormack spoke of UBC’s development plans for downtown Kelowna. She noted that UBC Properties Trust was working with the City of Kelowna and others, and that this project would be of benefit to both the University and the community.

Senator Garrard spoke in favour of system-wide meetings occurring remotely or in a hybrid form, noting his own involvement with the meeting of associate deans research and the levelling effect created by everyone attending remotely rather than having a large room of Vancouver people and a smaller of the Okanagan.

Dr Cormack agreed and said another benefit was student services having moved online, which has meant that both campuses have more equal access.

Senator Holzman said that in Engineering they were trying to collect data from students on what was liked or not like this year so that they could make more educated plans for the future.



Senator Ebl spoke in favour of building community amongst faculty and staff as students were not the only ones may feel isolated by remote instruction. She suggested that we should be deliberate in our planning for how to have a community.

Dr Cormack agreed, saying she would not be in favour of being an online-only organization.

BACHELOR OF INDIGENOUS LAND STEWARDSHIP

The Senate recognized Dean John Innes, Dean of the Faculty of Forestry at the Vancouver campus, to present on the Bachelor of Indigenous Land Stewardship (BILS).

Dr Innes said that this program had been in development for around eight years and had involved working with many different people. He described it as a four-year undergraduate program that aimed to integrated indigenous knowledge with western science with a view to better manage land bases. He said that they expected that between 28-33 of the courses would be co-taught by both indigenous and non-indigenous faculty members. The program would have 129 credits, with 17 core courses and 12 electives. A cohort of 40 students would be admitted, 15 of which would be international students. Dr Innes said that the faculty's vision was to have an interdisciplinary program that support student careers and worked with and for indigenous governments on land stewardship. Dr Innes said that they were first approached by the Westbank First Nation in 2014 and started conversations with them and others on how to develop a program. The proposed program was led by a steering committee of mostly indigenous persons, and had been approved by the Faculty of Forestry and by the Senate of the Vancouver campus. The program would next go to the Board of Governors for consideration of its tuition and then to the Minister of Advanced Education, Skills and Training.

With regards to the program itself, Dr Innes said that they expected to hire around 12 faculty members, at least have indigenous persons, and they hoped the program showed students how land can be managed holistically for a deeper sense of value than just the economics. He noted that the students will learn a range of skills from ecology, to planning, Indigenous Law and governance, conflict resolution, business decision making, etc.

Dean Innis said that if the program found approval by government, the earliest it would see students would be September 2022. He noted that the variance in ministry approval times was three weeks to three years.

Senator Marcolin noted that the Okanagan campus had curriculum in Indigenous Studies and asked if those courses could be taken as part of the program.

Dean Innis said that they had been talking with various groups at the Okanagan, and in particular on how students in the Aboriginal Access Studies Program may ladder into the BILS degree.



Dr Marcolin said that her concern was inconsistency and repetition in the programs, and suggested that their curricula should be more aligned.

Dr Cormack said that this begged a bigger question as the two campuses of UBC were academically separate. She noted that to move between the campuses was essentially to transfer.

Senator Eikenaar thanked the dean for his presentation and the work that went into the program, and said that it aligned very well with some of the indigeneity efforts being undertaken in the School of Engineering. In considering potential collaborations he said that he would reach out to Forestry to see what may be possible.

Senator Lasserre said that when she first heard of this program under development, she understood that it would be possibly hosted at UBC Okanagan and not out of Vancouver. She asked what had changed.

Dean Innis said that they looked at the possibility and it was not possible; further to that, the Westbank Nation was keen to have it hosted on their lands.

Senator Lalonde asked if the infrastructure at West Bank First Nation was adequate to support this program at present time.

Dean Innis said that at this time it was greenfield site and the developer was talking to Forestry about its needs. If a building wasn't ready in time, and the program did start in 2022 as planned, they may have to deliver it in Vancouver and this would be where the faculty were based at the start.

Senator Ragoonaden spoke in favour of the program and supported the inclusion of UBC Okanagan courses into the first year of the program.

Dean Innis said that the original aim was a series of cohorts that would run through the program together; however, in more recent discussions with Dr Cormack the suggestion was made that Aboriginal Access Studies students may want to transfer into the BILS program. We are looking at what such an integration may be possible and conversations like this one were working towards that outcome.

CONSULTATION WITH INDIGENEOUS PEOPLES

Senator Jakobi raised a question about what broad protocols, guidelines, and practices UBC had around consultation with indigenous persons and peoples when bringing forward initiatives, referencing recent questions around the BILS but also the change to UBC regalia and other matters. She asked what the best practices were for consulting with our local communities.



Dr Cormack said that the Okanagan campus thought of the Okanagan Nation Alliance as its first partner, and the Westbank were part of that. This was a complex ecosystem and there are a variety of relationships to respect.

The President asked the Clerk to note the issue of best practices around consultation with local indigenous peoples for follow-up by the University's executive.

Provost's Remarks

The Vice-President Academic & Provost, Dr Ananya Mukherjee-Reed opened her remarks by endorsing Senator Jakobi's comment and said that consultation with local indigenous communities needed to be more systematic.

With respect to teaching at the Okanagan campus, Dr Mukherjee-Reed noted that under Associate Provost Heather Berringer and Interim Centre for Teaching Lead Tanya Forneris, a survey has been conducted for student impressions of online teaching. Over 600 students responded. Further focus groups will take place in the next week and a townhall is scheduled for 12 November where the results will be shared. The Provost said that at this townhall there will also be presentations from faculty members on their perspectives and experiences as well. All of this data will be used to inform decisions related to institutional support and resources. Additionally, Dr Mukherjee-Reed said that support mechanism included undergraduate students acting as technology rovers supporting online learning, and graduate students acting as online learning design interns. In summary, the Provost said that the overall experience of online learning has been positive but we have learned what we can do better. She noted that we were all hearing of both student and faculty burnout and that these concerns need to be addressed seriously. For support, the Provost advised that we have issued two open competitions, one on open educational resources and the other on strategic innovation, and \$400 000 has been allocated for a student technology bursary program.

With respect to academic hiring, the Provost advised that she had continued to work with the deans and have now received faculty hiring plans. We hope these searches go well, and have devoted part of our academic renewal funding to work towards diversification of faculty.

In closing, Dr Mukherjee-Reed also spoke to systemic racism initiatives, and thanked Dr Ono for giving her space to address this as executive lead along with Vice-President Carry. She noted that we have started on data collection, and have had meetings with faculty, staff, and students. She said that we will have a series of listening sessions lead by the President that should give us further insight. The Provost noted that two major events were upcoming: one a distinguished speaker series on 17 November, where Dr Hadiya Roderique will speak to an article on "Black on Bay Street, a 2017 Globe and Mail article that opened a conversation across Canada on racism in business, and the other is Nobel Night in mid-December.

Dr Cioe noted the support for ideas such as a Black month, and asked similar ideas could be used to support Indigenous populations and scholars.



The Provost replied that we needed to find way to celebrate both, and we could take these ideas and see if there was further interest.

Senator Metcalfe said that their initiatives and discussions across various departments on systemic racism but it felt ad hoc; she encouraged finding a way of connecting events and activates better together.

The President advised that for the whole institution, every dean and vice-president has been populating a list of their systemic racism activities and ideas, some of which are already happening, some could happen with some work, and others would require a lot of effort. He noted that his office also maintained a website on these initiatives.

Dr Cormack added that the Okanagan campus was planning to do more organized and intentional, agreeing with Senator Metcalfe that a lot was going on and we should coordinate things to amplify their effect.

From the Board of Governors

The Senate received correspondence from the Board of Governors explaining that they had recently endorsed the Indigenous Strategic Plan.

Dr Ono spoke to the letter, noting that that the Board of Governors wants to make it clear to the Senate that even though they endorse it. He noted that the governors recognize the by bicameral nature of governance at the University and they did not mean to in any way presume or interfere with the Senate having further conversations and action on the plan and matters of academic governance.

Academic Policy Committee

POLICY 0-131: DIGITAL ASSESSMENT TOOLS

Jan Cioe	}	<i>That Senate amend Policy O-131: Digital</i>
Gino DiLabio		<i>Assessment Tools, to set a new expiry date of</i>
		<i>“August 31, 2021” in place of “December 31,</i>
		<i>2020” under “effective date.”</i>

Senator Cioe said that when this matter was approved last spring, his Committee felt that they could address the matter by this fall on an ongoing basis; however, they now feel that a more thorough, consultative, and systematic review was required. He further noted that due to the amount of work before his committee, they were now meeting twice per month rather than monthly.



Approved

Admission & Awards Committee

SAT/ACT “TEST OPTIONAL” PROPOSAL

Tamara Ebl	}	<i>That Senate approve the SAT/ACT “Test Optional” Proposal for Students Enrolled in US Curriculum Secondary Schools as presented, effective for admission to the 2021 Winter Session only.</i>
Jan Cioe		

Approved

REVISIONS TO MASTER AND DOCTORAL ADMISSION REQUIREMENTS TO CLARIFY ADMISSIBILITY FROM INTERNATIONAL INSTITUTIONS

Tamara Ebl	}	<i>That Senate approve the revisions to admission requirements for master and doctoral degrees, as set out in the attached proposals, effective for admission for the 2021 Summer Session and thereafter.</i>
Gino DiLabio		

Approved

NEW AND REVISED AWARDS

See Appendix A: Awards Report

Prior to the motion being seconded, a discussion occurred regarding a typographical error in one award description.

Tamara Ebl	}	<i>That Senate accept the new and revised awards as listed, except with Faculty of Arts and Social Sciences in place of the Faculty of Science for the Stober Foundation Graduate Entrance Award in Clinical Psychology, that they be forwarded to the Board of Governors for approval, and that letters of thanks be sent to the donors.</i>
Rhys Herzberg		



Approved

Other business

OUTSTANDING SENATE ELECTIONS

In response to a question from Senator Cioe, the Clerk, Mr Christopher Eaton, advised that a 4th call for nominations for the vacant Senate seats for Arts & Social Sciences, Management, Science, and the Convocation would be issued on Monday.

Adjournment

Seeing no other business, the meeting was adjourned at 6:01 p.m.



Appendix A: Awards Report

New Awards:

Proposed Title: Stober Foundation Graduate Entrance Award in Biology

A \$20,000 entrance award (payable at \$10,000 per year) has been made available annually through a gift from the Stober Foundation, along with matching funds from The University of British Columbia, to a domestic Masters or PhD student supervised by a Biology faculty member in the Biology or Biochemistry and Molecular Biology program in the Faculty of Science at The University of British Columbia, Okanagan campus. Preference given to a student with a focus in the health science field. The award is renewable for a second year subject to the student maintaining academic standing. The award is made on the recommendation of the College of Graduate Studies in consultation with the Faculty of Science. (First award available for the 2021/22 Winter Session)

Proposed Title: Stober Foundation Graduate Entrance Award in Chemistry

A \$20,000 entrance award (payable at \$10,000 per year) has been made available annually through a gift from the Stober Foundation, along with matching funds from The University of British Columbia, to a domestic Masters or PhD student supervised by a Chemistry faculty member in the Chemistry or Biochemistry and Molecular Biology program in the Faculty of Science at The University of British Columbia, Okanagan campus. Preference given to a student with a focus in the health science field. The award is renewable for a second year subject to the student maintaining academic standing. The award is made on the recommendation of the College of Graduate Studies in consultation with the Faculty of Science. (First award available for the 2021/22 Winter Session)

Proposed Title: Stober Foundation Graduate Entrance Award in Engineering

A \$20,000 entrance award (payable at \$10,000 per year) has been made available annually through a gift from the Stober Foundation, along with matching funds from The University of British Columbia, to a domestic Masters or PhD student in the Engineering graduate program in the School of Engineering in the Faculty of Applied Science at The University of British Columbia, Okanagan campus. Preference given to a student with a focus in the health science field. The award is renewable for a second year subject to the student maintaining academic standing. The award is made on the recommendation of the College of Graduate Studies in consultation with the School of Engineering. (First award available for the 2022/23 Winter Session)

Proposed Title: Stober Foundation Graduate Entrance Award in Clinical Psychology

A \$20,000 entrance award (payable at \$10,000 per year) has been made available annually through a gift from the Stober Foundation, along with matching funds from The University of British Columbia, to a domestic Masters or PhD student in the Clinical Psychology graduate program in the Faculty of Arts and Social Sciences at The University of British Columbia, Okanagan campus. Preference given to a student with a focus in the health science field. The award is renewable for a second year subject to the student maintaining academic standing. The award is made on the recommendation of the College of Graduate Studies in consultation with the Faculty of Arts & Social Sciences. (First award available for the 2023/24 Winter Session)

**Proposed Award: Stober Foundation Undergraduate Entrance Award in Engineering**

A \$20,000 entrance award (payable at \$5,000 per year) has been made available annually through a gift from the Stober Foundation, along with matching funds from The University of British Columbia, to a first-year domestic undergraduate student in the School of Engineering in the Faculty of Applied Science at the University of British Columbia, Okanagan campus. Preference will be given to a student who demonstrates financial need, academic achievement and has given back to their community. This award is renewable for a second-, third- and fourth-year subject to the student meeting renewal criteria. This award is made on the recommendation of the adjudication committee. (First award available for the 2020/21 Winter Session)

Proposed Award: Stober Foundation Undergraduate Entrance Award in Nursing

A \$20,000 entrance award (payable at \$5,000 per year) has been made available annually through a gift from the Stober Foundation, along with matching funds from The University of British Columbia, to a first-year domestic undergraduate student in the School of Nursing in the Faculty of Health and Social Development at the University of British Columbia, Okanagan campus. Preference will be given to a student who demonstrates financial need, academic achievement and has given back to their community. This award is renewable for a second-, third- and fourth-year subject to the student meeting renewal criteria. This award is made on the recommendation of the adjudication committee. (First award available for the 2020/21 Winter Session)

Proposed Award: Stober Foundation Undergraduate Entrance Award in Human Kinetics

A \$20,000 entrance award (payable at \$5,000 per year) has been made available annually through a gift from the Stober Foundation, along with matching funds from The University of British Columbia, to a first-year domestic undergraduate student in the School of Health and Exercise Sciences in the Faculty of Health and Social Development at the University of British Columbia, Okanagan campus. Preference given to the student who demonstrates financial need, academic achievement and has given back to their community. This award is renewable for a second-, third- and fourth-year subject to the student meeting renewal criteria. This award is made on the recommendation of the adjudication committee. (First award available for the 2020/21 Winter Session)

Proposed Title: Ingram Family Bursary in Education

A \$2,000 bursary has been made available through an endowment established by Richard Ingram, along with matching funds from The University of British Columbia, for undergraduate students in the Faculty of Education at the University of British Columbia, Okanagan campus. The bursary will be adjudicated by Enrolment Services. (First award available for the 2020/21 Winter Session)

Proposed Title: Lisa Wensink Award in Mental Health Nursing

A \$4,000 award has been made available through an endowment established by the family and friends of Lisa Wensink, along with matching funds from The University of British Columbia, for undergraduate nursing students in the School of Nursing in the Faculty of Health and Social Development at the University of British Columbia, Okanagan campus. Preference is given to a



student who excels in areas of mental health training and who may be a mature student. Lisa Wensink was a double alumna (BSc '16, MSc '17) who found her calling when she became a registered nurse. Her concern and compassion for those struggling with mental illness is where Lisa made such a difference in the lives of our most vulnerable in the community. The award will be adjudicated by the School of Nursing. (First award available for the 2020/21 Winter Session)

Proposed Title: UBC Okanagan Management Student Association Scholarship

Three \$2,000 scholarships have been made available annually through a gift from the UBC Okanagan Management Student Association for continuing undergraduate students in the Faculty of Management at the University of British Columbia, Okanagan campus. The scholarships will be adjudicated by Enrolment Services. (First awards available for the 2020/21 Winter Session)

Proposed Title: Douglas and Daphne Overhill Bursary in Engineering

Bursaries totalling \$4,000 have been made available through an endowment established by an estate gift from Douglas Overhill (1928-2018) for undergraduate students in the School of Engineering in the Faculty of Applied Science at the University of British Columbia, Okanagan campus. Preference will be given to students who (1) graduated from Revelstoke Secondary School or (2) are specializing in Mechanical Engineering. Douglas was born in Nelson, British Columbia, and earned a Bachelor of Applied Science in Mechanical Engineering from UBC in 1951. He and his wife Daphne were married for sixty years. The bursaries are adjudicated by Enrolment Services. (First award available for the 2020/21 Winter session)

Previously approved award with changes in terms or funding source:

Amended Description: Jessie Ravensborg Memorial Award

A \$2,400 award has been made available through an endowment established by Heather Lucier, family and friends, along with matching funds from The University of British Columbia, for an undergraduate student pursuing a major, combined major, and or honours degree in English at The University of British Columbia, Okanagan campus who has demonstrated assessed financial need and classroom leadership. The award is made on the recommendation of the Faculty.

Rationale: Administration change by the University.

Amended award description: River Timothy Sidley Memorial Award

A \$7,500 award is offered by the family and friends of River Timothy Sidley to a second, third, or fourth-year student in the Irving K. Barber Faculty of Science at the University of British Columbia, Okanagan campus. The award will be given to a student attending the Bamfield Marine Science Centre Fall Program who has demonstrated academic excellence. The award is made on the recommendation of the Irving K. Barber Faculty of Science.

Rationale: Administration change by the University.