



SENATE

Approved Minutes of the Meeting held on

Monday, January 8, 2018

3:00pm – 5:00pm

Theatre A, Sir Charles Tupper Medical Building, Carleton Campus, Halifax

The Senate met in regular session on Monday, January 8, 2018 in Theatre A, Sir Charles Tupper Medical Building.

Present: with Kevin Hewitt in the chair were the following: A. Aiken, D. Anderson, V. Bhargava, D. Bourne-Tyson, C. Brown, A. Cochrane, R. Croll, M. Denike, L. Dipeveen, T. Duck, S. Faridi, G.A. Finley, R. Florizone, B. Foster, J. Gantar, N. Gear, M. Ghasemi Ghodrat, L. Goldberg, R. Goodday, J. Graham, D. Gray, D. Grujic, S. Holmes, J. Hoyle, D. Kelley, Muhammad Khan, Masuma Khan, M. Leonard, L. Macdonald, C. Macy, B. Merritt, C. Moore, T. Packer, R. Parker, D. Patterson, J. Penney, A. Prosper, K. Sherren, L. Spiteri, J. Stamp, A. Steenbeek, F. Taheri, G. Wang-Pruski, C. Watters, E. Welsh, H. Xu

Regrets: N. Ali, M. Aston, J. Blustein, C. Cameron, T. Cyrus, B. Davis, A. Habib, E. Johnson, C. MacDonald, R. Mopoho, N. Nadeem, A. Rau-Chaplin, S. Somogyi

Absent: A. Abawajy, R. Agu, S. Charlebois, K. Dakin-Hache, C. Dielman, S. Kuzak, W. Lahey, J. Leon, S. Ponomarenko, C. Richardson, L. Turnbull, D. White, J. White

Guests: Bayo Majekolagbe (Student Minute Taker), Andrea Power (Recording Secretary), Susan Brousseau (Secretary of Senate), Nadia Perry, Peggy Cunningham, Derek Rutherford

2018:01

Approval of Agenda

The January 8, 2017 agenda was **approved** with one edit: item 4 - Steps to Make Diversity and Inclusion a Reality was moved to item 2.

2018:02

Consent Agenda

Approval of Draft Minutes of November 27, 2017 Senate Meeting

THAT the draft minutes of the November 27, 2017 Senate meeting be approved as circulated.

Approved by **CONSENT**.

Approval of Draft Minutes of December 11, 2017 Senate Meeting

THAT the draft minutes of the December 11, 2017 Senate meeting be approved as circulated.

Approved by **CONSENT**.

Senate Planning and Governance Committee: Termination of the Dalhousie University Institute of Society and Culture, FASS

THAT Senate approve the termination of the Dalhousie Institute on Society and Culture (DISC), effective immediately.

Approved by **CONSENT**.

2018:03

Matters Arising from the November 27 and December 11, 2017 Senate Meeting Minutes

There were no matters arising.

2018:04

Steps to Make Diversity and Inclusion a Reality

Ms. Nadia Perry, a BSc student in the Department of Biology, Faculty of Science, presented on “Steps to make Diversity and Inclusion a Reality”. As a physically challenged student, she recounted her challenges accessing various buildings at Dalhousie University. She listed the Life Sciences Centre, certain classes, University Club, and the Henry Hicks Building as some of the structures she has had challenges. Specific mention was made of the narrowness of most doors, dysfunctional push buttons and the design of certain halls. She also referred to improperly shovelled area along pathways on campus, making it difficult for her to pass with her power chair. She noted that while Dalhousie University fares better than some institutions she has been, more still needs to be done to ease accessibility for the challenged.

Senator Florizone noted that Dalhousie University and Nova Scotia are behind on accessibility for persons with a disability. He referenced a current legislative attempt on making Nova Scotia accessible (Accessibility Act), it has however not been financially backed. Structures at Dalhousie University are generally old, but there is presently in the works a plan to set aside funds focused on accessibility issues. Governance structure needs to be established to prioritize limited funds. He commended Ms. Perry for her presentation, noting that such will help the institution in indicating initiatives to prioritize, and asked that she email him directly in relation to the areas that need attention for snow removal.

2018:05

Senate Learning and Teaching Committee: Admissions Modification – Master of Science in Physiotherapy, Faculty of Health

Senator Packer **MOVED**, on behalf of the Senate Learning and Teaching Committee:

THAT Senate approved the adoption of the CASPer assessment within the interview selection screening process for admissions into the Master of Science of Physiotherapy program, effective for the student admissions cycle for 2019. Senate also encourages the School of Physiotherapy to consider an approach to assist students with the fees for the CASPer testing.

Derek Rutherford, Associate Professor, School of Physiotherapy, spoke to the proposal for the adoption of the CASPer assessment tool. He noted approximately 62 students are admitted every year into the program each September. The current admission structure is built on candidates having a sufficient grade point average and completion of an interview process. The interview process entails a situational assessment where candidates are required to react to scenarios designed to target competences reflecting best practices in physiotherapy. About 140 students each year are interviewed at one of four sites. A representative from the School of Physiotherapy and a practising physiotherapy clinician conducts the interview. The current system is not only financially demanding for both the faculty and candidates, but also administratively cumbersome. The addition of the CASPer assessment will reduce the cost for applying students and the faculty, ease admission administrative demands, improve diversity culturally, geographically and academically; and present a fairer and more equitable recruitment process. He noted that, initially, CASPer was to replace the interview component of the admission process. This has been set aside in favour of a more gradual transition. Presently, it will help in deciding candidates who qualify to proceed to the interview stage. In the long term, it is anticipated that it will replace the interview component.

In discussion, the following was noted:

- The universality of CASPer was in issue when it was last presented at Senate. Are there findings on how CASPer caters for diversity? There was a study showing that females perform better than males on CASPer. Unlike the subjective nature of the current interview system, CASPer allows for more objectivity as it involves independent reviewers, with less likelihood to base appraisal on irrelevant considerations.
- Is the cost implication of CASPer likely to result in exclusion of some candidates? Presently, a student pays \$100 for the application process. CASPer will cost \$50 (\$40 for the exam and \$10 to transmit result to Dalhousie University). The student will pay a one-off \$40 fee, while for subsequent applications to other universities; they will only need to pay the \$10 transmission fee. Over time, it felt that it would be a cost saving for students.

The motion **CARRIED**.

2018:06

Senate Planning and Governance Committee: Draft Senate Leadership Award Terms of Reference

Senator Hewitt **MOVED**, on behalf of the Senate Planning and Governance Committee:

THAT Senate approved the Terms of Reference for the Lloyd Fraser Award for Outstanding Senate Leadership, as presented.

Mr. Hewitt noted it was thought important to award Senators who have made outstanding contributions. Awardees will exclude Senate Officers. The award entails plaques and a public display of names. The award is named after a previous Chair, Lloyd Fraser (longest serving Chairman in the history of the Senate), who exemplified the leadership the award is identified with. There is a desire to seek funding to attach a monetary value to the award.

In discussion, the following was noted:

- Is it appropriate for the Senate, as a body, to award itself? The award would only be awarded to members of the Senate who went beyond normal expectations.

- The naming of the award is most appropriate, as it was felt that no one is more deserving for the award to be named after than Lloyd Fraser who worked assiduously to reposition the University Senate.

The motion **CARRIED**.

2018:07

Senate Planning and Governance Committee: Senate Review of the College of Continuing Education: Final Report, Response and Action Plan

Peggy Cunningham, Chair, Senate Review Committee presented the final report on the College of Continuing Education (CCE). The College has gone through a difficult period, and it should be celebrated. Special mention was made of the College's motivated faculty, which despite resource constraints, display phenomenal devotion to their students. The CCE is an asset to the University, as it can aid with the student retention challenge. It is also vital to adult education. The inability of the College to implement previous recommendations is due to the challenges faced by the College, and some of the previous recommendations are contained in the present report. Eight of the 33 recommendations were deemed deserving of mention: stronger human resource plan; collaborations with other faculties; dean's engagement with other deans; making expertise more widely known; University's development of funding model to help CCE with base funding; recognition of CCE students as Dalhousie students; provision of classroom space and developing longer-term contracts for instructors.

Senator Cochrane, Dean, College of Continuing Education, thanked the Review Committee for the thoroughness of the review. Some of the recommendations are already being implemented. He noted that the CCE bridges the university and the larger community in a way no other Faculty can. He further traced the history of CCE both generally and at Dalhousie.

Senators discussed the report and the following observations/questions were raised:

- Under the leadership of Andy Cochrane, CCE has made marked improvements in the past years.
- On the issue of short-term contracts, some of the staff have been on 3-month contracts for as long as 7 years.
- Recommendation 12 (The CCE Dean should work with the Deans of other Faculties whose programs must be accredited by external bodies to better understand and implement strong and on-going academic review processes.) is seeking to create a pathway from professional programs to ensuring that the CCE programs meet academic standards.

The observation on the shortness of contracts was explained to have been informed by the situation of the CCE when it first started the English as a Second Language Program. Considering the caliber of instructors the College required, a competitive arrangement was needed; hence, in lieu of long-term arrangements, competitive financial package was offered. To transition from that phase, there is a short-term strategy of offering 6 month contracts. This arrangement will run until June, when it can be reviewed. The point was made that some instructors, due to their travel schedule, prefer the short-term arrangement. Hence, a blend of both long-term and short-term arrangements could be offered.

2018:08

Reports

Chair of Senate's Report

Senator Hewitt raised the following in his report:

- Academic freedom workgroup tasked with the definition of 'academic freedom' in respect of non-bargaining unit members, made a presentation to the Senate Planning and Governance Committee (SPGC) last fall. Considering the need for broad consultation, discussion on next steps will be held at the next meeting of the SPGC.
- The ad-hoc fossil fuel divestment group meets on January 31. A report will be presented to the Senate on the outcome of the meeting and how it links to other action being undertaken elsewhere at Dalhousie.
- Guidelines for Election of Academic Unit Senators will be considered by the SPGC on January 17.
- Vision 2030 – the Senate Officers are working to create the framework for a series of forums which will help inform the University's next strategic planning process.
- Congratulations were extended to two new deans: Ben Davis, Faculty of Dentistry and John Newhook, Faculty of Engineering.
- Lord Dal Panel review will be presented in camera at the next meeting.

President's Report

Senator Florizone raised the following in his report:

- Dal 200-century website should be checked for updates on Dal bicentennial events.
- February 16 was chosen as the start of the bicentennial commemoration because of its historical importance. Lord Dal received approval to allocate spoils of war worth \$5000 on this day. The money was to be allotted to the purchase of books for the library and the establishment of the University.
- A background report on balancing Dal's budget is available for your review; however, it is not the final report. Input from all individuals is encouraged, particularly the students.

Questions for Reports

Regarding contract negotiations, Senator Florizone noted that he cannot comment much on the process and he does not know the due date for report. Discussions are proceeding well and there have been shared interests, and that is a positive indication.

2018:09

Question Period

The student declaration of absence regulation will be formally launched in September 2018 and currently experiencing a soft launch. Some instructors have chosen to adopt the regulation right away and others have chosen to wait, noting that the regulation is not mandatory. The regulation only applies to short-term illnesses, not chronic sicknesses.

2018:10

Other Business

No other business arising.

2018:11

Adjournment

The meeting adjourned at 4:30pm.