

SENATE
Approved Minutes of the Meeting held on
Monday, February 13, 2023 at 3:00 p.m.
Via Microsoft Teams

The Senate met in regular session on Monday, February 13, 2023 via Microsoft Teams

Present

G. Adolphe-Nazaire, R. Affoo, A. Aiken, O. Akinkugbe, D. Anderson, D. Black, K. Brooks, C. Brown, C. Cameron, R. Chang, S. Chitnis, T. Cyrus, K. Dilcher, A. Donaldson, A. Doucette, P. Doyle-Bedwell, O. Dryden, L. DuBois, R. Ezekiel, N. Ezzeddine, M. Farrimond, G. Gagnon, M. Goudreault, C. Graves, D. Gray, G. Ilie, M. Irwin, S. Jeffrey, A. Kermanshahi-pour, S. Keyamo, S. Kirk, C. Lake, P. Lee Men Chin, C. Macdonald, L. Macdonald, C. Macy, V. Maselli, S. McKibbon, R. Meagher, B. Merritt, L. Meynell, A. Mohan, F. Naghibi, J. Newhook, H. Niu, M. Pacurar, Y. Pan, N. Patil, T. Perrot, L. Phillmore, T. Rajack-Talley, A. Rau-Chaplin, H. Ro, K. Rosen, R. Sampangi, S. Seth, M. Sharaput, M. Smit, L. Spiteri, S. Stone, D. Tyers, T. Walker, D. Westwood, S. Wildeman, E. Yiridoe, R. Zaiotti

Regrets

J. Andrews, J. Blustein, D. Grantham, J. Hall, F. Harvey, M. Ulku

Absent

T. Agbaje-Ojo, R. Agu, G. Amore, B. Davis, P. Doucet-Bernard, Y. El Hiani, H. El Naggar, K. El-Sankary, B. Foster, G. Horne, D. Jakeman, M. Kienast, I. Keumani, W. Lahey, M. Nashnoush, L. Propper, A. Rudnick, A. Siegel, D. Silvio, A. Stapleton, M. Vandenburg

Guests

Jennifer Bain (Associate Vice President Research), Laura Godsoe (Director, Executive Recruitment and Employment Equity, Human Resources), Catherine Gunn (Director, School of Health Sciences/Assistant Dean, Faculty of Health), John Hope (General Counsel and University Secretary), Timothy Little (Associate Dean, Faculty of Engineering), Huwaida Medani (Manager, Employment Equity, Human Resources), Sapna Natarajan (Student Minute Taker), Judith Ng'ethe (Associate Secretary of Senate), Nakita Strowbridge (Senate Coordinator), Ben Tait (Instructor, School of Health Administration, Faculty of Health)

The Dalhousie University Senate acknowledges that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People and pays respect to the Indigenous knowledges held by the Mi'kmaq People, and to the wisdom of their Elders past and present. The Mi'kmaq People signed Peace and Friendship Treaties with the Crown, and section 35 of the Constitution Act, 1982 recognizes and affirms Aboriginal and Treaty rights. We are all Treaty people.

The Dalhousie University Senate also acknowledges the histories, contributions, and legacies of African Nova Scotians, who have been here for over 400 years.

1. Approval of Agenda

The agenda was approved as presented.

2. Consent Agenda

2.1 Approval of Draft Minutes of December 12, 2022 Senate Meeting

THAT the draft minutes of the December 12, 2022 Senate meeting be approved as circulated.

Approved by CONSENT.

2.2 Approval of Draft Minutes of January 9, 2023 Senate Meeting

THAT the draft minutes of the January 9, 2023 Senate meeting be approved as circulated.

Approved by CONSENT.

2.3 Proposed Name Change for Health Law Institute

That Senate approve the proposed name change from the Health Law Institute to the Health Justice Institute.

Approved by CONSENT.

3. Matters Arising from January 9, 2023 Senate Meeting

3.1 Meeting of Board of Governors Representatives, Senate Representatives and President

Senator Spiteri updated Senators on the proposed meeting of representatives of the Board of Governors, representatives of Senate and the President. It was noted that this would preferably be held during the Winter 2023 term. Senator Spiteri urged Senators to submit expressions of interest or nominations for the four Senate representative positions per the call that went out on February 1, 2023 and that would close on February 15, 2023. Senators were also urged to submit up to two questions each for possible consideration at the meeting. Question selection would be undertaken after suggestions were received.

4. Presentation on Employment Equity Plan

Laura Godsoe and Huwaida Medani gave a presentation on the Dalhousie Employment Equity Plan.

The meeting was informed that the key contributor to the Employment Equity Plan was the Employment Systems review undertaken in 2020-21, which examined and analysed employment systems at Dalhousie, including recruitment, onboarding, professional development, work environment, accommodations, promotions, secondment, tenure, performance management, retirement and leave. The employment systems review included several forums organized by equity-

deserving groups on campus, small confidential group meetings, one-on-one meetings and confidential submission forms. The information and feedback gathered had been combined into a list of barriers facing members of equity-deserving groups at Dalhousie with respect to employment, alongside recommendations for corrective actions. These had been prioritized for action. The meeting was also informed that other sources of input into the Employment Equity Plan included the Dalhousie *Third Century Promise* and that there was overlap with other plans of the University including the Accessibility Plan and the African Nova Scotian Plan.

The meeting was informed that the implementation and communications phase of the Employment Equity Plan had been formally launched and would run from 2022-26.

The seven main priorities of the Employment Equity Plan were outlined, namely, communication and awareness of the plan, representation of members of equity-deserving groups in the university's workforce, enhancing equity, diversity, inclusion and accessibility (EDIA) related aspects of recruitment, inclusivity of benefits and support, development and advancement improvement for members of equity-deserving groups, EDIA education, and recognition and reward of EDIA related unpaid work. It was highlighted that each faculty had a part to play in implementing this plan. Most faculties had identified implementation leads and quarterly meetings of implementation leads would be held.

Following the presentation, a suggestion was made that more information and keys be provided with the data, to enable it to be more easily understood.

In response to a comment from a Senator, Laura Godsoe noted that development of faculty-specific actions was underway.

5. Reports:

5.1 Chair of Senate's Report

Senator Spiteri's written report was provided with the Senate meeting package and included highlights of material circulated with the meeting package for Senators' information, such as approval of a new admissions pathway and a program modification.

Senator Spiteri informed Senators that a Senate think tank was planned for February 27, 2023 and more details would be provided in due course.

5.2 President's Report

Senator Harvey's written report was provided with the Senate meeting package.

Senator Spiteri drew attention to areas in the report highlighting research honours and achievements of Dalhousie researchers.

5.1 Questions for Reports

There were no questions for reports.

FOR APPROVAL

6. Proposal for a New Program – Post Diploma Bachelor of Health Science (Emergency Medical Services Management), Faculty of Health

Senator Spiteri informed the meeting that the proposal for a new program, through an expansion of the Post-Diploma Bachelor of Health Science to add a new stream open to licenced Advanced Care Paramedics, was developed in partnership by the Schools of Health Administration and Health Sciences in Faculty of Health. Students would graduate with a Bachelor of Health Science in Emergency Medical Service Management.

The meeting was informed that the proposal was reviewed by the School of Health Administration on October 28, 2022, the School of Health Sciences on November 3, 2022, the Faculty of Health Academic Review Committee on December 1, 2022 and the Faculty of Health, Faculty Council on December 15, 2022. The Undergraduate Academic Programs Sub-Committee (UAPSC) reviewed the proposal on January 5, 2023 and recommended it to the Senate Academic Programs and Research Committee (SAPRC) for consideration. SAPRC considered the proposal at its January 6, 2023 meeting and recommended it to Senate for consideration.

Moved by Senator Spiteri on behalf of the Senate Academic Programs and Research Committee:
THAT Senate approve the proposed new program to be known as the Post Diploma Bachelor of Health Science (Emergency Medical Services Management), Faculty of Health.

The motion **CARRIED**.

7. Senate Learning and Teaching Committee (SLTC)

7.1 Proposed Change to Academic Regulation 20 – Faculty of Engineering Academic Dismissal

Senator Pacurar informed the meeting of a proposed amendment to academic regulation 20.2 of the Undergraduate Academic Calendar, relating to academic dismissal for Engineering Upper Division students (years 3 and 4). The amendment would change the period after which a student would be academically dismissed for failing to achieve the minimum Grade Point Average (GPA) of 1.70 to 24 credit hours of assessment from the current 12 credit hours of assessment. This would reduce the risk of dismissal for Engineering students and align the Faculty of Engineering assessment period with that of other faculties.

The meeting was further informed that it was proposed that academic regulation 20.1 also be amended to align Upper and Lower Division academic dismissal periods for a first dismissal to 8 months for all Engineering students. Currently, students in the Lower División of Engineering were academically dismissed for a 12-month period. An academic dismissal

period of 8 months would enable students to return, after one year, to the term which resulted in their dismissal.

In response to a question regarding the reasoning behind the current regulations, Senator Newhook explained that these had been in place for a very long time and that the Faculty had been proactively reviewing its practices, applying an EDIA lens and mental health considerations.

Moved by Senator Pacurar on behalf of the Senate Learning and Teaching Committee:

THAT Senate approve:

- 1. Amendment of academic regulation 20.2.1 of the Undergraduate Academic Calendar to read “Students with a cumulative GPA of less than 1.70 who have completed at least 24 credit hours will be academically dismissed for an eight month period.”; and**
- 2. Amendment of academic regulations 20.1.1, 20.1.2, 20.1.3 and 20.1.4 of the Undergraduate Academic Calendar to include the phrase “In the Faculty of Engineering the duration of academic dismissal is 8 months.”**

The motion **CARRIED**.

7.2 Proposed Renewed Equity Ethos Statement to Guide Admission Practices at Dalhousie

Senator Pacurar advised the meeting that part of Dalhousie University’s commitment to achieving equity in admissions, it was proposed to update Dalhousie’s institutional Ethos Statement around commitment to equity in admission practices in order to ensure that there was greater articulation of purpose and values, as well as clarity around target identities that should be understood as part of Dalhousie’s efforts to improve access and success.

The meeting was informed that the current Dalhousie statement was outdated and had not been formally operationalized or consistently interpreted and implemented. The meeting was also informed that the proposed statement, if approved, would be included in all academic calendars and guide future admissions decisions and be a first step towards development of a broader equity-enriched framework or guidebook for admissions.

Responding to a query regarding the likelihood of the renewed statement having meaningful impact on admission practices, Senator Pacurar noted that the renewed statement signalled Dalhousie’s values and intention to begin to create the change needed in admissions practices. Senator Pacurar also noted the extensive consultation undertaken across campus.

Moved by Senator Pacurar on behalf of the Senate Learning and Teaching Committee:

THAT Senate approve the proposed new Ethos Statement for inclusion in Academic Calendars and to guide future admission decisions.

The motion **CARRIED**.

FOR DISCUSSION

8. Question Period

In response to a query regarding the reason for teaching assistants to have received their January, 2023 pay late, Senator Brook undertook to follow up with the appropriate parties for clarification.

Responding to a question regarding how to ensure that University statements and policies were implemented, Senator Rajack-Talley noted that it was important to ensure that measures and mechanisms were in place for implementation. Senator Spiteri responded further by noting that Senate reviews of faculties were a mechanism for questioning non-application of policies.

Responding to a request from a Senator for a presentation on Senate authority and jurisdiction and responsibilities of Senators, Senator Spiteri advised that this was undertaken at the annual Senators' orientation meeting.

In response to a query on Dalhousie's responsibility for racially discriminatory incidents experienced by students, it was noted that the Code of Student Conduct had been found, in a recent incident, to be limited in its application to such incidents. It was also noted that students who held marginalized identities should not have to carry the burden of ensuring change.

A concern was expressed by a Senator that there was a sense of growing apathy about University processes and governance and that internal University issues related to EDIA needed to be brought to public attention for resolution.

9. Other Business

There was no other business.

Adjournment

The meeting adjourned at 4:30 pm.