



SENATE

Approved Minutes of the Meeting held on

Monday, October 22, 2018

3:00pm – 5:00pm

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

The Senate met in regular session on Monday, October 22, 2018 in Theatre A, Sir Charles Tupper Medical Building.

Present: K. Hewitt (Chair); G. Adolphe-Nazaire; V. Allen; A. Almallah; R. Barker; V. Bhargava; D. Bourne-Tyson; R. Chang; S. Chowdhury; A. Cochrane; R. Croll; L. Cutmore; T. Cyrus; K. Dakin-Hache; C. Dieleman; L. Diepeveen; A. Doucette; P. Doyle-Bedwell; T. Duck; H. El Naggari; J. Fasuyi; B. Foster; N. Gear; L. Goldberg; M. R. Goodday; D. Grujic; A. Habib; J. Hall; K. Harman; S. Holmes; V. Howard; K. Kesselring; C. Kozey; W. Lahey; M. Leonard; L. Macdonald; D. McKeen; C. Moore; V. Nams; J. Newhook; R. Orji; T. Packer; W. Phillips; J. Phinney; A. Prosper; C. Richardson; A. Siegel; D. Silvio; L. Spiteri; J. Stamp; A. Steenbeek; S. Stone; F. Taheri; S. Theriault; D. Thomas; S. Walde; I. Waldron; E. Welsh; D. Westwood; D. White

Regrets: A. Aiken; D. Anderson; J. Blustein; C. Cameron; P. Cyrus; B. Davis; C. Diallo; R. Florizone; D. Gray; F. Harvey; I. Joseph; D. Kelley; C. Macy; N. Nadeem; D. Patterson; J. Penney; S. Ponomarenko; A. Rau-Chaplin; G. Warner; S. Wildeman

Absent: M. Aston; L. Hackett; G. Horne; A. Hughes; W. Lahey; M. Khan; J.S. Kim; A. Sarhan; G. Scherkoske; L. Turnbull; P. Tyedmers; V. White; H. Xu

Guests: Naomi Metallic (Faculty of Law); Adam Donaldson (Associate Dean, Scholarship, Curriculum and Programs); Courtney Sutton (Academic Quality Assurance Manager, Office of the Provost and VP Academic); Sheila Blair-Reid (Assistant Vice-President, Alumni and External Engagement); Nicole Cameron (Relationship and Development Officer, United Way); Susan Brousseau (Secretary of Senate), Sundari Pashupathi (Acting Recording Secretary); Adebayo Majekolagbe (Student Minute Taker)

2018:98

Approval of Agenda

The agenda was **approved** as presented.

2018:99

Consent Agenda

Approval of Draft Minutes of September 24, 2018 Senate Meeting

THAT the draft minutes of the September 10, 2018 Senate meeting be approved as circulated.

Approved by **CONSENT**.

2018:100**Matters Arising from the September 24, 2018 Senate Meeting Minutes****Gender Affirmation Policy Update**

Senator Hewitt referred members to an updated document on the Gender Affirmation Policy provided in the materials. The document contains responses from the presenters to questions raised by senators during the presentation on the policy at the previous Senate meeting. It addresses concerns on consultation with affected stakeholders, availability of university support, confidentiality, and the policy's complaint mechanism.

DSU Concern re: Breakdown in Grad Student/Supervisor Relationship

Referring to the concern raised at the September 24, 2018 Senate meeting on the absence of a dispute resolution structure for graduate student – supervisor disputes, Senator Hewitt reported that a meeting has been scheduled for 23 October 2018 with representatives of the Faculty of Graduate Studies (FGS), the Dalhousie Student Union and the Dalhousie Association of Graduate Studies to discuss the issue. He invited the Dean of the FGS, Senator Leonard to comment on the issue.

Senator Leonard highlighted that the FGS takes the supervisee-supervisor relationship very seriously and it has various ways to address a breakdown in this relationship. The measures include workshops for supervisors and new academic staff to, in the first instance, prevent breakdowns of the relationship; one recent workshop focused on cross-cultural supervision. When there is a breakdown in a supervisor-student relationship, there are various ways that FGS works to address it when it has not been resolved in the unit; when helpful, this can include the assistance of the Associate Dean. Moving forward, she noted her desire to hire an associate dean to focus on this area as their portfolio and to introduce best practices, etc. She undertook to send the notice of the 23 October 2018 meeting to the President of the DSU.

2018:102**Provost's Report**

Senator Moore reported on activities and initiatives between August – October 2018, his term as Acting Provost and Vice-President Academic. He reported particularly on the status of Dalhousie's work to deal with the decision of the Saudi Arabian government in August to withdraw its students from Canadian universities; the renovation and remediation work at the Cox Institute building (Agricultural Campus), following the recent fire; and the commencement of the new PhD program in Agriculture. On enrolment, he reported that there has been a positive trend in growth, with current enrolment standing at about 19,200 students representing a 1.5% increase overall. Of particular note, there is a significant growth in the intake of female students within the Faculty of Computer Science. Senator Moore also noted the success of the recent annual Open House, the various senior academic administrative searches underway, and a number of initiatives underway under the Associate Vice-president Academic. He also noted that the Indigenous Steering Committee will present its report sometime in November.

Following this report, Senator Moore responded to questions around the impact for Saudi undergraduate students at Dalhousie and the status of the Strategic Enrolment Management Framework (SEM); in response to the latter item, he reported that he expects SEM to come to Senate later this year, once the

new Provost is fully in place. He noted that the chair of the SLTC has been invited to sit on the soon-to-be-established steering committee and that the Senate will be well represented.

2018:103

Steps to Make Diversity and Inclusion a Reality

Prof. Naomi Metallic, the Chancellor's Chair in Indigenous Law and Policy, noted that further to the release of the Truth and Reconciliation Commission's (TRC) report and the specific recommendations therein pertaining to legal education (e.g. recommendation 28), the Schulich School of Law established a TRC committee in 2016. The committee proposed a staggered approach to curriculum reform (which was approved by the Faculty Council in 2016), with a mandatory 2 credit first year course in Aboriginal and Indigenous Law in Context. For students in year 2 – 3, an attempt has been made to make Indigenous law a pervasive component of the mandatory courses, while there is a plan to take a 'basket of courses' approach for students in year 3 – 4. She emphasised that having a supportive dean and colleagues, access to research students, and on the overall, institutional support, were key to the success of the initiative. She also noted that her appointment as Chair in indigenous law was also vital to facilitating development and implementation of the program. She further pointed out that from her experience, faculty members are willing to advance the TRC agenda, but there is need for guidance, resources and support. In her view, there should be an institutional approach to this work and it should not be driven only by Indigenous faculty.

2018:104

Lloyd Fraser Award Presentation

Senator Hewitt introduced the award, speaking to its purpose and the naming of the award for Dr. Lloyd Fraser, a former Chair of Senate. It was so named to honour Dr. Fraser's long service to the Senate and his outstanding leadership during his tenure. Senator Hewitt noted that the award is to recognise past or current senators who have provided exceptional contributions in their role as senators.

Senator Hewitt presented the inaugural award to Dr. Francoise Baylis. Prof. Baylis is a bioethicist focused on the intersection of applied ethics, health policy and policy. As a former member of the Senate, Senator Baylis gave voice to concerns on campus, initiating several debates which led to numerous policy changes at the university.

Dr. Baylis expressed her gratitude for the honour and encouraged senators to speak up and challenge the *status quo*.

2018:105

Senate Planning and Governance Committee

Tenure Stream Appointments in Clinical Departments (Faculty of Medicine)

Senator Hewitt introduced the item noting that the reintroduction of tenure stream appointments in the Faculty of Medicine was motivated by grassroot efforts. The Faculty (of Medicine) Council has approved the proposal and it is now recommended by SPGC. In response to a question on whether Senate is the appropriate forum to consider this matter, Senator Hewitt noted that the Regulations Concerning Appointment, Tenure and Promotion, 1987 apply to the individuals covered by this proposal.

Senator White provided an overview of the proposal noting that it relates to a fairly small number of faculty members. The Faculty of Medicine is complex in terms of appointments, having three basic science departments and sixteen clinical departments. The proposal before Senate relates to the PhD members of clinical departments who are not members of the Dalhousie Faculty Association (DFA). Senator White then spoke to the four career paths outlined in the documents provided. He noted that before 2013, physicians and PhD holders had different promotion pathways. While physicians had no tenure track option, the PhD holders did. This, however, changed in 2013. Newly appointed PhD scientists were affected by this change. Considering the challenges with recruitment and retention, and the desire of PhD scientists for a tenure stream, it is proposed that this option be re-introduced. He highlighted that, if approved, the tenure stream process will align with the DFA process that applies to the basic science departments.

Following this overview, Senator White responded to questions of clarification on those faculty members who are covered by the proposal.

Senator Hewitt MOVED:

THAT Senate approve the re-introduction of tenure stream appointments in clinical departments in the Faculty of Medicine, as presented.

MOTION CARRIED.

Senate Honorary Degree Committee ToR – Revocation Provisions

Senator Hewitt introduced the motion, noting that Senate does not currently have a formal process for the revocation of an honorary degree. Further to the SPGC direction to the Senate Honorary Degree Committee (SHDC) to explore developing a procedure for revocation, the need to vest in the SHDC the power to develop a process had been noted. Such authority is currently not part of the SHDC terms of reference. If the motion is approved the SHDC will proceed to consider a procedure for revocation and bring this forward to the Senate at a later date.

Senator Hewitt MOVED:

THAT the Senate approve the proposed amendments to the Senate Honorary Degrees Committee Terms of Reference, as presented.

MOTION CARRIED by the required two-thirds majority.

2018:106

Senate Policy for Faculty Reviews of Academic Programs

Senator Hewitt introduced this item. He noted that internal regulation, oversight of the academic mission, and quality assurance are some of the key mandates of Senate. For close to a decade, there has been a desire to have a policy to guide the review of academic programs. Hence, the document before the Senate. The proposed policy has benefited from extensive consultations and it is now presented to the Senate for discussion.

Adam Donaldson and Courtney Sutton provided an overview of the proposed new policy, noting that it addresses critical longer-term goals and sets minimum expectations for programs. The policy will also facilitate the alignment of programs with the standard of the Maritime Provinces Higher Education Commission for all Post-Secondary institutions and will streamline reporting requirements. It was highlighted that some of the existing processes are already ongoing in Faculties. While timeline and cycles of review will be determined by the Faculties, both undergraduate and graduate programs will be reviewed concurrently. The review will also be evidence-based in conjunction with Dal Analytics. Programs are, among other criteria, expected to reflect the culture of respect and inclusivity in their design and delivery.

The presentation attracted various questions and reactions from senators. On the wording of the policy and the apparent non-inclusion of programs that are offered jointly with the University of Kings College, it was stated that the relevant portion of the policy will be reviewed to reflect more clearly the treatment of these joint programs. The joint programs were previously reviewed by joint-committees from both universities. In response to other comments, the presenters noted that the policy is intended to set out minimum standard and does not duplicate the extant procedures at Faculties. It seeks to ensure that such extant procedures are not below the minimum contained in the proposed policy.

In other comments, it was suggested that the DFA and DSU be consulted in the development of the policy and consultation with the Senate should not be construed as replacing a direct engagement with both bodies. The chair addressed this point, noting the role of the faculty union in representing its members around employment matters and the role of Senate as the voice of faculty on academic matters. The presenters responded in terms of the consultations that have occurred with the Faculties and through several committees and groups that have faculty and student representation.

Other comments focused on issues of institutional autonomy and externally-imposed frameworks, clarity on the overall objective of the proposed policy, and whether resource limitations will be considered as part of the program review process (i.e. academic quality versus economic limitations). There were also comments and questions on the need for greater clarity on the criteria for measuring learning outcomes and student success. The presenters responded to these questions, highlighting the goals of the policy as outlined in the document and confirming that the policy aligns with, and is consistent with existing practices and processes across units, and is intended to set a base minimum for program reviews. It was noted that learning outcomes are required by MPHEC.

It was noted during the discussion that the draft policy does not currently include standards for non-credit programs and that this is a missed opportunity in that these are all academic programs; some minor editing would correct this issue. The presenters agreed to consider edits to address this.

2018:107

Question Period

There was a request for the proposed policy for reviews of academic programs to be brought back to the Senate for a more extensive discussion before being presented for decision. In response, it was noted that efforts will be made to allocate approximately 40 minutes to the subject at the next Senate meeting.

2018:108**Other Business**

- United Way Presentation

Sheila Blair-Reid and Nicole Cameron spoke to the current United Way Campaign at Dalhousie, noting that the United Way provides an opportunity to give back to the community and to help those most in need. Given that this is Dalhousie's 200th anniversary year, a target of \$200,000 has been set. Senators were encouraged to donate to the campaign and to help to spread the message within their units.

- Senator Hewitt noted that the Tri- Council has been consulting on a made-in-Canada Athena SWAN program. The Athena SWAN program accredits institutions on EDI practices relating to female academics at post-secondary institutions in the United Kingdom. He noted that Dal has the potential of participating in the pilot program scheduled for next year. The initiative is being led by the NSERC, whose representative have been to Dal for consultation on three separate occasions. Professional societies have send a letter to the NSERC to, in part, ensure that the program is designed for academics by academics. He invited members to contact him if professional societies they belong to are interested in endorsing the letter. Responding to a question on whether the program will be university-wide as it is in the United Kingdom, Senator Hewitt noted that it will.
- Senator Hewitt noted a recent mention of Dal's Sexualized Violence Policy (SVP) on CBC as the most exemplary SVP in Canada. Senators and others who worked on the policy were commended.

2018:109**Adjournment**

The meeting adjourned at 5:00 p.m.