



**SENATE**

**APPROVED Minutes of the Meeting held on**

**Monday, September 10, 2018**

**3:00pm – 5:00pm**

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

The Senate met in regular session on Monday, September 10, 2018 in Theatre A, Sir Charles Tupper Medical Building.

**Present:** K. Hewitt (Chair), G. Adolphe-Nazaire; A. Aiken; V. Allen; D. Anderson; M. Aston; R. Barker; V. Bhargava; R. Chang; S. Chowdhury; A. Cochrane; R. Croll; L. Cutmore; P. Cyrus; T. Cyrus; K. Dakin-Hache; B. Davis; C. Diallo; C. Dieleman; L. Diepeveen; A. Doucette; P. Doyle-Bedwell; T. Duck; H. El Naggar; R. Florizone; B. Foster; L. Goldberg; D. Gray; A. Habib; L. Hackett; S. Holmes; G. Horne; V. Howard; A. Hughes; I. Joseph; D. Kelley; K. Kesselring; M. Khan; J.S. Kim; C. Kozey; W. Lahey; M. Leonard; L. Macdonald; C. Macy; D. McKeen; C. Moore; J. Newhook; R. Orji; T. Packer; D. Patterson; J. Phinney; S. Ponomarenko; A. Prosper; A. Sarhan; A. Siegel; D. Silvio; L. Spiteri; J. Stamp; S. Stone; F. Taheri; P. Tyedmers; S. Walde; I. Waldron; G. Warner; E. Welsh; D. Westwood; D. White

**Regrets:** J. Blustein; D. Bourne-Tyson; C. Cameron; J. Fasuyi; K. Harman; F. Harvey; J. Penney; W. Phillips; C. Richardson; A. Steenbeek; V. White; S. Wildeman

**Absent:** M. R. Goodday; D. Grujic; J. Hall; N. Nadeem; V. Nams; A. Rau-Chaplin; G. Scherkoske; L. Turnbull; H. Xu

**Guests:** Karin McLay (Legal Advisor, International); Leanne Stevens (Snr Instructor, Dept of Psychology and Neuroscience); Jasmine Walsh (Assistant VP, HR); Adebayo Majekolagbe (Student Minute Taker)

**2018:75**

**Approval of Agenda**

The agenda was **approved**, with a change to the order of items - item 8 was moved to item 4.

**2018:76**

**Consent Agenda**

Approval of Draft Minutes of May 14, 2018 Senate Meeting

**THAT the draft minutes of the May 14, 2018 Senate meeting be approved as circulated.**

Approved by **CONSENT**.

Senate Nominating Committee: Senate Standing Committee Nominations

**THAT the Senate approve the list of nominees under each of the standing committees, as presented.**

Approved by **CONSENT**.

Senate Planning and Governance Committee: Senate Nominating Committee Nominations

**THAT the Senate approve the list of nominees to the Senate Nominating Committee, as presented.**

Approved by **CONSENT**.

**2018:77**

**President's Report**

In his report, Senator Florizone referenced the various developments occurring at the University. He highlighted the appointment of the new Vice Provost, Student Affairs, Dr. Ivan Joseph and further noted that search to fill other vacancies is ongoing. He also pointed out that Dr. Teresa Balser, the new Provost and Vice President, Academic will begin her term in November 2018. On the decision of the government of Saudi Arabia to recall Saudi Arabian students on scholarship from Canadian universities, he acknowledged the support being provided to affected students. While the situation remains fluid, he noted that all trainees in the residency and fellowship programmes have the option of retaining their studentship until alternative arrangements are made. He noted that majority of the medical trainees opted not the leave.

He further touched on the pattern of student enrollment recorded in the university, noting that the Faculties of Computer Science, and Arts and Social Science recorded the highest enrollment this year. With respect to advancement, he acknowledged the appreciable response the University received from the alumni. A gala dinner tagged Ignite is scheduled for September 28, 2018 to mark the University's 200<sup>th</sup> anniversary. He noted that over 1100 tickets have been sold making the event the largest Dal has ever held. He also referred to the recently formulated research strategy. Over summer, the VP Research and Innovation, Senator Aiken, partnered with stakeholders worked with partners in the industry, non-for profit organizations and Atlantic universities to submit an application to the Federal Government on new Strategic Development Fund competition. He referred to the plan for the Arts Centre and the new and renovated structures at the Sexton Campus.

**2018:78**

**Reports**

Chair of Senate's Report

Senator Hewitt summarised several priorities for engagement with university stakeholders established at the Senate officers' August retreat. He highlighted that senate officers decided to: create a work group to plan a forum on international student support strategy during the week of 19 November 2018; engagement with AVP Academic and CLT's educational development specialist on diversifying the curriculum; and discussion on the senior administrative appointments policy at the SPGC and requirement for search committee to consult with Senate on the development of candidates' profiles. He further noted that in partnership with HR and DFA, a forum to provide the university community with new elements in

the collective agreement is planned for the week of November 11. Senator Hewitt asked senators to suggest the names of speakers to present at the forum on non-traditional forms of scholarship. Further, the SPGC's second ad hoc committee on Academic Freedom for non-bargaining unit members will report to Senate this fall. He further reported that the senate will be meeting with the board to discuss the senior administrative appointments policy, internationalization forum and the transition between the outgoing and incoming president. He also reported that senate officers will be booking meetings with senators by faculty. Referring to the senate diversity profile, he noted that the profile match Labour Market Availability (LMA) figures for designated group members – likely the first Senate in Canada to achieve this distinction.

#### Questions for Report

No question.

**2018:79**

#### **Matters Arising from the May 14, 2018 Senate Meeting Minutes**

##### Motion re: Provost search shortlisted candidates

Senator Hewitt referred to a motion passed at the last senate meeting of May 14, 2018 to have shortlisted candidates for the office of provost to appear before the senate at an in-camera session. He reported that further to the search committee's preference for the shortlisted candidates to meet senate officers, a meeting was held accordingly.

In response to Senator Hewitt's report, senators noted that:

- The meeting between senate officers and candidates is not in the spirit of the motion which was to allow ordinary members to engage with shortlisted candidates. It was stressed that senators should have been informed beforehand that such approach would be taken.

In response, Senator Hewitt referenced the Senior Administrative Appointments Policy which mandates that the procedure of and information gathered by search committees must be held in strict confidence during the process. He noted that the Senate Executives believe allowing a select few to meet with the candidates is in the spirit of the motion. He further noted that the Policy is due for review this year and issues addressing the concerns raised can be incorporated.

- It was further stressed that in the spirit of collegiality, prior discussions should have been held in the senate on the subject. The decision to cancel previous senate meetings where such discussions could have held was questioned.

In response, Senator Hewitt recalled previous meetings where inputs as per candidates' profiles were called for. This was, however, not done within the time allotted, rather, the subject of open versus closed search was discussed. Follow-up meetings which were previously scheduled for June were cancelled as it would have been difficult to achieve quorum, considering the time of the year.

#### Sexualized Violence Policy update

Senator Hewitt noted that the Sexualized Violence Policy is now in effect. He referenced the house keeping motion to remove section C1(a) from the Code of Conduct for students and the renumbering of the said Code of Conducts. The motion was approved by senate through electronic vote back in May, 2018.

**2018:80**

**Steps to increase student retention - Re: Strategic Priority 1.1**

Leanne Stevens of Psychology & Neuroscience Department, Faculty of Science spoke to this item. She noted that most of the initiatives she would be referring to are being implemented at the faculty of science. The initiatives include: a once a month meeting of 1<sup>st</sup> year science instructors to discuss issues which affect 1<sup>st</sup> year science students; 1<sup>st</sup> year science committee and early program management; specially designed guidebooks and handouts; classroom level initiatives like welcome email with course navigation video and personalized emails for students; and Brightspace quick links to campus resources for students. Among other results, the initiatives have yielded: structured and aligned exam time tables, ease in upgrading and tracking students' grades, and a keener attendance to the specific situations of individual students. Other faculties have adopted the pictorial handbook which summarises what students need to do every year to fulfil their program requirements.

**2018:81**

**Senate Members on the Presidential Search Committee**

Senator Hewitt recused himself from presiding over this item as he is one of the nominees for membership on the search committee. The Vice Chair, Student Affairs, Senator Packer, presided.

Referencing the Senior Administrative Appointments Policy, Senator Packer noted that the Board Chair doubles as the Chair of the Presidential Selection Committee. He is, however, a non-voting member of the committee, but has a tie breaking vote. The committee is to be made up of equal number of board and non-board appointed members. There must be at least one student and a member of the university staff on the committee. Of the six seats allotted to non-board members, the senate has the majority seats and therefore can elect four members. She further noted that current and previous members of senate were contacted to indicate interest in the available seats on the search committee or make nominations. The SPGC considered the statements of interest and curriculum vitae of seven nominees. In considering the nominations, attention was given to conflicts of interest, and SPGC members with nominations did not participate in deliberations and eventual voting. Candidates who got the most votes were Roberta Barker, Frank Harvey, Kevin Hewitt and Louise Spiteri.

Senator Packer put the question to the floor if there are anymore new nominations. In which case she noted that the same process that the previous nominees went through will have to be repeated. She declared nomination closed in the absence of further nominations.

Senator Packer **MOVED:**

**THAT the Senate approve the list of four nominees - Roberta Barker, Frank Harvey, Kevin Hewitt and Louise Spiteri to the Presidential Search Committee, as presented.**

The motion generated the following reaction:

- Responding to a question, senator Packer noted that although the Chair of Senate and student representatives sit on the University Board, they are not chosen as Board representatives on the selection committee.
- While not objecting to any member, attention was drawn to the make up of the shortlisted nominees. All the nominees are in the professorial cadre and 50% of the shortlist are from the Faculty of Arts and Social Science. It was suggested that the shortlist is not balanced.

Responding, senator Packer noted that there was a consensus that having a dean as part of the selection committee is a good thing, hence, the inclusion of a dean.

- It was pointed out that there was no strict compliance with the nomination process. While nominees were requested to submit curriculum vitae not exceeding four pages, two of the shortlisted nominees submitted CVs in excess of the stipulated pages.

While it was affirmed that the process should have been complied with, it was noted that the SPGC in considering nominations, took note of the statements of interest of nominees and not just their CVs.

The motion **CARRIED**.

**2018:82**

**Report on Dentistry**

Senator Ben Davis, Dean, Faculty of Dentistry, spoke to this item. He noted that since his resumption as dean, the Faculty of Dentistry has prioritised enhancing work place culture. With the assistance of an external facilitator, Tony Case, four working groups on employee feedback and development, development of guiding principles, succession planning, and practical workplace changes, were created. He highlighted progress being made in student and employee diversity and initiatives put in place to facilitate inclusiveness. These initiatives include: a ‘lunch and learn’ event sponsored by the dean’s office every quarter for staff, addition of topics on diversity and inclusion to the faculty’s curriculum under review and the commencement of a new model of collaborative clinical teaching. Other initiatives include collaborations with the Faculties of medicine and science, involvement in PLANS and the Indigenous Health program to attract interest of young people of diverse backgrounds, collaboration with the Nova Scotia Dental Association to provide mentorship to students, involvement in health camps and the organization of a workshop on microaggression and allyship. He further informed the senate of the hiring of a new HR advisor at the faculty, acquisition of new world class facilities and the interdisciplinary engagement with the Faculty of Management and the Health Law Institute. Outreaches including the faculty’s screening and oral health care and education program at the national special Olympics held in Antigonish and the Immigrant Oral Health Outreach Clinics were also referenced.

The following points were made on the presentation:

- On the involvement of students in the initiatives, senator Davis noted that the students run the medical camp. The working groups, however, do not have student members as most of the meetings are held during class/study hours. While noting that students were involved in the drafting of the Code of Conduct, he emphasised that, there is further opportunity to engage with students

- On whether there is any workshop designed to address concerns about rape culture, sexual harassment, misogyny, racism etc., senator Davis noted that while there is no specific workshop, the faculty is working with the HRES to address the concerns. He further highlighted the workshop on micro-aggression and allyship as an initiative catering to the concern.

Further recommendation was made that the DSU Survivor Support Centre is another useful resource for the faculty.

- On whether the workshops are mandatory and if there is any directed towards sexual harassment, it was reiterated that is no specific workshop on sexual harassment but the workshop on microaggression is mandatory for students. There are also courses on ethics and professionalism that address such issues.

It was recommended that mandatory workshops on sexual violence should be held.

- On outcome measures, it was noted that the university wide survey is used, though imperfect. Anonymous and face to face feedback mechanisms are also engaged.

### **2018:83**

#### **Research and Innovation Strategic Direction**

Senator Aiken, Vice President, Research and Innovation, spoke to this item. She noted that the 2018 – 2023 Strategic Direction is a product of a robust consultation involving more than 400 faculty members, students, staff and external partners. The university’s research enterprise includes the office of the Vice President of Research and Innovation, the Office of Research Services, Industry Liaison and Innovation, and the Dalhousie Research Advisory Committee. Further, the concepts of discovery, innovation, and impact undergird the university’s understanding of ‘research’. The values of: responsible conduct of research, collaborating across disciplines, training the next generation of researchers, mobilizing knowledge to sustain change and partnering with the world, drive the university’s research initiatives.

Senator Aiken further stressed that the university’s research direction is aligned with the United Nations’ 2030 Agenda for Sustainable Development Goals (SDGs). Dal is the only U-15 university which has so aligned its research direction. She highlighted that the university’s research efforts revolve around five research clusters: sustainable ocean; healthy people, healthy communities, healthy populations; food security; culture, society, community development; and clean technology energy and the environment. There are, however, two cross-cutting themes: innovation and entrepreneurship and big data. She summarised the strategic implementation goals to include: propelling research and innovation excellence (increasing external research income by 5% annually and doubling the number of doctoral students by 2023); advancing an integrated research culture; encouraging collaborations, partnerships and engagement; and driving impact through translational research and innovation.

The following points were made further to the presentation:

- On how less advanced research areas are being supported, it was noted that there is an opportunity to work on such research and integrate same with the more advanced research areas. Support system for such research will be put in place.
- On how the proposed increase in PhD students will be funded, it was stated that new grants are being sourced to fund the initiative.

- It was stressed that in increasing the number of PhD students, the fee paid by the students should be reconsidered. While it was noted that the Dean of the Faculty of Graduate Studies is a member of the team, it was recommended that the DAGS should be included in the process.
- On the broad use of the term 'Big Data' in the research direction and the impact it might have on grant applications, it was noted that specific research strategic plan will be developed for each research cluster and Big Data will be better contextualized.
- On strategies in place to ease the process for grant application and how research services can assist in spurring the process, it was noted that the process for grant application is being overhauled. A system of internal peer review has been instituted, ROMEO online portal will be rolled out, applications will be handled online, and the entire process will be automated.

**2018:84**

**Gender Affirmation Policy**

Jasmine Walsh (AVP, Human Resources) and Karin McLay (Legal Advisor (International)) spoke to the item. They noted that the Policy confirms the university's commitment to providing safe working environment for trans and gender variant people, codifies the university's legal obligations under the Human Rights Act, and outline Dal's support for members of the trans and gender variant community. It requires the approval of the Provost Committee and the President before it can come into effect.

Reacting to the presentation the following points were made:

- The non-inclusion of the student community apart from the inclusion of a DSU executive and the non-inclusion of Trans students were highlighted. It was suggested that unless the concerns are addressed the president should not endorse the policy.
- Reference was made to several provisions in the draft policy including the absence of a specific timeline for the provision of facilities and the incorrect layout as to proper pronouns.
- Responding to the above observations, the presenters noted that trans students and trans identified employees were involved in the working group. Further, South House was consulted, and it approves of the Policy. They, however, agree that the concern on access to bathrooms is valid and providing such facilities is an imperative.

The Chair noted that there was need to extend the scheduled meeting time by 10 minutes.

Senator Prosper **MOVED**, seconded by Senator Bhargava:

**THAT the senate meeting be extended by 10 minutes.**

**The motion CARRIED.**

- On whether there is interest to rewrite Banner's code to reflect appropriate gender identification, it was noted that such indication on Banner is a significant part of implementing the policy and there are ongoing efforts to work on it.

- On remedies, it was noted that the Policy does not have an independent redress system. This is to guide against a duplication of similar mechanism under the University's Statement on Prohibited Discrimination and the Code of Conduct.
- On the definition of confidentiality and the legal obligation to protect confidentiality, it was recommended that a presentation should be made to senate on how decisions relating to confidentiality are made. It was, however, pointed out that there are certain limited situations like when subpoena is issued to disclose information or if persons are at risk to themselves, where information is disclosed in the least manner possible.
- It was noted that given the level of interactions on the subject, there should be follow-up engagement with the presenters to get more robust responses to the questions asked. Such responses can be delivered orally or in writing.

**2018:85**

**Question Period**

No question.

**2018:86**

**Other Business**

No other business arising.

**2018:87**

**Adjournment**

Meeting adjourned at 5:10pm.