



SENATE
Approved Minutes of the Meeting held on
Monday, May 10, 2021 at 3:00pm
Via Microsoft Teams

The Senate met in regular session on Monday, May 10, 2021 via Microsoft Teams

Present: K. Hewitt (Chair), R. Agu, A. Aiken, V. Allen, D. Anderson, F. Annan, R. Barker, N. Bird, J. Blustein, D. Bourne-Tyson, K. Brooks, S. Coughlan, T. Cyrus, B. Davis, R. Devlin, P. Doyle-Bedwell, Y. El Hiani, N. Ezzeddine, M. Farrimond, B. Foster, M. Fournier, L. Goldberg, D. Gray, D. Grujic, A. Habib, J. Hall, B. Hansson, F. Harvey, K. Hewitt, V. Howard, S. Jeffrey, Z. Jones, J.S. Kim, S. Kirk, M. Leonard, L. Macdonald, B. Merritt, L. Meynell, A. Mohan, C. Moore, F. Naghibi, B. Nassar, J. Newhook, M. Pacurar, L. Perez, J. Phinney, T. Rajack-Talley, B. Rathgeber, A. Rau-Chaplin, C. Richardson, K. Rosen, D. Saini, S. Seth, M. Sharaput, A. Siegel, D. Silvio, A. Sophocleous, S. Sparks, L. Spiteri, S. Stackhouse, M. Stinson, S. Stone, H. Surita Beaulieu, F. Taheri, V. Turpin, P. Tyedmers, D. Tyers, M.A. Ulku, G. Warner, E. Welsh, D. Westwood, D. White, I. Yakovenko, S. Yurgel

Regrets: P. Bennett

Absent: G. Adolphe-Nazaire, M. Aston, A. Cooper, A. Doucette, T. Duck, H. El Naggar, K. El Sankary, G. Horne, M. Irwin, A. Kermanshahi-Pour, W. Lahey, R. Orji, L. Propper, Ro. Hyo-Sung, B. Schick, I. Waldron, E. Wunker, S. Zahoor

Guests: Hannah Asprey (Program Manager, Indigenous Health in Medicine), Susan Brousseau, Shelley Cobbett (School of Nursing), Gail Dechman (School of Physiotherapy), Robert Hanf, Ruth Martin Misener (School of Nursing), Judith Ng'ethe (Recording Secretary), Andrea Rideout (Faculty of Medicine), Nakita Strowbridge, Sarah-Ann Upshaw (Program Manager, Promoting Leadership in Health for African Nova Scotians), Claire Mercer (Student Minute Taker)

The Dalhousie University Senate acknowledges that this meeting is taking place in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People.

K. Hewitt called on Senator Doyle-Bedwell to give the land acknowledgement statement.

1. Approval of Agenda

The agenda was **adopted** as presented.

2. Consent Agenda

2.1. Approval of Draft Minutes of April 26, 2021 Senate Meeting

Approved by **CONSENT**.

2.2. Deans' Waivers for Ratification

Approved by **CONSENT**.

3. Matters Arising from April 26, 2021 Senate Meeting

Senator Hewitt informed Senate that regarding the alternative motion on student ratings of instruction that Senator Westwood had proposed to present at the April 26, 2021 Senate meeting, all parts of the motion within the mandate of Senate would be brought to the attention of Senate Learning and Teaching Committee (SLTC).

Senator Hewitt also informed Senate in line with the motion approved at the April 26, 2021 Senate meeting, the question of the default mode of meetings of Senate standing committees would be referred back to the Senate Planning and Governance Committee (SPGC) for discussion at an upcoming meeting.

4. Steps to Make Diversity and Inclusion a Reality

4.1. Promoting Leadership in Health for African Nova Scotians

S. Upshaw gave a presentation entitled *PLANS: Promoting Leadership in Health for African Nova Scotians*. S. Upshaw informed Senate that the mission of PLANS was to increase representation of people of African descent across the health professions through recruitment and retention, community collaborations and partnerships that foster a pathway of equity and support. S. Upshaw outlined the goals of PLANS, including recruitment and retention of Black students within the Faculties of Medicine, Dentistry and Health and highlighted key programming such as bursaries, scholarships, student led groups, community outreach and mentorship. Summer programming for grade school aged students was identified as a flagship aspect of PLANS, exposing students to opportunities in health professions and programs. S. Upshaw concluded by describing various scholarships and mentorships available through PLANS.

4.2. Indigenous Health in Medicine (IHM)

Hannah Asprey gave a presentation entitled Indigenous Health in Medicine (IHM). H. Asprey explained that the program was developed in 2016 to provide support to the faculty, students and the broader Indigenous community. H. Asprey outlined the program's focus areas, including developing specific admissions pathways, creating mentorship and outreach opportunities and strengthening relationships with Indigenous communities. H. Asprey described financial support available under the program and noted that future community engagement would be enabled through the re-branding of the program and new mentorship programs.

Responding to a question about what would be beneficial to increasing the scale of the programs, S. Upshaw and H. Asprey identified additional staffing within the faculties, as well as increased resources for initiatives.

5. Reports:

5.1. Chair of Senate's Report

Senator Hewitt presented the Chair's report. Highlights included that:

- The Holistic Evaluation of Teaching Policy, discussed at the March 22, 2021 Think Tank session and approved by the Senate Learning and Teaching Committee (SLTC) at its April 7, 2021 meeting, for recommendation to Senate, would be presented to Senate for consideration at its June 14, 2021 meeting.
- SLTC had considered the Sexualized Violence Policy biennial review at its May 5, 2021 meeting and it would go before SPGC at its May 19, 2021 meeting. The recommended changes would come to Senate in June, 2021.
- As part of the approval of the strategic plan, he was committed to engaging relevant parties in a governance review.
- The oversight of international academic programs had resided within the responsibilities of the Provost in the past. This discussion would be revisited with senior leadership.

5.2. President's Report

Senator Hewitt invited Senator Saini to present the the President's report. Senator Saini acknowledged the ongoing impacts of the COVID-19 pandemic on the Dalhousie community. He expressed his gratitude for the dedication, creativity and commitment brought by all Senators and others and addressed the strain of working under altered conditions.

Senator Saini commended all for the successful completion of the 2021 winter term. He noted that faculty and staff were keen to gain more information on returning to campus and that the Human Resources team would be working with faculty and unit leaders to build out plans to address the issue. Senator Saini highlighted that the university would be committed to flexibility with the return to campus.

5.3. Vice President Research and Innovation

Senator Aiken gave an update on detailed Dalhousie's phased Return to Research (R2R). She noted that the majority of researchers had returned to campus and hoped to see more return once the current COVID-19 restrictions eased. Senator Aiken detailed data on Dalhousie's research accomplishments from the past year.

Senator Aiken also spoke to the Dalhousie strategic direction for research and innovation, grounded in the United Nations Sustainable Development Goals (SDGs) for 2030. Dalhousie held a top 50 placement for three of the individual SDGs, ranking 16th globally in clean water and sanitation, 22nd globally in good health and well being, and 38th globally in life below water.

Senator Aiken also elaborated on research excellence within the Canada Research Chairs program. She noted that one of six Governor General's Innovation Awards had been made to Dr. James Robar, Professor and Chief of Medical Physics and that Senator Hewitt had received the NSERC Award for Science Promotion. Senator Aiken also touched on the initiatives of Dal Innovates.

5.4. Questions for Reports

There were no questions for reports.

FOR APPROVAL

6. Senate Planning and Governance Committee (SPGC)

6.1. Draft Policy for Academic Unit Consolidation, Renaming, Establishment, Transfer and Termination (AU-CRETT)

Senator Hewitt relinquished his position as Chair to Senator Spiteri in order to present the item.

Senator Spiteri informed Senate that the draft AU-CRETT Policy had been considered by the Senate Planning and Governance Committee (SPGC) at its April 29, 2021 meeting. SPGC had recommended the AU-CRETT Policy with minor modifications to Senate. The minor modifications had been incorporated into the draft policy circulated to Senators.

Senator Spiteri invited Senator Hewitt to present the draft Policy for AU-CRETT. Senator Hewitt briefly summarized the Policy and noted that the intent was to fill a gap in existing Senate policies. Senator Hewitt noted the extensive consultation taken on this proposed policy.

Senator Hewitt identified the core principles of the AU-CRETT Policy, which included:

- The policy applied to all proposals for AU-CRETT;
- The proposals shall be processed in a timely manner and all parties would be heard; and
- The most compelling arguments for AU-CRETT would be based on Dalhousie's Mission, Vision, Strategic Areas and Core Values and be supported by administrative and operational arguments.

Senator Hewitt particularly highlighted the two pathways, A and B, outlined in the draft policy.

Discussion ensued, with the following points being addressed:

- In response to a clarification question about petitioning a level up, Senator Hewitt noted that concept papers could only be petitioned from one level up and if rejected, could not go forward.
- A question was asked regarding whether or not there was a formal provision in place to review the effect of AU-CRETT. Senator Hewitt that a timeline for review could be included and that the petition approach could potentially attract more proposals.
- A Senator asked whether or not any provision for resources existed to develop a Concept Paper. In response, Senator Hewitt explained that if a proposal was put forward by students or faculty, the Provost office would be called upon for implementation support.

Moved by Senator Spiteri on behalf of the Senate Planning and Governance Committee:

THAT the Senate approve the draft Policy and the Procedures set out in Appendix A, for Academic Unit Consolidation, Renaming, Establishment, Transfer and Termination, as presented and recommend them to the Board of Governors for approval.

The motion **CARRIED**.

Senator Spiteri returned the Chair to Senator Hewitt.

Senator Hewitt thanked a number of individuals for their contribution to the development of the AU-CRETT Policy, noting that the incorporation of a petition was an important approach to the approval processes. Senator Hewitt also asked for Senators' opinion on an appeal process.

7. Senate Learning and Teaching Committee (SLTC)

7.1. Review of use of CASPer in Faculty of Medicine and Faculty of Health, School of Nursing and School of Physiotherapy

Senator Pacurar presented on the review of the use of CASPer in the Faculty of Medicine and Faculty of Health, School of Nursing and School of Physiotherapy. Senator Pacurar explained that on the January 11, 2021 meeting of Senate, it was requested that the Faculty of Medicine and the Faculty of Health, School of Nursing and School of Physiotherapy provide an update on their evaluation of the use of CASPer. This required giving attention to the impact of the test on underrepresented group member applicants. Senator Pacurar noted it was clarified by Senate that the presentations would be made at the SLTC.

Senator Pacurar outlined the concerns related to the use of CASPer, as raised by Senate in 2017. Senator Pacurar then elaborated on the Faculty of Medicine's use of CASPer, explaining that prospective candidates would need to achieve a minimum score in order to be considered for an interview. Senator Pacurar advised that the Faculty of Medicine had noted to SLTC that based on positive data from three application cycles, it wished to continue to use CASPer in its admissions process. Senator Pacurar highlighted that annual reviews were conducted by the faculty on admission requirements and processes.

Senator Pacurar also noted that the Faculty of Medicine had provided information on individual barriers to the evaluation method and that this had been included in the Senate meeting package.

Senator Pacurar also reported on the reports to SLTC received from the School of Physiotherapy and the School of Nursing on the use of CASPer. The School of Physiotherapy had replaced the interview process with CASPer due to COVID-19 in 2020. Equity-deserving applicants with the minimum grade point average (GPA) were offered an interview. Senator Pacurar explained that the PLANS program had been reimbursing CASPer application fees for Black and Indigenous applicants. SLTC had requested that the School of Nursing provide disaggregated data of equity deserving applications for Senate and this had been circulated to Senators with the Senate meeting material.

Following Senator Pacurar's presentation to Senate, Gail Dechman, Assistant Professor, School of Physiotherapy, clarified that students in the School of Physiotherapy from equity deserving groups were offered a place, not just an interview as long as they meet the minimum GPA and volunteer hours.

Moved by Senator Pacurar on behalf of the Senate Learning and Teaching Committee:
THAT Senate approve continued use of CASPer as an interview selection tool and admission requirement for Doctor of Medicine program, the Bachelor of Science (Nursing) program and the Master of Science in Physiotherapy program, subject to review by the Senate Learning and Teaching Committee every two years.

The motion **CARRIED**.

IN CAMERA

8. Senate Honorary Degrees Committee, Honorary Degree Nominations

The Senate moved to *in camera* to discuss honorary degree nominations and returned to open session thereafter.

9. Question Period

There were no questions.

10. Other Business

There was no other business.

11. Adjournment

The meeting adjourned at 4:40 pm.