



## SENATE

**Approved Minutes of the Meeting held on  
Monday, October 24, 2016  
3:00 p.m. – 5:00 p.m.  
Theatre A, Sir Charles Tupper Medical Building  
Carleton Campus, Halifax**

The Senate met in regular session on Monday, October 24, 2016 in Theatre A, Sir Charles Tupper Medical Building.

**Present** with Jeff Hoyle, Chair, were the following: A. Abawajy, A. Aiken, M. Aston, F. Baylis, R. Chang, J. Chen, A. Cochrane, R. Croll, M. Denike, C. Dielman, L. Diepeveen, G.A. Finley, J. Gahagan, N. Gear, R. Goodday, K. Harman, F. Harvey, S. Holmes, J. Hughes, K. Kessling, M. Khan, Y. Kotlyarova, D. Langille, E. Leach, J. Leon, M. Leonard, Y. Ma, C. Macdonald, C. MacDonald, M. Macdonald, C. Macy, L. Meynell, C. Moore, R. Mopoho, K. Mukhida, B. Nobel, R. Parker, D. Patterson, A. Rau-Chaplin, K. Reid, C. Richardson, L. Spiteri, A. Stadnyk, J. Stamp, T. Tennessen, P. Tyedmers, C. Watters, D. White, J. White

**Regrets:** N. Ali, D. Anderson, T. Boran, D. Boran-Tyson, C. Brown, C. Cameron, S. Charlebois, M. Crago, J. Erdman, S. Faridi, R. Florizone, D. Gray, K. Hewitt, S. Kirk, W. Lahey, M. Pacurar, A. Quraishi, N. Savage

**Absent:** P. Bodorik, D. Doman, J. Grant, L. Hackett, E. Johnson, T. MacRae, G. Wach

**Guests:** Arig al Shaibah, Susan Brousseau (Secretary of Senate), Andrea Power (Recording Secretary), Bob Mann (University Secretariat), Caitlin Plummer (Student Minute Taker), Nur Zincir-Heywood

### **2016: 114**

#### **Approval of Agenda**

The agenda was **approved** with one edit. Item 10: Scholarly Communication in Canada was removed from the agenda.

Senator Hoyle also noted that Question Period has been moved to 3:30 p.m., near the beginning of the agenda, to help ensure that there is a full 15 minutes available for questions.

### **2016: 115**

#### **Consent Agenda**

##### **Approval of Draft Minutes of September 26, 2016 Senate Meeting**

**THAT** Senate approve the draft minutes of the September 26, 2016 Senate meeting.

**APPROVED** by CONSENT.

##### **Senate Learning and Teaching Committee:**

##### **Bachelor of Computer Science, Admission Modification**

**THAT** Senate approve the revised admission requirements for the Bachelor of Computer Science, effective for the 2017-18 calendar.

**APPROVED** by CONSENT.

## **Proposed Academic Dates for 2017-18**

**THAT** Senate approve the 2017-18 academic term dates, as presented.

**APPROVED** by CONSENT.

### Senate Planning and Governance Committee: re-appointment of University Tenure and Promotions Panel members

On behalf of the Senate Planning and Governance Committee, Senator Hoyle **MOVED**:

**THAT** the Senate re-appoint the following individuals to the University Tenure and Promotion Appeals Panel for 2016 – 2019: Tessema Astatkie, Faculty of Agriculture; Abdel Farrag, Faculty of Computer Science; Kathleen Russell, Faculty of Dentistry; Gorman Doyle, Faculty of Dentistry; William Phillips, Faculty of Engineering; Jean Hughes, Faculty of Health Professions; Patricia Cleave, Faculty of Health Professions; David Jakeman, Faculty of Health Professions; Stephen Coughlan, Schulich School of Law; Constance MacIntosh, Schulich School of Law; and for the term 2016-2017, Jill Grant, Faculty of Architecture & Planning.

**APPROVED** by CONSENT.

### **2016:116**

#### **Matters Arising from the September 26, 2016 Senate Minutes**

There were three matters arising: one from the June 2016 meeting and two from the September 26, 2016 meeting.

#### FASS Summer Courses

Senator Harvey provided an overview of the issues that FASS faced last summer with respect to the numbers of summer classes offered in comparison to 2015. With the exception of the Departments of English and Sociology and Social Anthropology, he reported that eight departments offered the same number of classes, two departments offered two fewer classes, and two departments offered one class less than in 2015. One department offered one more class than in 2015. He stated that the remaining 2016 summer classes had the capacity to accommodate additional students and there was no apparent negative impact. FASS was committed to students' success, despite costs and budget concerns. Thirty-eight courses were offered by FASS in summer 2016, nine of which were retained despite not sustaining the minimum 20 students past the cut-off point for cancelling the class. Senator Harvey gave an example of a course that had 25 students registered in March, but only seven students when the course began.

He further noted that English and Sociology and Social Anthropology (SOSA) had the most significant challenges, with potential negative impacts to students that are difficult to track or confirm. In English, five classes were offered this past summer, compared to seven in 2015. Two of the five remaining classes produced waitlists (over 20 students). However, four of the five classes had enough space to accommodate another 50 students. He stated it is difficult to determine the negative impact, noting that some students may have found alternative summer courses at Dalhousie and some may have taken summer classes online or at other institutions. There is no evidence of a negative impact on student eligibility for graduation. In SOSA, four of eight courses were eliminated; however, there was room to accommodate an additional 33 students in the remaining courses. There are reports from nine students expressing concerns regarding SOSA's course offerings, but there was no evidence of negative impact on student eligibility for graduation.

He spoke to future plans to work on strategies to address these issues moving forward, such as monitoring trends in summer classes more effectively (for example, attrition rates and the timing of when students generally drop classes), being proactive to get students off wait lists, and ensuring that offerings in the regular term have appropriate caps and schedules to accommodate students. The Faculty will also assess the implications of students re-imagining the way they complete their program, such as spreading out courses more equally across all terms.

He emphasized that minimizing the impact to students is a priority, despite the increasing pressures to balance competing priorities, such as budget cuts and declining enrolments.

There was a question regarding whether any consideration has been given to reviewing the minimum number of students required in a course to have a TA. It was suggested that a minimum of 60 students may create an artificial barrier that keeps course caps low. Senator Harvey responded that FASS has not made any adjustments to this criterion for regular terms classes, but he suspects that this will be considered during budget discussions. On the other hand, budgets are tight and there are many priorities and pressures.

#### Financial update on the JRJ Chair

Senator Watters provided a financial update on the JRJ Chair, reporting that the endowment is fully-funded at this point. It is valued at \$2,727,000 as of August 2016. The total spending allocation for this year is \$219,800, with \$112,600 coming from the \$2.7 million endowment, \$87,200 in carry forward from unspent funds, and \$20,000 from the President's and Provost's offices. Senator Watters confirmed that commitments made in the past have been met from the endowment. There was a follow-up question regarding whether the reference to this in the Chair description could be removed. Senator Watters agreed that this should be removed.

#### Gender pay gap for faculty not in a bargaining unit

Senator Watters provided an update on the gender pay gap for faculty not represented by the DFA. She stated that all employees (DFA and non-DFA) are being considered in the current pay equity review. She noted that the process for review will be through discussions with the bargaining units, with any necessary adjustments then made for non-unionized employees as well. She noted that analysis is underway and that Jasmine Walsh can report to Senate once it is complete.

#### **2016: 117**

#### **Chair of Senate's Report**

Senator Hoyle, on behalf of the Chair of Senate, reported to Senate. He congratulated Senator Baylis for receiving two honours. She is the recipient of the Order of Nova Scotia and the Royal Society of Canada's McNeil Medal.

He spoke to October being Mi'kmaq history month, noting that its purpose is to promote public awareness about the Mi'kmaq culture and heritage for all citizens of Nova Scotia. It is celebrated annually by the Nova Scotia Government and the Mi'kmaq community to renew peace and friendship.

Senator Hoyle thanked Senators who put their names forward to be a mentor to new Senators and requested that any new Senators who are interested in having a mentor contact the University Secretariat. He noted that the inter-fund transfer meeting has been rescheduled to January 30, 2017. He spoke briefly to the 2016 Dalhousie United Way Campaign, which runs from October 11-31. He noted the items attached for information: October 2015 Graduands, Approved Senator Question Protocol, and the Honorary Degree call for nominations.

Senator Harman, Chair, Senate Learning and Teaching Committee (SLTC), spoke briefly to questions that have come to SLTC on IT infrastructure at Dalhousie and noted the plan to provide an update to all senators at a special session, potentially in December. Senator Harman noted that the intention is to use the session as an opportunity to bring senators up to date on developments, but also to follow this with a conversation on how faculty see the classroom in the near and middle future. The session will be open to any members of the community interested in attending. There was a request to Senator Harman that SLTC propose a process for encouraging the wider participation of faculty. Senator Harman responded that SLTC will aim to ensure that the meeting is well communicated to the Faculties to encourage participation in this discussion.

Senator Hoyle reported that a joint meeting of Board and Senate Officers is scheduled for November 1, 2016 and will focus on Strategic Priority 5.2. A meeting has also been scheduled for January 31, 2017, but the agenda has not yet been determined. He also reported that Senate Officers met with Dalhousie Faculty Association leaders on October 14, 2016. There was a request that the statutory provision regarding six members each of the Board and Senate be followed for joint meetings of the Board and Senate.

**2016: 118****Provost Report**

Senator Watters spoke briefly to Fall Convocations, the seventh annual Mawio'mi and the recent permanent installation of the Mi'kmaq Grand Council flag on the Studley and Carleton campuses. She noted various capital projects underway, including the IDEA project on the Sexton Campus which is now moving forward as a result of the federal government Post-Secondary Institutions Strategic Investment Fund (SIF) award of \$32 million. Senator Watters provided a brief update on the Dalhousie Diversity Faculty Award (DDFA) program, noting that there were four new hires this year (IDS, History, Nursing and Management), and three other hiring processes are underway (Chemistry, Computer Science and Oceanography). She also spoke to this year's Open House on the Halifax campus, noting that 921 students filled out applications, almost double the number of students who applied for early admission at Open House last year.

There was a question with respect to whether there is a further stage to the federal government's SIF program for programs. Senator Watters responded that she is not aware of this at this time.

**2016: 119****Dalhousie Student Union President Report**

Senator Reid highlighted various items in her written report. She spoke briefly to the renovations in the Student Union Building, noting that these are officially complete. She also spoke to O-Week, the DSU Market, the Wellness Room in the SUB, the upcoming National Student Day of Action on November 2, 2016, and the recent municipal elections. She spoke to the DSU Sexual Assault and Harassment Phone Line, stating that the service will only run until November 3, 2016.

There was a question with respect to the discontinuation of the Sexual Assault and Harassment Phone Line service as of November 3<sup>rd</sup>. Senator Reid responded that it will end due to a lack of funding. She spoke briefly to the external review in the summer and the negotiations that followed, stating that funding was offered by the University, but this was not sufficient to run the service for the full year. Moving forward, the DSU is looking to find a source of sustainable funding to continue the phone line.

**2016: 120****Steps to Make Diversity and Inclusion a Reality**

Ms. Nur Zincir-Heywood, Faculty of Computer Science, spoke to the experiences in Computer Science on moving forward to create a culture of respect within the Faculty.

**2016: 122****Question Period**

There was a question for Senator Watters, inquiring into the difference between a CEO and a Director for research institutes, particularly, whether the Ocean Frontier Institute (OFI) having a CEO has any implications on the reporting structure. Senator Watters was not certain of any implications or whether the OFI would report to Senate. She will look into this and report back to Senate.

There was a discussion on the DSU Sexual Assault and Harassment Phone Line cancellation. Dr. Arig al Shaibah, Vice-Provost Student Affairs, spoke to this and noted that in the pilot year, the University had agreed to provide 50% of the costs for the phone line in the pilot year and transferred \$30K. The actual cost of the service in the pilot year was \$45K, of which the University should have paid \$22.5K. The DSU provided a figure of \$45K and a figure of \$60K for two scenarios in Year 2 and requested full funding from the University For the \$60K scenario for Year 2. After considering the external review of the support line, the University agreed to provide 50% of the cost of the phone line, for the \$45K scenario, for another year, (\$22.5K) - consistent with the level of support provided for the pilot year, and allowing for further evaluation of the service. The university transferred \$15K in Year 2 to augment the \$7.5K that was remaining from the previous year, to total \$22.5K.

Ms. al Shaibah reported that Dalhousie looked at the external review and noted that success can be measured in different ways; the external review took a holistic look in terms of qualitative as well as quantitative measures. Senator Reid confirmed, for clarification, that the DSU put forward two budgets and that the \$60K was their preferred model for consistent, reliable service, and \$30K as a “bare bones” model. The University’s offer of an additional \$15K was viewed as insufficient based on the feedback the DSU heard from students about the service, which included a lack of consistency in the phone line and some skepticism concerning services offered by the University. There was a follow-up question regarding the Backhouse Report recommendations and how to best guarantee that Dalhousie has services and safe reporting structures on campus for the reporting of sexual violence and harassment. Arig al Shaibah responded that the university wants to encourage a culture for safe disclosure and is examining such elements as need, usage and impact, as well as considering other options and potential initiatives. She noted that the phone line might be one important way, but the University needs to determine if there are other services and resources that should be considered. She noted that it was unclear from the external review whether the phone line actually created this space for disclosure in a way that is different from other services that are available on campus.

There was a request for an update on the amount of funding obtained for MIT REAP. Senator Watters responded that, while she did not have an exact figure, over half the amount has been achieved with some commitments still outstanding.

There was a query regarding the increase in the number of student applications at Open House this year and what might account for this. Senator Watters stated that there was an increase in students attending Open House, as well as a change in process that provided an efficient application submission option (without the needs to engage advising staff) and quicker response times. Mike McAllister, Acting Registrar, added that the application fee was waived for all applications submitted at Open House, which is consistent with other Nova Scotia universities.

There was a question about the DDFA program and whether there would be other similar programs or new opportunities. Senator Watters responded that she sees no reason the DDFA program would not continue as it has been successful. She noted that it will continue to roll though as positions become available.

### **2016: 123**

#### **Senate Planning and Governance Committee: Draft Academic Amnesty Motion re Student Day of Action**

Senator Abawajy, DSU Vice President Academic and External, spoke to the upcoming National Student Day of Action and to the proposed motion. She provided context, speaking to the rate of tuition increases in Nova Scotia, increasing student debt loads, and the request for legislation for safe campuses.

On behalf of the Senate Planning and Governance Committee, Senator Hoyle **MOVED**:

**THAT** Senate approve the motion as outlined below.

**WHEREAS** students from across the country will be mobilizing on Nov 2, 2016 to show broad support for a system of fully-funded, public postsecondary education;

**BE IT RESOLVED THAT** the Dalhousie Senate hereby requests all individuals involved in teaching at Dalhousie on November 2, 2016, to allow students who wish to participate in the National Day of Action to do so without academic penalty due to their absence.

The motion **CARRIED**.

**2016: 124****Draft Strategic Enrolment Management Framework**

Arig al Shaibah, Vice-Provost Student Affairs presented the draft Strategic Enrolment Management (SEM) Framework, as it relates to Strategic Priority 1.2 on student recruitment and encouraged Senate feedback and questions. She noted the items that were attached to the draft framework. She provided a brief background and context and outlined the key points of the framework; including the changing landscape regarding SEM. She noted the importance of a holistic approach in SEM for student success; highlighting the governance structure, expressing the desire for wide consultations across the university.

Questions following the presentation focused on issues such as an optimal size for the University, particularly in light of issues students and the community may face if growth is unlimited. Arig al Shaibah responded that the SEM framework emphasizes “smart growth”, meaning that some years, optimal growth may actually be no growth at times.

Comments from other senators spoke to support for the framework as a potential model for other universities in Canada and agreement that any plan needs to implement, measure and review. Others asked that the quality of education remain front and centre as a guiding principle in this work. Other questions focused on the apparent lack of faculty involvement in this process and in the make-up of the Steering Committee, and how faculty expertise could fit into this work. Arig al Shaibah responded that there are ways she can take that feedback back in terms of the governance structure and the Steering Committee. It was suggested to her that a ratio of three faculty members for every administrator would be a model to consider.

There was a brief discussion regarding principle 2J on the distinctive features of Dalhousie. Arig al Shaibah stated that the Steering Committee has not identified any particular features yet, but that this is one of the areas on which they are seeking input. They want to determine what features distinguish Dalhousie from other institutions in the region and nationally (U15). Related to this, was a comment on the key indicators and a concern that employability is the end goal. It was noted that “affinity” and “employment” are different measures and this would have significant impacts on programs that are not direct entry into the work force. It was also noted, in terms of distinctive features, that there does not seem to be much commentary on the research component. Wide consultations on campus were encouraged to ensure that stakeholders at all levels, including students, are considered to ensure that Dalhousie’s culture is reflected in the SEM framework.

It was noted that some statements in the framework on academic program planning appear contradictory. Arig al Shaibah will look into these phrases to ensure there are no contradictions. She thanked senators for the useful discussion and noted that she had heard some additional principles to consider. She confirmed again that additional consultations are planned.

**2016: 125****Other Business**

There was no other business.

**2016: 126****Adjournment**

The meeting adjourned at 4:40 p.m.