



SENATE

**Approved Minutes of the Meeting held on
Monday, November 28, 2016
3:00 pm – 5:00 pm
Theatre A, Sir Charles Tupper Medical Building
Carleton Campus, Halifax**

The Senate met in regular session on Monday, November 28, 2016 in Theatre A, Sir Charles Tupper Medical Building.

Present with Kevin Hewitt in the chair were the following: N. Ali, A. Aiken, D. Anderson, M. Aston, F. Baylis, P. Bodorik, T. Boran, D. Bourne-Tyson, C. Brown, J. Chen, A. Cochrane, M. Crago, R. Croll, M. Denike, C. Dielman, J. Erdman, S. Faridi, G.A. Finley, R. Florizone, N. Gear, D. Gray, K. Harman, F. Harvey, S. Holmes, J. Hoyle, J. Hughes, E. Johnson, K. Kesselring, M. Khan, S. Kirk, Y. Kotlyarova, D. Langille, W. Lahey, J. Leon, C. Macdonald, M. Macdonald, C. Macy, L. Meynell, C. Moore, R. Mopoho, B. Noble, M. Pacurar, R. Parker, D. Patterson, K. Reid, C. Richardson, N. Savage, L. Spiteri, A. Stadnyk, J. Stamp, T. Tennessen, G., Wach, C. Watters, D. White, S. Kuzak, T. Langille

Regrets: R. Chang, L. Diepeveen, J. Gahagan, R. Goodday, M. Leonard, T. MacRae, K. Mukhida, A. Rau-Chaplin

Absent: A. Abawajy, C. Cameron, S. Charlebois, D. Doman, J. Grant, L. Hackett, E. Leach, Y. Ma, C. MacDonald, A. Quraishi, P. Tyedmers, J. White

Guests: Susan Brousseau (Secretary of Senate), Debora Matthews, Andrea Rideout, Andrea Power (Recording Secretary), Caitlin Plummer (Student Minute Taker), Brenda Sabo, Wanda Thomas Bernard

2016:127

Approval of Agenda

The agenda was **approved** as circulated.

2016:128

Consent Agenda

Approval of Draft Minutes of October 24, 2016 Senate Meeting

THAT Senate approve the draft minutes of the October 24, 2016 Senate meeting.

APPROVED by CONSENT.

2016:129

Matters Arising from the October 24, 2016 Senate Minutes

Question re Ocean Frontier Institute (OFI)

Senator Watters responded to a question regarding the difference between a CEO and a Director for research institutes, particularly whether the OFI having a CEO has any implications on the reporting structure. She stated that the OFI was approved at Senate on June 8, 2015. She spoke to the governance structure outlined in that report, which included a CEO who reports to a management council and a scientific director. She noted that the OFI is a multi-faceted institute that is within the scope of Senate policy and is operating under the governance structure that was proposed when it was approved.

2016:130

IN CAMERA: Senate Honorary Degrees Committee: Nomination

Senator Hewitt announced that the Senate session would go *in camera*, and asked that all non-Senators leave the meeting. When Senate returned to open session, Senator Hewitt announced that the Honorary Degree nomination had been approved.

2016:131

Senate Learning and Teaching Committee: Modified admission requirements

Senator Harman, Chair of SLTC, introduced the two items, noting that the two modifications both propose the use of CASPer as either an interview selection or admission requirement.

Doctor in Medicine, Faculty of Medicine

Senator Anderson, Dean, Faculty of Medicine, briefly introduced the admission modification and he then introduced Andrea Rideout, Assistant Dean, Admissions Office, Faculty of Medicine, who highlighted the proposed modification to the admission requirement for the Undergraduate Degree in Medicine. She outlined the CASPer program, spoke to this type of assessment, and cost of use. She also outlined the current academic and non-academic criteria used in the Faculty of Medicine for interview selection and admission.

On behalf of the Senate Learning and Teaching Committee, Senator Harman **MOVED:**

THAT the Senate approve the modified admission requirements for the Doctor of Medicine, Faculty of Medicine, effective 2017-18.

Concerns were raised with respect to diversity and how CASPer responds to this. Ms. Rideout responded that CASPer uses time based questions that test the implicit traits of an individual. She stated that the Admissions Office shares these concerns of cultural competency and diversity and that they discussed these concerns with Altus (the company that operates CASPer) and they responded that they work to be culturally competent and diverse through both their questions and the raters. A. Rideout further responded that this is something the Faculty will continue to review. There was also a query as to whether the ethics experts in the Faculty of Medicine, including those in the Department of Bioethics, were consulted. Ms. Rideout responded that these individuals were not consulted.

There were additional questions with respect to the methodologies, qualifications, authentication of the individuals being tested, and the costs and application of the test. Concerns were raised, as it was not clear as to what methodologies were used and how the raters were qualified. Ms. Rideout responded that the test uses situational judgment testing, which evidence demonstrates is a beneficial tool. The Faculty wants to screen out individuals with traits that are not suited to medicine before they get into practice, which is what the use of CASPer will help do. There is embedded test security with authentication of government ID. As an individual only has five minutes to respond to these questions, Students complete the test once, paying \$40 for the test and \$10

for each school they apply. There were concerns of the additional cost, particularly regarding certain socioeconomic groups and the creation or worsening of barriers. The Faculty is cognizant of the costs and wants to ensure that it does not become barrier. A. Rideout noted that Dalhousie has the lowest application processing fees and interview costs for medical school. She stated that if it did become a barrier, they would stop the use of it. It was clarified that a student's test score is only good for one application cycle, as scoring is done in relation to the cohort of individuals taking the test on that day.

Concerns were raised regarding the research and evidence on CASPer to date with respect to its predictive value. Ms. Rideout responded that pilot studies started in 2004 and was correlated with performance on the qualifying exams for those who graduated in 2010. There are other schools using CASPer and studying its use and predictive validity. She emphasized that the current admissions criteria are not sufficient to assess non-academic attributes, which is a primary concern. The Faculty will monitor the use of CASPer to see how it correlates to other admission tools, but they are predicting that it will have a positive effect. There was further discussion on the assessment of qualitative information by data driven systems and how CASPer accounts for systemic pluralism, including different kinds of medical practices and the plurality of Indigenous approaches. Ms. Rideout stated that they want to ensure no further disadvantages are created for underrepresented groups and that in conversations with Altus, part of the content includes Aboriginal health issues and competencies to address diversity and cultural competency concerns. It was suggested that the Admissions Office request data from McMaster on differences in the admission profile of people into the program before and after the implementation of CASPer.

There was an inquiry into whether there is process in place for the review of the use of CASPer in the Faculty of Medicine. Ms. Rideout responded that the Admissions and Faculty Council have approved the use of CASPer for two admission cycles, at which time they will conduct a review. She stated that the evidence is strong and that the Admissions Office is confident that CASPer will be helpful in the interview selection process. There was discussion on preparation and coaching for the CASPer testing. Ms. Rideout responded that there is no evidence to suggest coaching will help someone's scores on the CASPer test and noted that it may actually harm them. The evidence for situational judgment, time-based tests is that prepared responses do not affect the validity of the test results. She emphasized the need to assess non-academic criteria for entry and spoke to the pool of applicants, stating they receive on average 1000 applications each year, with most applicants coming from outside the Maritimes. CASPer was chosen, as it has open-ended questions without prompts, making the test superior to multiple choice based tests.

There was a question on the weighting of the CASPer test and how the Admissions Office reached that decision. A. Rideout responded that the questions are evaluated similarly to the MMI in that each question is evaluated by the same rater for every applicant who took the test on that day. The test is set with a threshold to select applicants for interviews, with those who score 1.5 standard deviations or more below the average score not being selected. Once they are more familiar with the data and the tool, they will reconsider whether to weight this in another way.

The motion **CARRIED**.

Senators Baylis, Stadynek and Meynell among those who were abstaining.

Bachelor of Science, Nursing, Faculty of Health Professions

Senator Harman introduced Brenda Sabo, Associate Director, Undergraduate Studies, School of Nursing, and then she introduced the motion, stating that the School of Nursing is looking at the use of CASPer as an admission requirement.

On behalf of the Senate Learning and Teaching Committee, Senator Harman **MOVED**:

THAT the Senate approve the modified admission requirements for the Bachelor of Science, Nursing, Faculty of Health Professions, effective 2017-18.

Breda Sabo spoke to the current admission requirement of GPA, weighted at 100%, and the proposal to add CASPer results as a second admission requirement, with GPA weighted at 60% and CASPer weighted at 40%. She outlined the need for an additional requirement beyond GPA as GPA is not predictive of success on the National Licensing Exam. She noted that several universities across Canada and Nova Scotia are looking to implement CASPer as a potential screening tool for their nursing programs. She emphasised that the use of CASPer would not affect an applicant's ability to self-identify and further stated that the Registrar's Office will individually assess and consider all applications where the applicant has self-identified. She stated that the School will re-assess after each pool of applicants for the next two admission cycles and will assess more critically if problems arise.

Concern was expressed for weighting the results of the CASPer test at 40%, given that the program is quite new and untested. Ms. Sabo noted that the sense from other universities is that they will also be using this weighting scheme; however, this is something that will be considered in the evaluation process. Nursing has a committee in place to look at the data around the use of CASPer and it is planned to have CASPer in place for five years, with a minimum of three to ensure that the direct entry students complete the program to assess the predictive value of the test.

There was an inquiry into the cost of admissions as compared to other programs. The cost is standard across Canada, with students paying \$40 for the test and \$10 for each school they apply. Senator Hewitt also noted that SLTC encouraged both Nursing and Medicine to consider offsetting this cost to prevent economic barriers to access.

There was discussion with respect to the overall depth of the admission process in Medicine and Nursing. Ms. Sabo responded that Nursing has historically used GPA as the only admission criteria, primarily due to resources. The evidence on CASPer is relatable to Nursing, as the test assesses implicit traits through situational judgment questions. She also noted that the research suggests there is no validity with personal essays, as they often become formulaic. There was an inquiry as to whether Nursing consulted ethics experts at the University, including those in bioethics. B. Sabo responded that they have not been consulted; however, Nursing is still in meetings regarding the implementation of CASPer, so they will bring them into the conversation.

With respect to self-identification, it was noted that the decision to have these applicants evaluated separately seems to align with the spirit of Strategic Priority 5.2 and Nursing will continue to maintain a set number of seats per year for individuals who self-identify and make it through the application process and with the addition of CASPer will not change this.

It was noted that Nursing and Medicine should consider how to change the values, beliefs, and ethical principles of its students, rather than using a screening tool to reject. Ms. Sabo noted that she did not know of any students who had taken the test after completing a program to see if they scored higher than when they took the test to be admitted into the program.

The motion **CARRIED**.

Senators Baylis, Stadynek and Meynell among those who were abstaining.

2016:132

Dentistry update on the Taskforce Recommendations

Senator Boran, Dean, Faculty of Dentistry provided an update on the taskforce recommendations, speaking to three reviews that were conducted in the Spring of 2016: (1) an accreditation of all programs by the Commission on Dental Accreditation of Canada, (2) a Senate Unit Review, and (3) a Graduate Studies Review. He stated that the Internal Senate Review was positive and reported no issues of sexism, misogyny or homophobia. Dentistry students are moving forward with the plans they presented to Senate in April 2016 and the Faculty is making progress in supporting all levels of staff with professional development, clear reporting mechanisms, and other initiatives.

Debora Matthews, Chair, Next Steps Committee, Faculty of Dentistry highlighted the main areas of progress across the four themes of communication, curriculum renewal, community outreach, and reducing isolation. There was a request for further elaboration on the response to Recommendation 10 regarding the consultation process with students. Ms. Matthews and Senator Boran both spoke to this, stating that the students have been very involved in the consultation process. When deciding how to change the clinic schedules, all students in clinical years were invited to participate in the discussions. The students proposed some of their own models and the ultimate arrangement was arrived at only after faculty, staff, and students worked through the problem together. Approximately 20 students from each of the two clinical classes participated in these discussions. Moreover, there are monthly student class meetings, to which approximately half the class attends.

There was commendation on a number of the initiatives; however, concern was raised with respect to Recommendations 2 and 15 regarding the complaint procedure and reducing isolation. It was noted that part of the complaint process involves University processes, outside of Dentistry. D. Matthews responded that the students have a great relationship with the Dean of Students, who has a close relationship with Student Resources and Human Rights and Equity Services. She stated that there are a number of changes before Faculty Council and that they are currently re-writing the Academic Policy Manual to clarify the processes and link them to University policy. They are working to ensure students are aware of these resources by continuously providing them this information. The role of the new ombudsperson was noted as an additional resource available to students.

There was further discussion on Recommendation 2 regarding the complaint system. It was noted that it is currently unclear what the process is if a complaint was brought forward. The Backhouse report stated that informal processes should not be used in place of investigations. There was an inquiry into how this has been followed through in Dentistry. Ms. Matthews spoke to professionalism and how that policy mirrors similar policies in other Faculties. If a complaint falls outside this policy, it will go through University policy. Ms. Matthews noted that they are still working to update and revise these academic policies and that the timeframe for completion is uncertain at this time. Senator Florizone added that the response to this recommendation cannot be answered entirely by Dentistry. He stated that the University is taking a fresh look at all policies, noting that the process is ongoing and that Senate will be engaged. Arig al Shaibah, Vice Provost, Student Affairs, will provide an update to Senate, particularly regarding the Student Code of Conduct and sexual violence policies.

Senator Hewitt noted that the next Dentistry update will be provided at the April 10, 2017 Senate meeting.

2016:133

Question Period

The following question was submitted by Senator Baylis between Senate meetings:

Question 2016-01 - We have recently been told that all of the Administration's and the Senate's work is going to be organized under the Strategic Directions and so I would like to know how, on a go forward basis, the priority on

faculty recruitment and retention can be (i) properly reflected in the Dalhousie Strategic Direction document and (ii) effectively advanced?

Jasmine Walsh, Associate Vice-President, Human Resources (Acting), responded to this question, stating that the focus is not to amend the strategic direction to properly reflect the work being done, but to advance the work. She stated that Strategic Priority 2.2 has not been as vigorously attended to as other priorities. Strategic Priorities 2.2 and 5.1 are being led in tandem with general human resources issues for faculty and staff with the integration of aspects on the auditing of academic recruitment practices. She noted that this was significantly successful last year, with 98% of first choices being hired well beyond the goal of 85%. She stated that search committees will have the understanding of human equity employment concerns and Deans have access to faculty specific data and the responsibility to plan in relation to those applications.

Senator Hoyle spoke briefly to the work being done by SAPRC on this issue, noting that SAPRC commissioned a report, which is not complete. SAPRC will provide an update to Senate in early 2017 and Ms. Walsh will also be informed of the SAPRC Report.

Senator Baylis spoke to the overarching concern underlying this question regarding the prioritization of these issues. She expressed concerns that issues of faculty recruitment and retention that were raised during 100 Days of Listening were not heard, as is reflected by the organization of these issues in the Strategic Directions. She raised the additional concern that such an issue was codified in the Strategic Directions in a way that it will not become a priority, as there is not one particular Strategic Priority that prioritizes faculty.

Senator Florizone spoke to the organization of the Strategic Priorities, stating that faculty are mentioned in a few places and that it was unintentional to faculty to not appear as a priority. He emphasized that faculty are a priority under the Strategic Directions, despite how the document was framed. In the next planning period, the document can be redefined to make this clear. He spoke to the incremental nature of the changes being done, noting that it works well for these types of incremental changes, such as diversity. However, it is much more difficult to make effective changes where there is a structural gap that impacts the Faculties every year, with increasing costs surpassing the increase in government funding each year.

Question 2016-02

This question was deferred due to time constraints.

2016:134

Chair of Senate's Report

This item was deferred due to time constraints.

2016:135

President's Report

This item was deferred due to time constraints. Senator Hewitt stated that any questions on the report can be submitted directly to the President.

2016:136

Steps to Make Diversity and Inclusion a Reality

Senate congratulated Dr. Wanda Thomas Bernard, Professor, School of Social Work and Dalhousie's Special Advisor, Diversity and Inclusiveness, on her recent appointment to the Senate of Canada by Prime Minister Trudeau.

Dr. Thomas Bernard presented to Senate on Strategic Priority 5.2 to foster a collegial culture grounded in diversity and inclusiveness.

2016:137

Questions for Reports

There were no questions.

2016:138

Other Business

Senator Harman announced that there will be a Senate sponsored event on December 8, 2016 from 3:00pm-5:00 p.m. on the Future of Dalhousie's Technology Enabled Teaching and Learning Environment. She noted that it will be a simultaneous event in Halifax and Truro and she encouraged all staff, faculty, and students to attend.

2016:139

Adjournment

The meeting adjourned at 5:05 p.m.