



SENATE

**Minutes of the Meeting held on
Monday, May 14, 2018**

3:00pm – 5:00pm

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

The Senate met in regular session on Monday, May 14, 2018 in Theatre B, Sir Charles Tupper Medical Building.

Present: with Kevin Hewitt in the chair were the following: A. Aiken; D. Anderson; M. Aston; R. Agu; J. Blustein; V. Bhargava; D. Bourne-Tyson; C. Brown; C. Cameron; S. Charlebois; S. Chowdhury; A. Cochrane; R. Croll; L. Cutmore; K. Dakin-Hache; B. Davis; M. Denike; L. Diepeveen; S. Faridi; G.A. Finley; R. Florizone; J. Gantar; N. Gear; L. Goldberg; M. R. Goodday; D. Gray; A. Habib; L. Hackett; A. Hayden; S. Holmes; E. Johnson; Masuma Khan; D. Kelley; S. Kuzak; L. Macdonald; C. Macy; C. Moore; R. Mopoho; T. Packer; R. Parker; D. Patterson; S. Ponomarenko; A. Prosper; C. Richardson; K. Sherren; S. Somogyi; L. Spiteri; J. Stamp; F. Taheri; C. Watters; E. Welsh; D. White; H. Xu

Regrets: N. Ali; T. Cyrus; T. Duck; B. Foster; J. Graham; D. Grujic; J. Hall; C. Helland; J. Hoyle; Muhammad Khan; W. Lahey; J. Leon; M. Leonard; C. MacDonald; B. Merritt; N. Nadeem; M. Pacurar; J. Penney; A. Rau-Chaplin; A. Steenbeek; G. Wang-Pruski;

Absent: C. Dieleman; Ghasemi Ghodrat; M. Numer; J. White

Guests: Benoit Aubert (Director, Rowe School of Business, Faculty of Management), Sylvain Charlebois (Dean, Rowe School of Business, Faculty of Management), Pemberton Cyrus (Associate Professor, Faculty of Engineering), Isabelle French (Associate Legal Counsel), Barb Hamilton-Hinch (Assistant Professor, Leisure Studies, School of Health and Human Performance), Melissa MacKay (Advisor, Sexual Violence, Human Rights & Equity Services), Mike Smit (Acting Associate Dean, Research), Faculty of Management), Katherine Harman via teleconference (Acting Vice Provost, Student Affairs)

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. Dean Camille Cameron was called upon to relay initiatives within the Schulich School of Law. There have been curriculum changes to introduce first year courses in Indigenous law. This builds on the work done within the Schulich School of Law beginning with the Indigenous Blacks & Mi'kmaq Initiative and is a response to recommendations from the Truth and Reconciliation Commission of Canada. A library of resources is also being built so that faculty members can implement Indigenous materials into existing courses.

2018:62

Approval of Agenda

The agenda was **approved** as presented.

2018:63

Approval of the Draft Minutes of April 09, 2018 Senate Meeting

THAT the draft minutes of the April 09, 2018 meeting be approved as presented.

Approved by CONSENT.

2018:64

Matters Arising from the April 09, 2018 Senate Meeting Minutes

It was raised that there has been significant debate about whether closed or open searches are appropriate for the recruitment of senior administrators. It was further proposed that the short listed candidates for the Provost and Vice-President, Academic position appear before Senate *in camera* for questioning by Senators. It was expressed that this mechanism would provide a balance between the closed and open processes.

Senator Diepeveen **MOVED**, seconded by Senator Khan:

THAT Senate endorse the proposal to have a short list of candidates appear before Senate at an *in camera* session to take questions from Senators.

The Senators discussed motion. It was noted that the Senior Administrative Appointments Policy was silent on whether searches should be conducted in an open or closed manner. As such, it is the decision of the Search Committee chairs, subject to unanimous approval by the short-listed candidates, that determines whether candidates meet members of interested groups within the university community.

There are valid policy considerations on holding both closed and open processes, including attracting key candidates, transparency, and collegial governance. Senators were reminded that they had been encouraged to consider creative processes that could uphold and balance all policy considerations.

The Senators further discussed the importance of the closed and open processes depending on the specific position that was being filled. Additionally, the proposed motion was discussed in light of whether it achieved the right balance.

Senator Faridi **MOVED**, seconded by Senator Spiteri:

THAT the question be called.

The motion CARRIED.

2018:65

Steps to Make Diversity and Inclusion a Reality

Barbara Hamilton-Hinch (Assistant Professor, Leisure Studies, School of Health and Human Performance) presented on this matter. She acknowledged that Dalhousie University has many great stories that are not widely shared. She spoke to several of these initiatives. PLANS (Promoting Leadership in Health for African Nova Scotians) seeks to increase representation of African Nova Scotians in the health professions. IMHOTEP's Legacy Academy recognizes that students need to be supported as early as junior high and high school before applying to university. University curriculum further needs to reflect the people it hopes to teach.

The Faculty of Health tracks the number of students within the program and how they are doing. As well, it looks at the students who are not getting into the programs they applied to and why. Mini-courses or Interprofessional Health Education Portfolios (IPHEs) are being introduced that look at various barriers and disparities in health. A key priority for the Faculty of Health is making sure that students are engaged in all that is being done.

2018:66

Steps to Increase Student Retention

Pemberton Cyrus (Associate Professor, Faculty of Engineering) presented on this matter. The Faculty of Engineering has been piloting ways to increase retention. A survey was sent to first year engineering students seeking information on student retention. Overwhelmingly, students reported that they believed that their attendance affected their grades.

By their reporting, most students are attending most of their lectures. There are various reasons for missed lectures, including difficulty understanding the professor to already knowing the material. Several recommendations were offered. The Dalhousie Conference on University Teaching and Learning suggested active learning and group examinations for increased student retention and performance. Professors can further coordinate quizzes and assignments to reduce workload spikes.

2018:67

Senate Academic Programs and Research Committee: New Program: MSc in Business

Senator Hewitt introduced this matter. The proposed MSc in Business, offered through the Faculty of Management fills a gap in Dalhousie University's current programs. Dalhousie University is the only university among its U15 peers without a similar MSc. Benoit Aubert (Director, Rowe School of Business, Faculty of Management), Sylvain Charlebois (Dean, Rowe School of Business, Faculty of Management), and Mike Smit (Acting Associate Dean, Research) further described this research-based thesis program, offered for four consecutive terms for a total of sixteen (16) months.

Senators discussed the proposal, including the length of the program, which was described as comparable to other similar MSc's in Business. The applicant pool and eligibility requirements were also discussed.

On behalf of the Senate Academic Programs and Research Committee, Senator Hewitt **MOVED**:

THAT the Senate approve the new program proposal for a MSc. Business, Faculty of Management, as presented.

The motion CARRIED.

2018:68

Senate Planning and Governance Committee: Sexualized Violence Policy and Companion Documents

- New Draft Sexualized Violence Policy
- Terminated Sexual Harassment Policy
- Revised Code of Student Conduct
- Revised SDC Jurisdiction and Procedures
- Revised SDC Terms of Reference

Senator Packer opened discussions on this matter. Isabelle French (Associate Legal Counsel), Katherine Harman via teleconference (Acting Vice Provost, Student Affairs), and Melissa MacKay (Advisor, Sexual Violence, Human Rights & Equity Services) were present to respond to any questions.

Senator Packer explained that a document had been included in the Senators' meeting package to address the questions received from the last Senate meeting.

Ms. Harman, through a prepared video, highlighted components of the Policy more specifically. She addressed the development of the Policy, the consultation process, the purposes of the Policy, and the communication of the Policy. It was recognized that the implementation of the Policy would be closely monitored and a review of the Policy will occur post-implementation. The importance of implementing this framework before the fall semester was also described.

Senator Packer lastly highlighted recent changes to the Policy since it was last brought to Senate. The Senators were reminded that they could only approve those matters falling within Senate's mandate, considering this was a joint Policy with the Board of Governors.

Senators discussed the Sexualized Violence Policy and Companion Documents, noting the following:

- The Policy is to be considered by Senators using a student-centric lens. The influence of the Policy on faculty and staff is not within the jurisdiction of Senate, but a matter to be considered by the Board of Governors.
- Human Rights & Equity Services has been generating a plan of action for communication and education of the Policy and have already been engaged in this work.
- The consultation process was further discussed, including the length and variety of mechanisms used.
- The use of the term “sexualized violence” to describe a spectrum of behaviours, including sexual harassment, was further considered. It was recognized that each finding of sexualized violence under the Policy is examined independently in consideration of the specific facts of each case. The feasibility of implementing different policies to address specific behaviours was discussed.
- The confidentiality protections in the Policy were considered. More clarifications in the Policy had recently been added to this effect.
- The value and process of submitting anonymous complaints under the Policy was raised. This option encourages disclosure. This also supports the collection of data. Furthermore, very limited action can be taken against a respondent if the incident is reported anonymously, as there are fewer procedural safeguards through this process. While there have been five (5) reports of sexual violence, the Dalhousie Student Union’s Survivor Support Centre has received over fifty (50) calls.
- The Policy does not contravene Canadian law. Dalhousie University is not bound to adopt any particular definition of sexualized violence. Furthermore, this Policy is among the leading sexualized violence policies of universities in Canada as it is currently written.
- The sponsorship of the Policy by the Provost’s Office was described.
- The role of the external investigator was further discussed. The use of external investigators is a trend amongst universities, recognizing that university administrators are often not equipped and not in an independent position in order to deal with sexualized violence allegations.

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

1. **THAT, to the extent that it affects matters within the purview of the Senate, Senate approve the Sexualized Violence Policy as presented, effective September 1, 2018. AND**
2. **THAT, to the extent that it affects matters within the purview of Senate, Senate revoke the University’s Sexual Harrassment Policy effective August 31, 2018. AND**
3. **THAT the Senate approve the changes to the Senate Discipline Committee – Jurisdiction and proceduress effective September 01, 2018. AND**
4. **THAT the Senate approve the changes to the Seante Discipline Committee – Terms of Reference effective September 01, 2018. AND**
5. **That all references to the University’s Sexual Harassment Policy in University policies, procedures or other documents to be amended to read Sexualized Violence Policy.**

Senator Khan **MOVED**, seconded Senator Watters:

THAT the question be called.

The motion **CARRIED**.

2018:69

Chair of Senate’s Report

This time was conceded for the President’s Report.

2018:70

President’s Report

Senator Florizone encouraged Senators to attend convocations. Furthermore, Senators were thanked for their discussion on the last item.

2018:71

Questions for Reports

There were no questions for the reports.

2018:72

Question Period

In relation to the presentation on “Steps to Increase Student Retention”, Mr. Cyrus was asked whether the accessibility of the classrooms was raised as an issue during the survey of first year engineering students on retention. There was no explicit survey question to this effect and it was not raised in the general comments provided by students.

Concerns were raised regarding the availability of Dalhousie University’s Fun Zone and swimming lessons for kids. These services were noted to be valuable to graduate students. Discussion and follow-up will occur after the Senate meeting to be able to provide a more thorough update to this effect.

Any questions related to the consultation of faculty members as it relates to the Sexualized Violence Policy should be directed to the Board of Governors.

2018:73

Other Business

There was no new business arising.

2018:74

Adjournment

The meeting was adjourned at 5:11pm.