



SENATE
Approved Minutes of the Meeting held on
Monday, February 8, 2021 at 3:00pm
Via Microsoft Teams

The Senate met in regular session on Monday, February 8, 2021 via Microsoft Teams

Present: K. Hewitt (Chair), G. Adophe-Nazaire, R. Agu, A. Aiden, D. Anderson, F. Annan, M. Aston, R. Barker, P. Bennett, N. Bird, J. Blustein, D. Bourne-Tyson, K. Brooks, T. Cyrus, B. Davis, R. Devlin, O. Dryden, H. El Naggar, N. Esseddine, M. Farrimond, B. Foster, M. Fournier, D. Gray, D. Grujic, J. Hall, B. Hansson, F. Harvey, K. Hewitt, V. Howard, M. Irwin, S. Jeffrey, W. Lahye, M. Leonard, L. Macdonald, B. Merritt, L. Meynell, A. Mohan, C. Moore, F. Naghibi, J. Newhook, R. Orji, M. Pacurar, L. Perez, T. Rajack-Talley, B. Rathgeber, A. Rau-Chaplin, Hyo-Sung. Ro, K. Rosen, D. Saini, B. Schick, E. Seelemann, S. Seth, M. Sharaput, A. Siegel, D. Silvio, L. Spiteri, S. Stackhouse, M. Stinson, F. Taheri, V. Turpin, P. Tyedmers, D. Tyers, M.A. Ulkum, I. Waldron, G. Warner, E. Welsh, D. Westwood, D. White, E. Wunker, S. Yurgel

Regrets: S. Coughlan, L. Goldberg, Z. Jones, S. Krik, J. Phinney, C. Richardson, A. Sophocleous, S. Sparks, S. Stone, I. Yakovenko

Absent: V. Allen, A. Cooper, A. Doucette, P. Doyle-Bedwell, T. Duck, Y. El Hiani, K. El Sankary, A. Habib, G. Horne, A. Kermanshahi-Pour, J.S. Kim, B. Nassar, L. Propper, S. Zahoor

Guests: Anne Barrett (DSU), Robert Hanff (Chair, Board of Govenors), Heidi Lauckner (Faculty of Management), Anne Matthewman (DSU), Judith Ng'the, Nakita Stowbridge, Sarah Wells (Faculty of Science), 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.

Senator Hewitt called on Senator Newhook to make the land acknowledgment statement. Senator Newhook then gave a brief presentation on the Faculty of Architecture and Planning's efforts to engage the viewpoints of underrepresented and marginalized communities throughout the Faculty's curriculum and programs. Senator Newhook reported that the Faculty's Equity, Diversity and Inclusion (EDI) committee established in fall 2020 had been instrumental in ensuring implementation of these initiatives.

1. Approval of Agenda

The agenda was **approved** as presented.

2. Consent Agenda

2.1. Approval of Draft Minutes of January 11, 2021 Senate Meeting

Approved by **CONSENT**.

2.2. Senate Faculty Reappointment to Board of Governors – Carolan McLarney

THAT Senate re-appoint Carolan McLarney, Rowe School of Business, as a Senate faculty representative on the Board of Governors for the term July 1, 2021 – June 30, 2024.

Approved by **CONSENT**.

2.3. Sick Notes for Winter 2021 Term

THAT Senate approve partially suspending the Academic Calendar Regulation Missed or Late Academic Requirements due to Student Absence by removing the need for sick notes during the Winter 2021 term.

Approved by **CONSENT**.

3. Matters Arising from January 11, 2021 Senate Meeting

There were no matters arising.

4. Steps to Make Diversity and Inclusion a Reality

Senator Hewitt invited Sarah Wells, Associate Professor, School of Biomedical Engineering, Medical Sciences Program to present on Inclusive Pathways to Medical Professions (IPMP) as part of Senate's five-minute segments to consider steps that were or could be taken to make diversity and inclusion a reality at Dalhousie and in the wider community.

S. Wells reported that Indigenous and African Nova Scotian students were underrepresented across the majority of faculties, including in the medical professions. Together, these underrepresented groups made up 3% of the population across campus. One area of exception was programs linked to pre-existing equity-serving projects. S. Wells advised that the Indigenous, Black and Mi'kmaq (IB&M) initiative of the Law School was one such example that other faculties could emulate.

S. Wells informed the meeting that the goal of the IPMP is to establish an equity-serving program in the undergraduate Medical Sciences program, through the application of a cohort approach, while including EDI principles and based on the IB&M initiative. S. Wells explained that 10 Mi'kmaq and 10 African Nova Scotian students would be admitted to the Medical Sciences program each year, in addition to the current 120 admissions, beginning in 2022. S. Wells noted that the IPMP would provide multi-faceted supports for both cohorts, including:

- Cohort advisor
- Recruitment and community outreach
- Financial support
- Academic support
- Emotional support
- Cohort-building activities

S. Wells noted that this approach could be expanded to other programs and faculties.

Several senators expressed support for this initiative. Senator Farrimond noted that the College of Continuing Education's Transition Year Program is an exemplar access initiative for Indigenous and African Nova Scotian students that the Medical sciences program should examine.

5. Reports:

5.1. Chair of Senate's Report

Senator Hewitt presented the Chair of Senate's report, informing senators that the February 22, 2021 meeting would be a think tank session centred on the issues of academic integrity. Senator Hewitt also confirmed that the Dalhousie Student Union query regarding academic accommodations for students would be addressed through a presentation from Student Affairs at the March 8, 2021 Senate meeting.

5.2. Provost's Report

Senator Harvey presented the Provost's Report and announced the appointment of Dr. Barb Hamilton-Hinch to the position of inaugural Assistant Vice-Provost Equity and Inclusion beginning in July, 2021.

Senator Harvey also updated Senate about the winter 2021 enrolment numbers, noting that winter 2021 enrolment had increased by 4.5% in comparison to winter 2020 numbers, in both graduate and undergraduate programs across all faculties. In addition, undergraduate applications for 2021/22 had increased by 9.5%; an increase of approximately 1,100 applications. Admissions offers had increased by more than 20.3%, confirmations were up by more than 28% and there had been a 16.7% increase in graduate student applications. Senator Harvey noted that conversely, there had been a decline in international student applications, which had been negatively affected by immigration restrictions, financial constraints and other challenges related to the COVID-19 pandemic.

Senator Harvey reported that the winter undergraduate bursary program would continue to be promoted by the University Registrar and campus programs. Senator Harvey noted that requests for financial support were up and that more than 700 early scholarships had been given out.

Senator Harvey also reported on the development of a Student Health and Wellness sharepoint site for staff and students.

5.3. Questions for Reports

Responding to a query about the positive enrolment numbers and whether these would affect the budget process and reverse expected budget cuts within faculties, Senator Harvey noted that while there was a link between enrolment numbers and priorities set, there were many contributing factors to faculty budgetary cuts and that these were not based solely on tuition increase and enrolment numbers. However, plans were constantly assessed as enrolment information changed. Senator Harvey also informed the meeting that consultations were ongoing with Communications, Marketing and Creative Services (CMC) and DSU on approaches to engage students and obtain student feedback on budget cuts.

FOR APPROVAL

6. Senate Nominating Committee (SNC)

6.1. Appointment of Interim Senate Chair (Term: July 1, 2021 – June 30, 2022)

Senator Spiteri declared an interest and recused herself from the meeting for discussion of this agenda item.

Senator Seth presented this item from the Senate Nominating Committee (SNC). Senator Seth reported that the SNC met on February 4, 2021 to review expressions of interests and nominations received for the position of Interim Chair of Senate for the period from July 1, 2021 to June 30, 2022. Senator Seth informed the meeting that the SNC recommended Senator Spiteri be appointed as the Interim Senate Chair.

Moved by Senator Seth on behalf of the Senate Nominating Committee:

THAT Senate appoint Senator Louise Spiteri, as the Interim Senate Chair for the term July 1, 2021 – June 30, 2022.

Discussion ensued with a number of Senators expressing support for the SNC recommendation. It was noted that if appointed, Senator Spiteri would be the first female Senate Chair in over 35 years, albeit in an interim capacity.

The motion **CARRIED**.

Senator Spiteri returned to the meeting and was congratulated by Senator Hewitt, on behalf of Senate on her appointment as Interim Chair of Senate. Senator Spiteri thanked the SNC and Senate and undertook to continue to work to achieve Senator Hewitt's goal of a diverse and inclusive Senate.

7. Senate Planning and Governance Committee (SPGC)

7.1. Revised Terms of Reference for Senate Standing Committees – SPGC, SAPRC and SLTC

Senator Hewitt presented this item from the Senate Planning and Governance Committee (SPGC). Senator Hewitt noted that a comprehensive review of the terms of reference of the three core Senate standing committees had not been conducted since 2014. Senator Hewitt informed the meeting that a review was undertaken in the fall of 2019, identifying various provisions requiring clarification and updating, while consultations were undertaken in 2020 with respect to membership composition and inclusion of EDI. Senate also approved delegation to the Senate Learning and Teaching Committee (SLTC), in 2018, for approval of routine non-substantial items as they related to the specific Senate responsibilities under the mandate of SLTC. Formal incorporation of these delegated duties into SLTC's terms of reference formed part of the revisions.

Senator Hewitt also noted that the Research Institutes and Centres Policy had been amended some years previously to simplify approval and termination of centres and institutes by removing SPGC second level approval and retaining one level of approval at SAPRC. The SPGC and SAPRC terms of reference had been modified to reflect this change.

Senator Hewitt noted that the draft revised terms of reference for the Senate Academic Programs and Research Committee (SAPRC) were recommended to SPGC for approval at the SAPRC meeting held on November 16, 2020. The draft revised terms of reference for SLTC were considered by SLTC and recommended to SPGC by e-vote on January 18, 2021. The revised terms of reference for SPGC were considered by SPGC at its meeting on January 20, 2021. At its January 20, 2021 meeting, SPGC also considered the draft revised terms of reference for both SAPRC and SLTC and recommended all three draft terms of reference to Senate for approval.

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

THAT Senate approve revisions to the terms of reference for the Senate Planning and Governance Committee, the Senate Academic Programs and Research Committee and the Senate Learning and Teaching Committee, as presented.

The motion **CARRIED**.

FOR DISCUSSION

8. Senate Learning and Teaching Committee (SLTC)

8.1. Code of Student Conduct Review

Senator Siegel, accompanied by Senator Turpin, presented on the review process for the Student Code of Conduct.

Senator Siegel noted that the last major review was conducted in 2014 and outlined the review process undertaken since the review taskforce was created in 2017. Senator Siegel advised that the initial draft was intended to be presented to Senate in March 2020 but the review process was delayed due to challenges surrounding the COVID-19 pandemic. Feedback was sought for incorporation into the draft revised code. This would return to Senate for further discussion and adoption.

Senator Siegel presented an overview of the key stakeholder themes and elaborated on the differences between non-academic and academic misconduct.

Senator Spiegel noted that the current code had been developed from an administrative point of view and was very brief. The revised draft code had taken a similar approach to that taken with the Dalhousie Sexualized Violence Policy. Senator Siegel noted that the complaint process mirrored that of the Sexualized Violence Policy.

The following feedback was given:

- Concern was expressed about whether the policy might coerce complainants and respondents into accepting a restorative justice process, coerce respondents into admitting wrongdoing regardless of their guilt and give too much power to the Vice Provost Student Affairs, who did not report to Senate. Should Senate be dissatisfied, there was no way for Senate to take control of the process or intervene. Senate would be ceding control. Senator Turpin responded that the code had a student centred approach and advised that the Student Code of Conduct process was controlled equally by the Vice-Provost Student Affairs, the complainant and the respondent. Senator Turpin elaborated that this process would be woven into the code in a clear and

transparent fashion and that the process would not be solely driven by the Vice-Provost Student Affairs.

- The importance of having a student centred approach in the elimination of an intimidating power structure that might drive complainants away from pursuing the process was emphasized.
- A view was expressed that the assumption was one of guilt. There was no investigative process. Senator Siegel responded that students involved would have to be in agreement with the approach. If they did not, the matter would proceed to the Senate Discipline Committee. It was agreed that it may be necessary to reword the code for clarity so that it was clear that a student could decline to take part in the process.

9. Senate Review Report – Faculty of Management

Heidi Lauckner, a member of the Senate Review Committee for the Faculty of Management review, appeared on behalf of John Cameron, Chair of the Senate Review Committee, to present the Senate Review Report.

H. Lauckner reported on three key issues that impacted the report, noting that they had been addressed in the Faculty acknowledgment:

- Organizational structure of the Faculty of Management
 - A structure that included all four schools was desirable.
- Strategies to promote EDI
 - The review identified serious challenges that needed to be addressed regarding EDI, starting with a basic understanding of what EDI was and how to improve on this.
- Management support of international students
 - with respect to social integration and capacity to provide support for the students. There was also a concern regarding financial risk should international students leave enmass. This issue required cooperation between senior administration and the Registrar's office.

Senator Brooks presented the Faculty response and spoke to the numerous changes that were underway, aimed at making improvements in the Faculty of Management, for the benefit of both students and faculty. Support for international students was highlighted as an issue that required significant attention. The Faculty was working on a draft strategic plan and on addressing EDI concerns. Senator Brooks concluded by inviting feedback from Senate on all of the highlighted issues.

Feedback was given as follows:

- Consideration should be given to engaging with FASS' Chinese Studies program to create community with students from China.
- Concern was expressed about the allegations of racism in the review report. Senator Brooks responded to the concern by acknowledging that a more detailed account was necessary and that it was imperative for the faculty to think about diversity and to ensure that an inclusive environment was developed.

10. Open Educational Resources

Senator Seelemann gave a presentation on Open Educational Resources (OER).

Senator Seelemann noted that textbooks were identified as an unsustainable financial burden by a majority of students. Not being able to afford textbooks had impacted student grades. Senator Seelemann noted that OER was a solution.

Senator Seelemann reported on the Open Educational Resources grant, that was open for application until March 8, 2021.

11. Question Period

There were no questions.

12. Other Business

There was no other business.

Adjournment

The meeting adjourned at 5:00 p.m.