

SENATE
Approved Minutes of the Meeting held on
Monday, December 9, 2019 by 3:00 p.m.
Theatre A, Sir Charles Tupper Medical Building, Carleton Campus, Halifax

- Present:** K. Hewitt (Chair), A. Abawajy, G. Adolphe-Nazaire, R. Agu, P. Allen, V. Allen, T. Balsler, J. Blustein, C. Cameron, B. Davis, C. Diallo, A. Doucette, P. Doyle-Bedwell, Y. El Hiani, D. Gray, J. Hall, K. Harman, F. Harvey, K. Hewitt, I. Hill, S. Holmes, G. Horne, N. Isaac-Pictou, D. Kelley, A. Kermanshahi-Pour, M. Leonard, L. Macdonald, J. Macedo, C. Moore, F. Naghibi, V. Nams, B. Nassar, P. Nnoka, R. Orji, P. Owen, M. Pacurar, L. Perez, J. Phinney, S. Ponomarenko, T. Rajack-Talley, C. Richardson, H-S. Ro, K. Rosen, C. Sandham, G. Scherkoske, S. Seth, A. Siegel, D. Silvio, S. Stackhouse, F. Taheri, P. Tyedmers, D. Tyers, I. Waldron, E. Welsh, D. Westwood, S. Wildeman, A. Yahia, I. Yakovenko, S. Yurgel.
- Regrets:** A. Aiken, D. Anderson, N. Blinn, D. Bourne-Tyson, T. Cyrus, T. Duck, H. El Nagggar, B. Foster, L. Goldberg, V. Howard, I. Joseph, S. Kirk, D. McKeen, B. Merritt, B. Rathgeber, A. Rau-Chaplin, G. Warner, D. White
- Absent:** F. Annan, M. Aston, R. Barker, M. Campbell-Yeo, O. Dryden, D. Grujic, A. Habib, A. Haiye, J.S. Kim, W. Lahey, N. Maymandi, J. Newhook, R. Rendon, A. Sarhan, H. Sinan, S. Stone, L. Turnbull, E. Wunker
- Guests:** Archibald Kaiser (Professor, Schulich School of Law & Dept of Psychiatry, Faculty of Medicine), Mary McNally (Head, Division of Prevention & Oral Health Promotion, Dept of Dental Clinical Sciences, and Associate Professor, Faculties of Dentistry & Medicine)

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.

1. Approval of Agenda

The agenda was **approved** as circulated with an amendment to postpone item 6.2 to the next meeting.

2. Consent Agenda

2.1 Approval of Draft Minutes of November 25, 2019 Senate Meeting

Approved by **CONSENT**.

3. Matters Arising from November 25, 2019 Senate Meeting

3.1 Update on Think Tank Sessions

Senator K. Hewitt updated senate on the think tank sessions which senators were asked to vote on after the November 25, 2019 meeting (agenda item 6). The top three categories were Student Experience and Student Success, Future of Teaching and Learning, and Research Future. Based on the results, Senator K. Hewitt recommends that the top three categories each host a think tank session next semester and the next two highest scoring categories would hold a combined session. The sessions will be held in the University Hall - Macdonald Building, an accessible space, and will be facilitated by graduate students. Faculty members at the Truro campus will be encouraged to participate in person but they may also participate over video conference. The preliminary dates for each focus group are:

- Student Experience and Student Success – Jan 27

- Future of Teaching and Learning – Feb 24
- Research Future – March 23
- Dal Purpose and Social Responsibility, and Campus Culture and Climate – April 27

4. Senate Planning and Governance Committee (SPGC)

4.1 Academic Freedom Work Group Recommendations for Non-Bargaining Union Members

Senator K. Hewitt provided background information for this item. Discussion around protection for non-bargaining union members was raised as a response to a case involving current Senator Horne. Two ad-hoc committees have since looked at the Senate's regulations and definitions of academic freedom and produced the attached report with recommendations. The ad-hoc committee was comprised of faculty members from medicine and dentistry because they represent a large percentage of non-bargaining unit members. In the new year, the formal grievance process for non-bargaining unit members that has been established will be presented.

Archibald Kaiser and Mary McNally from the ad-hoc committee presented the document. The committee did not provide a definition of academic freedom, but instead referred to several principles that should be incorporated into academic freedom that are available on page 8 of the report. M. McNally noted that one of the biggest issues of the clinical faculty being non-bargaining members is that they do not have access to a robust grievance process, which has been a focus of the committee.

The committee is considering the implementation table at the back of the document. Senate will not decide on the motion today. Senator K. Hewitt will bring any discussion items back to SPGC for consideration. Senate discussed the following:

- It was pointed out that in the accountability section of the implementation table the text be changed from "monitoring" to "discussion and protection" of academic freedom based on a suggestion from SPGC. The intention of this suggestion is to make stakeholders aware that academic freedom is as important as any other topic.
- In a situation like Senator G. Horne, these changes would have helped by making colleagues more aware of academic freedom and therefore prevent the issue and provide support for people who do not have a recourse during investigative and grievance procedures.
- In relation to Senator Horne's case, it was noted that the document does not address the hierarchal structure between the hospital and the university that compromises academic freedom and the culture of 'bad faith' which led to the university not providing an apology to the victim or holding accountable those who compromised academic freedom. Presenters noted that these issues should have been addressed by the board since it is their role to protect the academic freedom of all members of the institution, and this practice needs to be strengthened going forward. Senator Balser added that Senator Horne should have received an apology and there should be better principles to guide the university's actions in these situations.
- Safeguards need to be incorporated into the document to ensure that these principles are maintained since people cannot be accountable for upholding these principles by themselves. The process should include protections that allow members to express their opinion without repercussions. Hiring policies that focus on preventing unconscious biases against under-represented groups should be looked at as an example of effective safeguards.

Senator Hewitt will meet with Senator Horne to discuss the proposal further and bring suggestions to SPGC.

4.2 Consultation with Senate for Senior Administration Appointments

Senator K. Hewitt noted that this item comes from SPGC and is an examination of where consultation with senate is being sought for senior administration appointments. The policy currently includes three situations where consultation will be sought. The process of consulting with senate under F17A and F35A is currently ambiguous. SPGC has thoroughly discussed these provisions and has determined that “consultation with senate” shall mean that SPGC receives and comments on draft candidate profiles and that comments from SPGC will be presented at the next Senate meeting for information. SPGC will also update their terms of reference to reflect this change. Senior administration appointments apply to the level of Dean and above. Senate discussed the following:

- Last year during the search for the provost, one of the biggest issues was balancing the needs of candidate confidentiality and the needs of the community of open candidate presentations. The issue of privacy and open searches is not addressed in this policy and should be considered based on each position search. Senator Balsler commented on her practice of conducting open searches.
- To ensure that the procedure does not impact the timeline of searches, special meetings can be held by SPGC.
- The senior admin appointment policy has been reviewed and any changes to position names in the document have been delegated to the Secretariat so it would not need to be approved by senate in order to be updated.

5. Senate Academic Programs and Research Committee (SAPRC)

5.1 Update on Forum on Equity, Diversity and Inclusion (EDI) in Teaching and Learning

Senator K. Hewitt congratulated Senator K. Harman and everyone who contributed to the forum.

Senator K. Harman presented her report on the outcome of the forum and opened with a recognition and apology for making certain people feel excluded from the forum. The event was not meant to exclude anyone.

Registration was limited to make workshops more impactful. Faculty were specifically targeted as guests and deans were encouraged to get faculty involved instead of being involved themselves. The survey results show that people want the project to continue, which will occur through a call for proposals in the new year. Senator Owen spoke to the student response and noted that it is similar to the faculty response. The biggest barrier for students is understanding the accountability aspect of the EDI work at the university and understanding how it will lead to change that they will see in the classroom.

A highlight video of the forum was played. The full video is accessible at:

https://www.dal.ca/dept/university_secretariat/university_senate/diversity--equality-and-inclusion.html

Senate discussed the following:

- Approximately 180 attended in person and over 80 people participated remotely via the live stream. There was a request to see the proportion of people who attended that were a part of an under-represented group, however, this level of information on participants was not collected. A self-identification process might be helpful for a future forum.

6. Reports

6.1 Chair of Senate’s Report

Senator K. Hewitt, Chair of Senate updated the committee on the following:

- Senate is seeking Academic unit senator nominees to serve on the search committee for the VP Finance and Administration. The deadline for submissions is December 10, 2019.
- The Senate Diversity statistics for 2019/20 has been released. The report compares the representation of equity seeking groups on Senate to labour market availability from the 2016 census. Senate has closed all gaps in representation.
- Saint Mary's University (SMU) board is examining their university statutes. Senator Hewitt met with SMU Senate Chair and a faculty member who is responsible for a sub-committee that is examining their Senate representation. The Dalhousie Senate membership changes were discussed in depth including EDI lens application to election guidelines, 2/3 faculty representation, designated seats to ensure equity seeking group participation, members at large positions for part time faculty. Senate chair membership on the board.
- Senator K. Hewitt ended his term with the advisory committee on Equity Diversity and Inclusion for the Tri-Council programs. He was informed of incremental project grants, which is a funding opportunity added to the Research Support Fund. \$231 million is being provided over 5 years through this program in addition to the existing funding. Eligibility will be determined based on projects that cut across 5 priority areas, including faculty renewal in the context of EDI.
- The position of Vice Chair, Senate (Student Affairs) is being held by senator A. Seigel until June 30, 2020 on an interim basis. A call for a 3-year term position will go out on December 10, 2019 and be open until Jan 14, 2019. Senator K. Harman is retiring as of June 30, 2020, and therefore Senate will conduct a search for a 1-year interim Vice Chair, Senate (Academic Programs).

7. Question Period

No other questions arising.

8. Other Business

No other business arising.

Adjournment

The meeting adjourned at 4:55 p.m.