



## SENATE

Approved Minutes of the Meeting held on

Monday, February 11, 2019 at 3:00pm

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

The Senate met in regular session on Monday, February 11, 2019 in Theatre A, Sir Charles Tupper Medical Building.

**Present:** K. Hewitt (Chair); G. Adolphe-Nazaire; R. Agu; A. Aiken; A. Almallah; M. Aston; T. Balsler; J. Blustein; D. Bourne-Tyson; R. Chang; A. Cochrane; L. Cutmore; P. Cyrus; T. Cyrus; B. Davis; C. Diallo; L. Diepeveen; P. Doyle-Bedwell; T. Duck; H. El Naggari; J. Fasuyi; D. Grujic; A. Habib; J. Hall; K. Harman; F. Harvey; S. Holmes; G. Horne; I. Joseph; D. Kelley; K. Kesselring; M. Khan; J.S. Kim; C. Kozey; M. Leonard; L. Macdonald; P. MacKinnon; C. Macy; D. McKeen; C. Moore; N. Nadeem; J. Newhook; T. Packer; D. Patterson; J. Penney; W. Phillips; J. Phinney; S. Ponomarenko; A. Prosper; B. Rathgeber; C. Richardson; G. Scherkoske; A. Siegel; L. Spiteri; S. Stackhouse; F. Taheri; S. Theriault; G. Warner; D. Westwood; H. Xu

**Regrets:** V. Allen; D. Anderson; R. Barker; C. Cameron; R. Croll; B. Foster; L. Goldberg; M. R. Goodday; D. Gray; L. Hackett; M. Pacurar; A. Rau-Chaplin; D. Silvio; A. Steenbeek; I. Waldron; E. Welsh; S. Wildeman

**Absent:** V. Bhargava; K. Dakin-Hache; C. Dieleman; A. Doucette; N. Gear; V. Howard; F. Jones; W. Lahey; V. Nams; R. Orji; S. Patles; A. Sarhan; S. Stone; D. Thomas; L. Turnbull; P. Tyedmers; D. White

**Guests:** Margot Latimer, Professor, School of Nursing; Susan Spence, Vice Provost, Planning and Analytics; Anne Forrestall, Assistant Vice Provost, Student Affairs, Nenyo Kwasitsu (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.

### **1. Approval of Agenda**

Senator Hewitt clarified that the practice adopted in recent years of allowing student voices to be heard first before faculty, has resulted in limiting faculty voices as experienced at the last senate meeting and therefore moving forward, speakers from the floor would be alternated between student and faculty as necessary to ensure everyone has an opportunity to speak.

The agenda was approved as **presented**.

### **2. Consent Agenda**

Senator Khan moved to remove the lone item from the Consent Agenda, citing omission of comments under the Question Period section in the minutes of January 28, 2019.

## **2.1 Approval of the Draft Minutes of January 28, 2019 Senate Meeting**

**That the draft minutes of the January 28, 2019 meeting be approved as circulated.**

Senator Khan proposed to table the January 28<sup>th</sup> meeting minutes to allow time for amended wording under Question Period to be presented for approval at the next Senate meeting.

### **3. Matters Arising from the January 28, 2019 Senate Meeting Minutes**

#### **3.1 International student fee differential – trend**

Senator Hewitt noted the provision of fee trend information for international students as requested at the last meeting. Senator Almallah noted that increases in fees means that international graduate students pay too much in tuition and it affects the quality of graduate students that the university is able to attract. He clarified that he wished to see the trend for international graduate student fees and his request was duly noted.

#### **4. Steps to Make Diversity and Inclusion a Reality**

Margot Latimer (Professor, School of Nursing) presented a video on the steps that the School of Nursing is taking to ensure that aboriginal health issues as per the TRC Recommendations are incorporated into their programming. She noted that the course is built on the Inter Professional Health Education (IPHE) mini course and was done in conjunction with the Schools of Dentistry and Medicine.

In a brief discussion following the video presentation, the School of Nursing was congratulated on the work done. On the possibility of expansion to other universities in the rest of Canada, the presenter noted that although there is great interest, the local indigenous culture and history across Canada will require each university to adapt the model to their unique situation. She invited Senators to email her for more information.

### **5. For Discussion**

#### **5.1 Student Success Strategy (SSS)**

Susan Spence (Vice Provost, Planning and Analytics) presented an update to Senate on the student success strategy. The strategy is defined as a comprehensive and integrated approach to plan and manage the entire student learning journey. An important component is lifelong learning, work-integrated learning and keeping an open door for former students to continually return to learn. Moving forward, the strategy will address the issue of sustainability by answering questions such as how large should Dalhousie be, what is the right mix of international and domestic students to safeguard financial viability and quality teaching/learning while ensuring student success.

On the question of correlation between gender, work integrated- learning and pay for the same, Senator Aiken clarified that even if there is a correlation between the three, in the health fields where unpaid work-integrated-learning has been an element for a long time, the national accrediting bodies set the standards for clinical placements and that there could be some push-back if payment was proposed and cause problems with accreditation.

It was noted that success and retention can be two different things and the question was raised as to whether there is a strategy, particularly where students are having serious struggles, to direct students into programs more aligned with their interests and strengths. In response, the “On track program” was cited as one way to manage such issues and which so far appears to have had some success.

A point was raised about work-integrated learning being STEM focused and how humanities and arts students might benefit more from this initiative and have greater opportunities to explore work-integrated learning. Senator Harvey from Faculty of Arts and Social Science (FASS) explained that the Faculty is aware that liberal arts programs do not as easily lend themselves to co-op opportunities. FASS has been working in recent years to create more opportunities for students to help gain work experience while studying, including classes with simulations, internships and community outreach experience. The faculty is currently working with the College of Sustainability (CoS) to liaise with CoS’s coop programs to expand options for FASS students. Additionally, the Faculty is working with Advancement Office to create summer internship programs for students.

It was clarified that one of the SSS committee’s major focus currently is on academic programs in terms of its relevance to students. The key is excellence in classroom beyond attraction of students. The university does not place importance on a particular program over another. The focus is on innovation in class, the types of programs that attract students, and at the Deans’ level, the size and sustainability of courses. The example of Faculty of Agriculture was cited where the number of courses it offers has been reduced due to low enrolments and key components from these courses have been incorporated into other, more in-demand course offerings.

## **5.2 On Track Program**

Senator Hewitt asked senators to consider whether the back on track program should be made mandatory.

Anne Forrestall (Assistant Vice Provost, Student Affairs) noted that after the 100 Days of Listening they found that there were issues with student retention and degree completion which led to the creation of the On track program. The role of the program is to support students to achieve their own perceptions of success in terms of their interests and ambitions. The main priorities of the On track program is holistic advising and this advising is done through the Bissett Centre. There are two components to the program: campus and online. The online modules were created in collaboration with Libraries, Centre for Teaching and Learning, and other faculties.

This year a career on track was developed to focus on career decision-making and employment readiness and a back on track module which provides intervention advise/tools to help students who are struggling with their studies and grades. Retention results show that those who completed back on track had a significantly higher retention rate than those who were eligible but did not participate.

It was noted that Faculty of Engineering is an anomaly in this aspect with lower success rate and the data is going to be analysed further in collaboration with Dal Analytics.

The general consensus among senators was that although mandatory is a strong word, the tool is helpful for struggling students and should be strongly encouraged as it is possible that its voluntary nature contributes to its perceived success. However, the statistics for Engineering sounds a note of caution, as it might be due to constraints and it is the time requirements involved to complete the

module that should be studied. It could be a solution for students who have to go through Senate Discipline Committee (SDC), as well as academically dismissed students (as is the case in the Faculty of Science). Extending this program to graduate students should be considered.

A note was made about the absence of cultural aspects in the modules, to which the presenter responded that a representative from the International Centre was involved in the development and review of the program. There are plans to expand the modules to create some that are for international students.

### **5.3 University Ranking**

Susan Spence (Vice Provost, Planning and Analytics) explained that this was part of strategic priority 4.3 with the goal to secure and maintain Dalhousie University's ranking in the top 200 universities of the world. Rankings are an outcome of excellence in the university. The data provided are from 5 years of rankings, and the analysis of the factors influencing rankings was completed in collaboration with Dal Analytics. On the question of which factors in the rankings could impact and support growth of Dalhousie, it was found that international collaboration, PhD students, research productivity and research funding are the most impactful factors. Each factor has potential goals that could increase Dalhousie's visibility on the world stage. Indirect impact factors include reputation, endowments, student mobility, data quality and research funding. Next steps would be to integrate this analysis and finding into actions which support strategic priority 4.3.

In a brief discussion, senators focused on the need for more support for faculty. The presenter informed Senate that there were plans to launch a capacity study across the university to find out what resources are required as well as faculty capacity assessment to ensure the attraction of more PhD students.

## **6. Reports**

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

Senator Hewitt reminded senate that February is Black History Month and the theme is "Sankofa: Our History is Your History." He noted that the Halifax consultation session of the 2019 Made in Canada Athena SWAN is happening this month with a 10 million dollar offering for institutions to improve their Equity, Diversity and Inclusiveness offerings.

### **6.2 Provost's Report**

Teri Balsler (Provost and Vice President, Academic) gave her report, noting that she is trying to meet as many faculty members as possible through visits to departments. She reported on her meeting with the Lord Dalhousie Panel, leaders of the African Nova Scotian Strategy and attending many African heritage and indigenous group programs. She announced that Dalhousie had joined Presidents United to address hunger and is looking forward to working with the DSU. She noted that both graduate and undergraduate student applications have increased. Also, development of an academic leadership certificate in house has been completed to help build capacity internally within the university. In terms of the budget process, the third budget forum with DSU executives was held after class hours as requested at the last budget presentation to senate.

For actions related to strategic priority 5.2 on Equity, Diversity and Inclusiveness initiatives, a memo on the Dalhousie Sexualized Violence Policy has been released, although she recognized that there is more work to be done in terms of action in the event of a transgression. Currently, there is some exploration and dialogue taking place to create a Racialized Violence Policy. Also, there is a report in the works on the top 100 actions taken so far in line with strategic priority 5.2.

### **6.3 Questions for Reports**

There were no questions for reports.

### **7. Question Period**

There were no questions.

### **8. Other Business**

There was no new business arising.

### **Adjournment**

The meeting was adjourned at 5:05pm.