



## SENATE

Approved Minutes of the Meeting held on

Monday, May 8, 2017

3:00pm – 5:00pm

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

The Senate met in regular session on Monday, May 8, 2017 in Theatre A, Sir Charles Tupper Medical Building.

**Present** with Kevin Hewitt in the chair were the following: A. Abawajy, D. Anderson, M. Aston, F. Baylis, T. Boran, D. Bourne-Tyson, S. Charlebois, M. Denike, C. Dileman, L. Diepeveen, S. Faridi, R. Florizone, R. Goodday, J. Grant, D. Gray, L. Hackett, K. Harman, F. Harvey, S. Holmes, J. Hughes, Mas. Khan, S. Kirk, Y. Kotlyarova, S. Kuzak, D. Langille, J. Leon, M. Leonard, Y. Ma, M. Macdonald, C. Macy, P. McMullen, L. Meynell, C. Moore, J. Newhook, R. Parker, N. Savage, L. Spiteri, A. Stadnyk, G. Wang-Pruski, C. Watters, D. White, J. White

**Regrets:** N. Ali, A. Aiken, P. Bodorik, C. Brown, C. Cameron, R. Chen, A. Cochrane, D. Doman, G.A. Finley, J. Gahagan, N. Gear, J. Hoyle, K. Kesselring, C. MacDonald, R. MacDonald, T. MacRae, M. Pacurar, D. Patterson, A. Rau-Chaplin, T. Tennesen, G. Wach,

**Absent:** R. Chang, J. Erdman, E. Johnson, Muh. Khan, W, Lahey, R. Mopoho, K. Mukhida, A. Quraishi, C. Richardson, P. Tyedmers

**Guests:** Quenta Adams, Susan Brousseau (Secretary of Senate) Vivian Howard, Cheryl Kozey, Jeffrey Lamb, Daniela Loggia (Student Minute Taker) Steven Mannell, Brenda Merritt, Rochelle Owen, Andrea Power (Recording Secretary)

Senator Hewitt welcomed all new Senators: John Newhook, Acting Vice President of Research, and DSU Senators Amina Abawajy (DSU President); Masuma Khan (DSU Vice President Academic & External); Rhys MacDonald (Graduate representative); and Lisa Hackett.

### 2017:79

#### Approval of Agenda

The agenda was **approved** with two revisions: 1) the April 24, 2017 draft Senate meeting minutes were removed; and 2) the Senate Reviews of Faculties Policy and Procedures was presented for discussion rather than decision.

### 2017:80

#### Consent Agenda

Senate Planning and Governance Committee: University Tenure and Promotions Appeal Panel Nominations

**THAT** the Senate approve the Faculty nominations for the University Tenure and Promotions Appeal panel as follows: David Persaud, Faculty of Health Professions for the term July 2017 – June 2018 and Jeff Hoyle, Faculty of Agriculture; Ahsan Habib, Faculty of Architecture and Planning; Patricia Doyle-Bedwell, Indigenous Advisory Council; David Nicol, Faculty of Arts & Social Sciences; Chike Jeffers, Faculty of Arts & Social Sciences; Stephen Brooks, Faculty of Computer Science; Mary McNally, Faculty of Dentistry; Darrel Doman, Faculty of Engineering; Gus Gassman, Faculty of Management; Cedrick Dawkins, Faculty of Management; Irene Sadek, Faculty of Medicine; Boris Kablar, Faculty of Medicine; Mark Asperidge, Faculty of Medicine; Arunika Gunawardena, Faculty of Science; Sophia Stone, Faculty of Science; Heather Andreas, Faculty of Science; and Joyline Makani, University Libraries for the term July 2017 - June 2020.

Approved by **CONSENT**.

**2017:81**

**Matters Arising from the April 24, 2017 Senate Minutes**

A question was raised regarding how it is determined whether a matter is under the jurisdiction of the Senate or the Board of Governors. It was noted that various parties, including the University Secretary, Senate Chair, Legal Counsel and others may be involved in terms of determining where jurisdiction lies under the statutes governing Dalhousie, the Senate constitution, etc. With respect to the Gift Acceptance Policy, the substance of the policy falls under the jurisdiction of the Board, but given the interest expressed by Senate some time ago, it was felt appropriate to bring the Policy to Senate for information and comment.

**2017:82**

**Steps to Make Diversity and Inclusion a Reality**

Quenta Adams, Interim Director of Student Academic Success Services, presented on steps to make diversity and inclusion a reality. She highlighted the Advising and Access Centre, which is the administrator for student accommodation policies, and universal design learning. She encouraged faculty members to adopt Universal Design for Learning (UDL), a set of principles for curriculum that give all individuals equal opportunities to learn. Some of the low cost/effort examples of UDL include robust use of learning management systems (Brightspace), building make-up test dates into the syllabus, alternate forms of evaluation and others.

**2017:83**

**Senate Planning and Governance Committee: Faculty Name Change Proposal: Faculty of Health Professions**

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

**THAT** the Senate approve the name change for the Faculty of Health Professions to the Faculty of Health, effective July 1, 2017.

It was noted that the name change for the Faculty was endorsed internally and externally. Cheryl Kozey, Associate Dean of Research, and Brenda Merritt, Associate Dean of Academic, were available for questions. None were received.

The motion **CARRIED**.

2017:84

**Senate Planning and Governance Committee: Revised Senate Faculty Review Policy and Procedures**

Senator Hewitt noted that the Senate Reviews of Faculties Policy and Procedures were updated with regards to diversity and inclusiveness and to make Faculties aware that these documents will be shared more widely in future. Senators discussed the following:

- It was suggested that information on Faculty of Graduate Studies reviews be made more accessible as these reviews tend to run concurrently with Senate reviews. It was suggested that the websites be revisited to add links to the respective frameworks so that reviews could be conducted more efficiently. It was agreed that Fiona Black, who manages the review process, will be contacted regarding this issue.
- It was noted that the definition of “faculty member” on page 2 references a continuing appointment related to the Faculty of Medicine, and that this definition encapsulates what a tenure position is in the Faculty of Medicine. However, the reference to “Tenure and Promotion” on page 3 does not reference continuing academic appointment. It was suggested that this inconsistency be addressed.
- It was noted that the revised Policy provides for a three-year review period and the Policy on Policies states a policy should be reviewed ‘within five years of the last date of approval’. It was noted that this is the third policy presented to Senate recently that has a proposed review period of three years. In response to this comment, it was noted that the Policy on Policies sets a minimum review period of five years, but that policies may be reviewed earlier than this. In this case, a shorter timeline was thought to be appropriate.
- A question was raised regarding why revenue generation is included as a factor in Faculty assessment, especially since the University’s mission is teaching and learning. There was some discussion of the interpretation of the current statement and, following this discussion, agreement that this should be revised to refer to the budget in relation to the terms of the integrated planning process. The intention of this “factor” is to elicit information on such matters as the Faculty’s resources, the “levers” available to the Faculty in terms of his budget planning, and the Faculty’s annual and longer term plan for reaching a balanced budget. It was agreed that greater clarity on this point would be helpful. e In response to this question, Senators noted the following:
  - It was questioned whether Faculties should engage in revenue generation to support the Dalhousie’s mission.
  - Some units at Dalhousie require revenue generation for their continuation. It was suggested that the Policy specify for which Faculties revenue generation would be an appropriate factor.
  - Faculties are budget centred and it is appropriate to have some analysis of a Faculty’s budget operation. However, the emphasis on revenue generation may be inappropriate. It was suggested that this factor be revised to reference a review of a Faculty’s budget in relation to its planning process, including its multi-year budget. Several Senators supported this suggestion as a more appropriate analysis. It was noted that three main influences on operating budgets for Faculties are curriculum, staffing, and enrollment. It was suggested that, therefore, an assessment of budgets was appropriate regarding a Faculty’s strategies for these three elements.

- Senators questioned why revenue generation would be an issue for Senate instead of the Board of Governors. It was suggested that placing this in the purview of the Senate was inconsistent with placing the Gift Acceptance Policy in the Board's jurisdiction.

## **2017:85**

### **Senate Planning and Governance Committee: Senate Review of the Faculty of Engineering**

Vivian Howard, Chair of the Senate Review Committee, presented the Final Report on the Senate Review of the Faculty of Engineering. Joshua Leon, Dean of Engineering, presented the Faculty's response to the recommendations arising from the review.

In response to a question about recommendation 32, regarding re-assessment of the culture of the Faculty, it was noted that this re-assessment has not yet occurred as the Faculty has been focused on other priorities to date

A question was raised about recommendation 35, regarding ensuring sufficient student space through development of the IDEA Building. It was noted that the IDEA Building will provide more than sufficient space if the student population in the Faculty remains steady.

## **2017:86**

### **Presentations**

#### Scholarly Communications in Canada

Donna Bourne Tyson, University Librarian, presented on scholarly communication in Canada. In response to her presentation, Senators discussed the following:

- It was clarified that one possible long term plan would be for scholars across Canada to cooperate in an open access model, depositing all of their publications or pre-prints in their library's institutional repository, so that researchers would have access to most scholarly publications through each other's institutional repositories, and when necessary through document delivery. This way, no single library would bear the onus of facilitating access to a full range of journals. It was also noted that different universities would identify different high value titles to retain as commercial subscriptions.
- In response to a question about how faculty members can help, it was suggested that, if asked by publishers whether faculty can walk away from a deal and do without immediate access to some titles for a period of time, faculty members should say 'yes' and support their university in negotiation processes.
- A question was raised regarding Tri Council funding and whether there is additional funding support for researchers that use open access. In response, it was noted that researchers are encouraged to factor in article processing charges into their grants or publish in open access journals that do not charge an APC. Two ways of engaging with open access were identified. Firstly, a researcher could publish immediately in an open access journal. Secondly, a researcher would publish in any journal but place their pre-print version in DaSpace. Also, it was noted that there are federally funded plans to provide funding for one year for some small scale journals to move towards an open access model.
- A question was raised about potential plans regarding tenure and promotion and using open access, placing less emphasis on publishing in 'top tier' journals as part of the T&P criteria. It

was noted that this issue is very complicated, including consideration of the use of alternative bibliometrics and a willingness to change the T&P criteria, and will require a lengthy and collaborative discussion in the future.

### President's Advisory Council on Sustainability

Christine Macy and Jeffrey Lamb, Co-Chairs of the President's Advisory Council on Sustainability, Rochelle Owen, Director of the Office of Sustainability, and Steven Mannell, Director of the College of Sustainability, presented on sustainability initiatives at Dalhousie. They highlighted work being done through the President's Advisory Council on Sustainability, sustainability and research, the College of Sustainability, the Office of Sustainability and the DSU's Sustainability Office. In response to their presentation, Senators discussed the following:

- Sustainability efforts should be better publicized both internally and externally.
- A question was raised regarding partnerships with other Faculties. It was noted that many operational aspects of sustainability impact all Faculties. It was noted that the most common Faculties to partner on research and academic initiatives are Science, Agriculture, Management, and Engineering; however, there are opportunities to expand partnerships to other Faculties, such as the Faculty of Health Professions, and to increase the amount sustainability-related material in curriculums.
- It was noted that, through a recent survey, many students do not feel as though they have been included in the development of a climate change plan.
- A question was raised regarding divestment and why Dalhousie continues to invest in fossil fuel companies when it is simultaneously seen as a leader in sustainability. It was noted that, although Dalhousie is making progress in sustainability and efficiency, it cannot completely and immediately abandon use of fossil fuels. Dalhousie is striving to be a leader in sustainability and emission reductions, but such initiatives will be long-term.

### **2017:87**

### **Reports**

#### Chair of Senate's Report

Senator Hewitt reported the following:

- Dr. Ford Doolittle, Department of Biochemistry and Molecular Biology, was congratulated for his receipt of the 2017 Killam Prize in Natural Science, one of Canada's most prestigious scholarly awards. Dr. Doolittle will receive the award on Ottawa on May 30, 2017. His work demonstrates that Darwin's "tree of life" model of evolution fails to account for two thirds of life on Earth. This marks the second year in a row that the Prize has been awarded to a Dalhousie faculty member.
- On behalf of Senate, the Senate Planning and Governance Committee has appointed Matthew Guy, Faculty of Agriculture, to the University Transportation and Security Committee for the term of April 20, 2017 - June 30, 2020.
- The Academic Freedom Work Group submitted their report, which includes a definition of academic freedom, to the SPGC. The definition was reviewed by Legal Counsel and the Dalhousie Faculty Association. Senator Hewitt, Laura Neals, Karen Crombie, Andy Stadnyk, and Don Langille have agreed to meet to further discuss the document. Afterwards, discussions with

Carolyn Watters and the Deans Council will occur before the report returns to the SPGC with revisions.

Senator Harman assumed the role of the Senate Chair to allow Senator Hewitt to make a comment regarding the diversity of CRC Chairs. He noted that Minister Kirsty Duncan has asked universities to address the lack of diversity of CRC Chairs and that funding may be dependent on university compliance. On October 17, 2016, a roundtable discussion occurred with the Advisory Panel led by David Naylor. At this discussion, support was demonstrated for Minister Duncan's actions and for extending this commitment to diversity throughout the federal science funding ecosystem, including the Federal Contractors Program. The person responsible for the Federal Contractors Program is Patricia Hajdu, Minister of Employment, Workforce Development and Labour. Senator Hewitt submitted that the current approach to diversity is not working and urged Senators to lobby Minister Hajdu to fulfill her responsibility under Recommendation 5.5 of the Naylor report, which addresses equity targets, and to adopt an aggressive approach to diversity within universities that is similar to Minister Duncan's approach to CRC Chairs.

### Provost's Report

Senator Watters reported the following:

- Enrollment for fall 2017 lags last year's numbers.
- Senator Watters echoed Senator Hewitt's congratulations to Dr. Ford Doolittle on his award of the Killam Prize in Natural Sciences.
- Convocation ceremonies begin Friday, May 12, 2017 on the Agricultural Campus. Halifax convocations are May 26 – June 3, 2017. Senators were encouraged to attend and support their graduating students.
- Inspiration & Impact Town Hall session dates are June 12 on the Carleton Campus, June 15 on the Studley Campus, June 19 on the Agricultural Campus [note: Agricultural Campus date has been changed to June 13], and June 23 on the Sexton Campus. Specific locations will be announced soon.
- For the CRC program, the Federal government and SSHRC are requiring greater accountability in terms of meeting equity targets, but they have demonstrated a focus on gender. Senator Watters suggested that a focus on diversity in all its forms (inclusive of visible minorities, persons with disabilities, Indigenous, LGBTQI) needs to occur. It was noted that Dalhousie is at or above targets specified for women and visible minorities, but below targets for people with disabilities and Indigenous people. It is anticipated that Dalhousie will be on target for Indigenous people by January 2018. Senator Watters will be taking a more holistic review of Dalhousie's CRC appointments.
- In response to a question regarding the delay in finding a new JRJ Chair, it was noted that the search is behind schedule for a July 1 start. This search process is more complex in that Faculties compete to host the Chair, it is bound by the terms of an endowment agreement, there is interaction with a National Advisory Committee, an internal Advisory Committee, the Human Rights and Equity Office, a Search Advisory Committee, and the regular Faculty search committee. Therefore, it would have been advisable to start the process earlier. The Faculty of Medicine will be host to the next Chair. Dr. Adrian Levy is the chair of the search committee and it is anticipated that an excellent candidate will be selected by this fall.

### Questions for Reports

The following questions were raised:

- Regarding the diversity of CRC Chairs, the importance of not losing members of underrepresented groups was emphasized, and it was questioned whether Deans are required to explain why there is not adequate support for members of underrepresented groups or why positions for those members are not renewed. In response, it was noted that a long term and holistic strategy is needed, and this strategy should include mentoring and take intersectionality into account.
- A question was raised about the availability of historical data on faculty-student ratios applicable to the budget process. It was noted that there was a previous commitment to make this data available. In response, it was noted that the data has been prepared and once properly formatted it will be made available to the Dalhousie community. Senator Watters will report back on this issue on June 12.
- The question that was previously submitted regarding the delay in the search for a new JRJ Chair was repeated to Senators. The question was posed in light of three factors: 1) that the start date for the position was known for five years; 2) that the current Chair repeatedly asked that this search be made a priority in order to facilitate a smooth transition and no vacancy; and 3) the desire to have a qualified candidate. The question concerned how the three goals of a smooth transition, no vacancy, and a qualified candidate could be achieved by July 1, 2017. It was requested that current JRJ Chair Dr. Afua Cooper's last presentation to Senate, during which she expressed concern that the obligations to the JRJ Chair were not taken seriously, be considered. It was suggested that the delay in the search for the JRJ Chair reflected structural and institutional racism. In response, the search for the new Chair has been taken seriously and the delay is due to the unique and complex requirements of the search process, as previously outlined by Provost Watters. It was noted that Dalhousie has honoured its commitment to the Chair and has committed additional resources each year. Through this position, Dalhousie appoints a new African (Black) faculty member to the University every five years into different Faculties. Senator Anderson, Dean of the Faculty of Medicine, noted that the Faculty is excited to host the JRJ Chair during its next term and values the opportunity to increase diversity within the Faculty.

**2017:88**

**Question Period**

The following questions were raised:

- It was questioned if, considering the public nature of Senate meetings, a commitment could be made that documents discussed and made available to Senators could also be available to the public, upon request. It was noted in response that this issue is currently under consideration. It was also noted that providing this material to the public would require that all presenters understand that their materials may be made public.
- Regarding diversity within U15 universities, it was noted that professional societies for particular disciplines are interested in data regarding representation of various groups that can be used to facilitate their own diversity initiatives. However, this data is difficult to access. It was suggested that, since universities have this data through the Federal Contractors Program, universities across Canada compile this data for different disciplines to support diversity efforts more efficiently. Senators were urged to advocate to move this initiative forward.

- In response to the previous discussions about CRC Chairs, two suggestions were made regarding federal discussions on diversity. Firstly, universities should ensure that diversity is examined from multiple perspectives and not only as a gender issue. Secondly, a discussion should occur regarding the differences between equality and equity.

**2017:89**

**Other Business**

A comment was brought forward about the collection of data for criminal offences that occur on campus. It was noted that a suggestion to adopt a comprehensive reporting structure, as indicated in the Clery Act (in the United States), occurred several years ago. It was suggested that, while collecting data on sexualized violence was important, it was insufficient, and that Dalhousie should report all types of violence. In response, it was noted that Dalhousie is having conversations on reporting violence, and there is a proposed draft document outlining what kind of elements would be reported publicly and why. Dalhousie wants to pre-empt any legislation instead of being reactive. There is also a commitment to transparency. This issue will be further addressed at the Senate meeting on June 12, 2017.

**2017:90**

**Adjournment**

The meeting adjourned at 5:00 p.m.