



SENATE

Approved Minutes of the Meeting held on
Monday, September 11, 2017

3:00pm – 5:00pm

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

The Senate met in regular session on Monday, September 11, 2017 in Theatre A, Sir Charles Tupper Medical Building.

Present: with Kevin Hewitt in the chair were the following: A. Abawajy, S. Adamo, A. Aiken, D. Anderson, M. Aston, R. Agu, J. Blustein, D. Bourne-Tyson, C. Brown, A. Cochrane, T. Cyrus, B. Davis, M. Denike, C. Dieleman, T. Duck, S. Faridi, G.A. Finley, R. Florizone, B. Foster, J. Gahagan, J. Gantar, L. Goldberg, R. Goodday, J. Graham, D. Gray, D. Grujic, L. Hackett, J. Hall, S. Holmes, J. Hoyle, E. Johnson, D. Kelley, Masuma Khan, S. Kuzak, W. Lahey, J. Leon, M. Leonard, L. Macdonald, B. Merritt, C. Moore, R. Mopoho, N. Nadeem, T. Packer, D. Patterson, A. Rau-Chaplin, C. Richardson, N. Savage, K. Sherren, S. Somogyi, L. Spiteri, A. Steenbeek, F. Taheri, L. Turnbull, G. Wang-Pruski, C. Watters, E. Welsh, J. White

Regrets: N. Ali, C. Cameron, S. Charlebois, R. Croll, L. Diepeveen, F. Harvey, C. Helland, C. Macy, M. Pacurar, R. Parker, J. Penny, S. Ponomarenko, H. Xu

Absent: K. Dakin-Hache, N. Gear, Muhammad Khan, C. MacDonald, R. Macdonald, D. White

Guests: Arig al Shaibah, Vice-Provost, Student Affairs, Susan Brousseau (Secretary of Senate), Sarah Boucaud (Student Minute Taker), Andrea Power (Recording Secretary), Mike McAllister, Registrar, Verity Turpin, Assistant Vice-Provost, Student Affairs, Emily Huner, Director of Operations, Student Health and Wellness

2017:103

Approval of Agenda

The agenda **was approved** as circulated.

2017:104

Consent Agenda

Approval of Draft Minutes of June 12, 2017 Senate Meeting

THAT the minutes of the June 12, 2017 Senate meeting be approved as circulated.

Approved by **CONSENT**.

Senate Nominating Committee: Senate Standing Committee Nominations

THAT the Senate appoint the following Senate Nominating Committee nominations for Senate Standing Committees:

Senate Planning and Governance Committee for the term July 1, 2017 – June 30, 2019 - Margaret Denike, Arts and Social Science and Louise Spiteri, Management and for the term July 1, 2017- June 30, 2018 - Gefu Wang Pruski, Agriculture.

Senate Academic Programs and Research Committee for the term July 1, 2017 – June 30, 2020 - Sergey Ponomarenko, Engineering; James Blustein, Computer Science; and Adam Donaldson, Graduate Studies.

Senate Learning and Teaching Committee for the term July 1, 2017 – June 30, 2020 - Daniel Kelley, Science and Jennifer Hall, Medicine and for the term July 1, 2017- June 30, 2018 - Linda Macdonald, Management and Michele Hastie, Engineering.

Senate Appeals Committee for the July 1, 2017 – June 30, 2020 - Eddy Ng, Graduate Studies; Farid Taheri, Engineering; Heping Xu, Medicine; and Bill Foster, Management, and for the term July1, 2017-June 30, 2019 - Tess Cyrus, Science.

Senate Discipline Committee for the term July 1, 2017 – June 30, 2020 - Erna Snelgrove- Clarke, Health (renewal) and for the term July 1, 2015 – June 30, 2020 - Andrew Warkentin, Engineering, and for the term July 1, 2015 – June 30, 2018 - Jure Gantar, Arts and Social Sciences.

Senate Honorary Degrees Committee for the July 1, 2017 – June 30, 2020 - Kate Sherren, Management; Mikko Terashima, Architecture & Planning; and Remi U. Agu, Health, and for the term July 1, 2017 – June 30, 2019 - Jerry White, Arts and Social Sciences, and for the term July 1, 2017 – June 30, 2018 - Janice Graham, Medicine.

Approved by **CONSENT**.

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

THAT the Senate appoint Emily Varto, Faculty of Arts and Social Sciences, to the University Tenure and Promotions Appeal Panel for the term July 2017-June 2020.

Approved by **CONSENT**.

2017:105

Matters Arising from the June 12, 2017 Senate Meeting Minutes

Two items from the June 12 Senate meeting that she will report on at a future Senate meeting by Senator Carolyn Watters. There were no other matters arising.

2017:106

Steps to Make Diversity and Inclusion a Reality

Ms. Arig al Shaibah presented on the ideology of democratic racism and its implications for inclusive excellence. Democratic racism occurs when two apparently conflicting sets of values co-exist within an individual. The conflict occurs between egalitarian values and unacknowledged and unconscious negative feelings, attitudes, and perceptions. She emphasized that equality and excellence are two sides of the same coin. Most institutions are being pushed to move beyond rhetorical commitments to demonstrably achieving their commitment to inclusion.

Ms. al Shaibah further spoke to racism in its systemic, unconscious, and unintentional forms and to the importance of building capacity to know when one has micro-aggressed.

2017:107

Senate Planning and Governance Committee:

Report of the Dalhousie University Faculty of Medicine CAUT – Recommendations Review Committee

Senator David Anderson presented on the Canadian Association of University Teachers (CAUT) Recommendations Review Committee's responses to the CAUT report. The CAUT report addressed disagreements that occurred between three faculty members and the Capital District Health Authority. The response report represents the

consensus of the Committee and consists of two sections: Section A includes the responses of the Committee to each of the eight recommendations of the CAUT report; and Section B includes several recommendations offered by the Committee.

The eight CAUT report recommendations focused on strengthening both partnership and the dispute resolution processes, defining responsibilities, and establishing protections for faculty. The Committee's responses referenced their review of existing policies and practices, identified areas for improvement, and the feasibility of the recommendations.

The Committee's own recommendations highlighted a need for clarification around roles and responsibilities as they relate to academic freedom. Furthermore, it was recommended that the new staff grievance process be tested to determine whether it meets the needs of clinical faculty. A committee is being put together to oversee this process.

A question was raised seeking clarification on the scope of the CAUT Recommendations Review Committee's work. The Committee was struck to respond specifically to the recommendations in the CAUT report. Its role was to assess structural issues with the perspective of what can be learned and brought forward.

2017:108

Senate Learning and Teaching Committee:

Academic Calendar Regulation: Missed or Late Academic Requirements due to Student Absence

Ms. Verity Turpin introduced this item, brought before Senate for discussion. The draft regulation provides the option for limited student self-declaration in place of sick notes or medical certificates for short-term absences. Ms. Emily Huner presented on the scope of the draft regulation and the limits of the current system. The self-declaration model would also allow Dalhousie University to align with the practices of U15 peers.

The draft regulation permits a student to self-declare a maximum of two separate short-term absences per course during a term. A short-term absence is defined as three consecutive days or fewer resulting in missed or late academic requirements. Current regulations for missed or late academic requirements due to student absences are inconsistent across academic calendars. They burden student health and counselling services that collectively provide students with over 2000 sick notes per year, often marked "no medical evidence". This is caused by the usual practice of students that seek a sick note after the period of absence. The draft regulation would also reduce stress, promote well-being, foster privacy protection, and lead to faster identification of students requiring assistance.

In response to the presentation, the definition of a short-term absence was discussed. An absence defined in consecutive days does not readily apply to the class structure of graduate students. They are typically seen once a week by an instructor. However, it was also noted that a short-term absence defined as "three consecutive classes" would not be sensitive enough to distinguish a short-term absence from a long-term absence. A centrally tracked global limit on the number of self-declarations a student can submit was also recommended. Ms. Huner responded that while centrally tracked information was intended, it would be challenging to capture every self-declaration submitted. Different instructors may require different submission formats for self-declarations. As such, they would not all be captured through a single system, such as Brightspace.

A question was raised regarding the potential for students to use the system to gain an unfair advantage. Ms. Huner acknowledged that some students may seek an advantage through the self-declaration model, just as this can occur with the current regulations. However, research indicates that less than 10% of students will unfairly use the system. Furthermore, in schools that have implemented the self-declaration model, the number of sick notes prior to implementation was consistent with the number of self-declaration forms submitted following the implementation. It was shared that a pilot project had already occurred at Dalhousie University in a large first year class and results showed a decrease in reported illness claims.

Concerns were further expressed regarding the burden this system may place on instructors. Ms. Huner emphasized that the format of alternative assessments was within the discretion of the instructor and not imposed. This would permit flexibility for the instructor to determine feasible alternative assessments options.

Ms. Huner addressed questions relating to how the draft regulation interacts with the Student Accommodation Policy and how it reflects Dalhousie University's strategic priority on student success and retention. The draft regulation compliments the Student Accommodation Policy and makes several references to it. Furthermore, it has been shown that requiring students to get a sick note is not best practice. Students anecdotally appreciate confidentiality around personal health issues, enabled by the self-declaration process. The draft regulation further supports early advising for recurring absences, promoting early intervention.

Academic Calendar Regulation: Challenge for Credit

Mr. Mike McAllister presented the challenge for credit draft regulation for discussion. Challenge for credit is a means through which Dalhousie University can recognize the value of experiential learning gained outside the university context. It provides academic course-level credit for a student's prior learning within predefined circumstances. Currently, the Faculty of Agriculture alone offers challenge for credit as an option. The draft policy would allow all Faculties to grant undergraduate course credit in "challengeable" courses identified in advance.

Students must demonstrate a basis for the knowledge before being allowed to challenge a course. They must be in good standing at Dalhousie University and in an undergraduate program. At most, 15 credit hours can be granted through challenge for credit. A student may not challenge residency requirements or a course after having attempted it. Challenge for credit will not be accepted from other institutions. Furthermore, students must pay a testing fee.

Following the presentation, questions were asked in regard to the nature of the testing fee. It was acknowledged that instructors would be engaged in implementing the policy. While a decision has not been made, the current recommendation is that the testing fee be given to the respective Faculty engaged in the credit for challenge assessment. An appropriate fee must recognize the seriousness of the process without creating a barrier to accessing the credit for challenge program.

A point of interest was raised, whereby it was suggested that the policy could potentially distinguish between different groups of challengers. For example, a challenger who is a current student may merit different consideration than a challenger who has paid for their experiential learning. It was suggested that a reference be made in the background or purpose section of the policy that the policy has the effect of opening the university door to non-traditional learners. For this reason, support for the policy was shown from the College of Continuing Education perspective.

2017:109 Reports

Chair of Senate's Report

Senator Kevin Hewitt provided several updates:

- The second Joint Senate/Board meeting will be held on November 22, 2017, with discussion focused on technology enabled teaching and learning.
- The Academic Freedom Work Group submitted their report to the Senate Planning and Governance Committee, including a definition for Academic Freedom that would apply to non-bargaining unit members. An edited document will be presented to SPGC in the Fall, before coming to Senate.
- Senate Officers will continue their visits to Faculty Councils. The ideas gathered will be summarized and shared with Faculty Councils at this year's visits.
- In line with Senator Anderson's presentation, a Human Resources Committee has been created to Review the Academic Staff Grievance Process for non-bargaining unit members and faculty Senate reps will be appointed. The Committee consists largely of members from the Faculties of Medicine and Dentistry.

Senator Hewitt further reviewed the Senate diversity profile. The 2017-18 Senate diversity profile indicates that the Senate is generally performing above the labour market availability for university professors (per the 2011 National Household Survey); however, two groups are not and they are the racially visible and the aboriginal/indigenous peoples groups.

Senator Hewitt reminded Senators to submit names in response to the Call for Honorary Degree Nominations. He further noted the SPGC's continued work through the Senate Membership Composition Work Group and the Senate Planning Group re Fossil Fuel Investment. He is hopeful for next steps in these matters.

President's Report

Senator Richard Florizone thanked the Senators for their engagement and provided several updates in relation to activities completed over the summer months. His report focused on the topic of research at Dalhousie University.

- He chaired the search for Dalhousie's new Vice-President Research, Senator Alice Aiken.
- In mid-May, applications were submitted for Canada 150 Research Chairs.
- Time was spent on federal advocacy. A meeting with the Prime Minister revealed a desire for increased commitment to diversity and equity from universities. Dalhousie University's commitment was noticed. It was further noted that the IDEA project is supported by federal infrastructure.
- The Naylor report, and revealed governance concerns, was described as both a strength and a weakness. There are governance issues, but financial support is required to address these issues.
- While recognizing a lack of provincial funding for research in Nova Scotia, Senator Florizone expressed hope with a Canada Foundation for Innovation for matching funds.
- A series of town halls were held in June provided an update on the university's progress towards the goals and priorities of its Strategic Direction.
- Senator Florizone suggested that a member of the Indigenous Advisory Council be invited as a standing guest to Senate.

Provost's Report

Senator Carolyn Watters expressed excitement over the opportunities available and the momentum that has built up for this year. She provided an update on enrolment as compared to last year and spoke to the searches underway for key positions: the JRJ Chair in Black Canadian Studies, in the Faculty of Medicine; the University Advisor and Assistant Vice-President, Equity and Inclusion; and 3 Deans in Dentistry, Engineering, and Health, respectively.

Senator Watters report focused on a preview of initiatives under development over the past few months that will be coming through Senate this year. These include:

- The development of an integrated Strategic Enrolment Management Plan that questions what students who attend Dalhousie University fundamentally seek. Are they curious, conscientious achievers, or are they attracted to specific programs? While the plan will recognize the program strengths that are relevant for students, it is also about the subsequent branding and marketing or how the program is packaged.
- The Academic Program Priorities Framework concerns how students are supported for a life after university studies. This includes encouraging experiential learning and mobility and providing opportunities to "try different things".
- Connected with experiential learning is the concept of innovation and entrepreneurship. The Entrepreneurship and Innovation Framework supports initiatives such as creative labs. It supports students in getting their ideas into the world and in achieving their career oriented aspirations.
- Senator Watters also referred to the International Partnership Strategy, describing a renewal of international partners and relationships.

These initiatives will be reported on as they progress through the system.

Questions for Reports

There were no questions.

2017:110

Question Period

Ms. al Shaibah's presentation will be made available to Senate and, in time, presented across Faculties, but part of the strategy is how to create materials that resonate with different audiences. It is ideal to be invited in to present to different groups. Senator Florizone added that there is an online test developed at Harvard University that could be shared with Senators to spur further conversation in this area.

Senator Hewitt responded to a comment regarding the Senate diversity profile. It was stated that the diversity profile would provide a more nuanced analysis if it focused on differences within groups as well. For example, it was suggested that it is not just about the percentage of women on Senate, but where they are situated. Senator Hewitt referenced a meeting in October, where forty-five minutes will be allocated to data presentation, permitting greater discussion on this issue.

More information was sought regarding the divestment from fossil fuels proposal. Progress is being made, but details could not be shared at this point as the proposal is being considered.

Senator Florizone responded to a question regarding the federal government's approach to science and funding. The distinction between investigator-lead and mega-project research was discussed. While there was initial concern that the federal government would request that governance issues be completely addressed before further funding would be provided, there is now some indication that is not the case.

2017:111

Other Business

All Senators were once again invited to the Senator and Senior Administrators Reception, immediately following the Senate meeting.

2017:112

Adjournment

The meeting adjourned at 5:00pm.