



SENATE

**Approved Minutes of the Meeting held on
Monday, December 11, 2017**

3:00pm – 5:00pm

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

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

Present: with Kevin Hewitt in the chair were the following: N. Ali, R. Agu, J. Blustein, C. Brown, C. Cameron, A. Cochrane, R. Croll, T. Cyrus, A. Cochrane, R. Croll, T. Cyrus, B. Davis, L. Diepeveen, T. Duck, J. Gahagan, J. Gantar, N. Gear, L. Goldberg, R. Goodday, J. Graham, D. Gray, L. Hackett, J. Hall, F. Harvey, C. Helland, S. Holmes, J. Hoyle, Masuma Khan, C. MacDonald, L. Macdonald, C. Moore, N. Nadeem, M. Pacurar, R. Parker, D. Patterson, A. Prosper, A. Rau-Chaplin, C. Richardson, N. Savage, K. Sherren, S. Somogyi, L. Spiteri, A. Steenbeek, F. Taheri, G. Wang-Pruski, C. Watters, H. Xu

Regrets: A. Abawajy, S. Adamo, D. Anderson, M. Aston, V. Bhargava, D. Bourne-Tyson, M. Denike, S. Faridi, G.A. Finley, R. Florizone, B. Foster, D. Grujic, E. Johnson, W. Lahey, J. Leon, M. Leonard, B. Merritt, T. Packer, J. Penney, S. Ponomarenko, E. Welsh, D. White, J. White

Absent: S. Charlebois, K. Dakin-Hache, C. Dieleman, M. Ghodrat, D. Kelley, Muhammad Khan, S. Kuzak, R. MacDonald, C. Macy, R. Mopoho, L. Turnbull

Guests: Arig al Shaibah (Vice-Provost, Student Affairs), Susan Brousseau (Secretary of Senate), Sarah Boucaud (Student Minute Taker), Christopher Cutler (Professor and Associate Dean, Research, Faculty of Agriculture), Andrea Power (Recording Secretary), Jasmine Walsh (Co-chair, 5.2 Strategic Priority), Michelle Williams (Co-chair, 5.2 Strategic Priority)

2017:145

Approval of Agenda

The December 11, 2017 meeting agenda was **approved** with one edit: Item #2.1, “Approval of Draft Minutes of November 27, 2017 Senate Meeting”, was removed.

2017:146

Matters Arising from the November 27, 2017 Senate Meeting Minutes

Although item #2.1 was removed from the agenda, it was still questioned whether any matters had arisen from the last Senate meeting. No new matters were raised.

2017:147

Steps to Make Diversity and Inclusion a Reality

Ms. Audrey Steenbeek, Professor, School of Nursing and Department of Community Health and Epidemiology, Faculty of Health, presented on “Steps to Making Diversity & Inclusion A Reality – the Learning Environment”. Ms. Steenbeek spoke to the work within the School of Nursing which aims to encourage and maintain diversity in the classroom. An instructor’s understanding of diversity can dictate assumptions about what a student should know, resources they have, and prior knowledge they possess. Students may feel like they do not “belong” in the classroom and this leads to decreased participation and feelings of inadequacy. The School of Nursing’s Diversity

Committee used a survey to look at the student population, identify demographics, and assess the level of cultural/diversity awareness among students.

The survey revealed some unexpected results. For example, the presence of “less obvious” diversity issues were revealed. This includes the categories of “physical and learning disabilities”, “mature students”, and “mental disabilities”. Senator Hewitt remarked that this is great work that could be adopted by other Faculties.

2017:148

Senate Academic Programs and Research Committee: New Program Proposal – PhD Agricultural Sciences, Faculty of Agriculture

David Gray, Dean and Principal, Faculty of Agriculture, and Christopher Cutler, Professor and Associate Dean, Research, Faculty of Agriculture, presented the new program proposal which will establish a PhD program in Agricultural Sciences through the Faculty of Agriculture. The PhD will be the first doctoral degree in Agricultural Sciences offered in Atlantic Canada. The development of a doctoral degree is a crucial step for enhancing research and teaching within the Faculty of Agriculture. It further builds upon the successful MSc Agriculture program that has been offered since 1994. Senators were further reminded of the thorough vetting process that this proposal has undergone. The Faculty of Agriculture has the capacity and expertise to facilitate a PhD program and the program will not preclude continued collaboration with other Faculties at Dalhousie University.

This program represents a significant opportunity for Dalhousie University and is critical to establishing a world class Faculty of Agriculture. Agriculture and food technologies was identified as an emerging research strength for Dalhousie University. Canada has identified agriculture as a key sector for economic growth. It has also been identified by the Natural Sciences and Engineering Research Council of Canada (NSERC) as a key strategic theme. Demand for the program has been estimated based on internal assessments and based on the demand seen at other universities. Sources of sustainable funding include scholarships and industry chairs.

Significant support for the proposal was demonstrated by Senators. There were no questions.

On behalf of the Senate Academic Programs and Research Committee, it was **MOVED**:

THAT Senate approve the new program proposal for a PhD Agriculture Sciences, Faculty of Agriculture, as presented.

The motion **CARRIED**.

2017:149

IN CAMERA – Senate Honorary Degrees Committee: 2018 Honorary Degree Nominations

Senator Hewitt announced that the Senate session would go *in camera*, and asked that all non-Senators leave the meeting. When Senate returned to open session, Senator Hewitt announced that the slate of Honorary Degree nominations had been approved.

2017:150

Faculty of Dentistry update on the Taskforce Recommendations

Senator Davis, Acting Dean, Faculty of Dentistry, provided an update from the Faculty of Dentistry on the progress made on the Taskforce Recommendations. It was recognized that both the Faculty of Dentistry and the community is enriched by a diverse group of faculty, staff, students, and patients, operating in a safe and inclusive environment. Transparent, open, and frequent communication throughout this work has been further recognized as important. In order to support communication, there are regular meetings with faculty and staff and a regularly monitored suggestions/comments box, as well as a new HR advisor.

The admissions and recruitment plan for the Faculty of Dentistry includes outreach into the community in the form of summer camps. Furthermore, the entire curriculum is being reviewed to embed teaching on teamwork, attitudes toward obesity, LGBTQ issues, and sexualized violence. Additionally, a new group practice model will be introduced in 2018 and will be unveiled tomorrow to faculty and staff.

Senator Davis identified community outreach as the cornerstone of this work. This includes outreach both throughout the HRM and worldwide. These efforts positively impact populations and the reputation of the university, country, and profession. Such initiatives include: Green Shield support for the ISANS clinic, as well as student and faculty volunteer work at the North End Community Health Centre, North Preston Dental Health Clinic, and at various schools in the HRM. There is also continued collaboration with other health professions, including working with the Faculty of Medicine and Faculty of Health to provide inter-professional education.

The presentation was discussed, with Senators noting the following:

- The number of students who identified as women in the presented demographics was impressive.
- Some of the initiatives presented were not standalone and run solely through the Faculty of Dentistry, but the listed initiatives had all been embraced by the Faculty of Dentistry.
- It was questioned what was being done specifically to build partnerships with Mi'kmaq communities. The example of the partnerships built by McMaster University with Indigenous communities was referenced. Senator Davis responded that the Faculty of Dentistry plans to reach out to the communities in question in order to make informed decisions on next steps. It was further recommended to Senator Davis that connecting with the Assembly of Nova Scotia Mi'kmaq Chiefs would help to support any community outreach work.
- It was raised that barriers were still being faced by students. This work should not end at the implementation of a policy, as students may still feel unsafe navigating the policy. The systems in place should be subject to continued assessment.

2017:151

Strategic Priority 5.2: Diversity and Inclusivity Update

Jasmine Walsh and Michelle Williams, co-chairs, 5.2 Strategic Priority, provided an update on the progress made towards achieving strategic priority 5.2, "Foster a collegial culture grounded in diversity and inclusiveness". Strategic initiative 5.2 includes two sub-items. These are: 1) Develop a diversity strategy for faculty, staff, and students at Dalhousie University and 2) Track and advance progress on the recommendations from various reports. These reports include the following: *Belong: Supporting an Inclusive and Diverse University*, *The National Truth and Reconciliation Report*, *Report of the Task Force on Misogyny, Sexism and Homophobia in Dalhousie University Faculty of Dentistry*, *Report from The Restorative Justice Process at The Dalhousie University Faculty of Dentistry*, and *A Report from the Committee on Aboriginal and Black/African Canadian Student Access and Retention: A Focus on Financial Support*.

The thesis of Daryl G. Smith was adopted in undertaking this work. Essentially, diversity must be integrated at the foundation of a university to achieve success. Ms. Smith's work proposes three steps: 1) Engage in self study on the status of diversity; 2) Develop a framework with a set of measurable indicators; and 3) Develop a means of regular reporting. It was found that step 2 should be the current focus and required the most work. Furthermore, the Framework for Diversity developed by Ms. Smith was also adopted, through which there are four objectives: 1) Climate and Intergroup Relations 2) Education and Scholarship 3) Access and Success and 4) Institutional Viability and Vitality. Examples of the goals identified for each category were included in the presentation.

Using Ms. Smith's work as a foundation, the 401 recommendations that arose collectively from the reports were mapped onto each other in order to reveal categories and themes. Ms. Walsh and Ms. Williams's presentation focused on Dalhousie University's Indigenous Strategy. All recommendations that uniquely affected Dalhousie University's Indigenous faculty, staff, and students were collated into 54 recommendations. An independent

strategy is being developed and led by a steering committee, chaired by Keith Taylor and Patti Doyle-Bedwell, and including significant representation from the Indigenous Advisory Council.

In discussing the presentation, the Senators noted the following:

- Positive thoughts were expressed. It was encouraging to see such dedicated work.
- It was questioned whether and how this strategy was aligned with the work of the Dalhousie Student Union (DSU) on student inclusion and student participation. Ms. Walsh indicated that there is an advisory council that informs the work on the 5.2 Strategic Priority, which includes students. Also within the specific goals and objectives identified, students would be included in the roll-out of the strategy.
- The DSU has created a campaign which allows the DSU to shape its advocacy work based on anonymous stories shared by students. It was recommended that a similar approach may be useful to obtain feedback and to advance this strategy.
- The importance of capturing how the community “feels” during the implementation of this strategy was expressed. Ms. Walsh responded that the 401 recommendations were already based on community feedback. However, it was also recognized that time moves forward and additional issues can arise. It is about finding an organic way through which the objectives can move forward while incorporating additional feedback. It was further deemed important to reach the communities that are not already represented at Dalhousie University.
- It was also questioned whether, in the future, reported data could be disaggregated by faculty rank.

2017:152

Reports

Chair of Senate’s Report

Senator Hewitt drew attention to the attachment in the meeting package that summarized the activities of the several Senate Committees. A data request form seeking to obtain membership distribution by equity-seeking group on Senate on an ongoing basis had also been attached for information Senator Hewitt reported that a note of regret will be posted on the Senate website today in recognition of the harm caused by the lack of clarity in the Code of Student Conduct.

Provost’s Report

Senator Watters offered several highlights to Senators:

- The Open House in October was successful in both Halifax and Truro. Both days achieved record attendance, with 2285 attendees in Halifax and 274 in Truro.
- The Fall Convocation had four (4) ceremonies. A total of 1,028 students graduated, including 525 from the Faculty of Graduate Studies.
- The 8th annual Mawio’mi was held on the Halifax Campus on October 16th, 2017.
- Ten (10) new faculty members have been recruited since the inception of the Dalhousie Diversity Faculty Awards. There are three recruitments ongoing.
- The Board of Governors had a retreat day with a Blanket Exercise. It was impactful and inspiring. The Blanket Exercise was facilitated by Geri Musqua-LeBlance, Elder and Coordinator of the Elders in Residence, and assisted by Bill Strum.
- This year, the Budget Advisory Committee (BAC) will issue a discussion brief hopefully by next week. BAC’s on-line survey on the 2018-19 budget is now live as part of the budget consultation process.
- Dalhousie University was awarded five (5) stars overall in the QS Stars Rating program and five (5) stars were also achieved in each of the advanced criteria of: Arts and Culture, Social Responsibility, Innovation, and Inclusiveness.
- A short update was provided on the On Track program. As of November 24, 2,654 Start on Track modules had been completed online. 194 students are registered in Stay on Track and registration is now open for Back on Track.
- Searches are ongoing and progressing for the Deans in Engineering, Dentistry, and Health. The search for the University Advisor & Assistant Vice-President Equity and Inclusion is progressing well.

DSU President's Report

Senator Abawajy provided a DSU Update for Senate that focused on the theme of student consultation and consideration. It was expressed that decisions made at the highest governing body impact students, who do not always feel included in the process. Senator Abawajy spoke to the Sexual Violence Policy consultation process, which was an excellent example of effective student consultation.

Several recommendations were offered to the Senate Secretariat in the document circulated at the meeting. In the interest of time, Senator Hewitt provided a brief response to indicate that a number of the recommendations were currently being addressed.

Questions for Reports

There were no questions on the reports.

2017:153

Question Period

There were no questions.

2017:154

Other Business

There was no other business arising.

2017:155

Adjournment

The meeting was adjourned at 4:45pm.