



**SENATE**  
**Approved Minutes of the Meeting held on**  
**Monday, January 9, 2017**  
**3:00pm – 5:00pm**  
**Theatre A, Sir Charles Tupper Medical Building**  
**Carleton Campus, Halifax**

The Senate met in regular session on Monday, January 9, 2017 in Theatre A, Sir Charles Tupper Medical Building.

**Present** with Kevin Hewitt in the chair were the following: A. Abawajy, N. Ali, D. Anderson, M. Aston, F. Baylis, P. Bodorik, D. Bourne-Tyson, R. Chang, S. Charlebois, J. Chen, A. Cochrane, R. Croll, C. Dielman, J. G.A. Finley, J. Gahagan, N. Gear, R. Goodday, J. Grant, K. Harman, F. Harvey, J. Hughes, K. Kesselring, M. Khan, S. Kirk, Y. Kotlyarova, S. Kuzak, D. Langille, M. Leonard, Y. Ma, Ch. Macdonald, Co. MacDonald, M. Macdonald, C. Macy, P. McMullen, L. Meynell, C. Moore, R. Mopoho, M. Pacurar, D. Patterson, K. Reid, C. Richardson, N. Savage, A. Stadnyk, P. Tyedmers, G. Wach, D. White, J. White

**Regrets:** T. Boran, C. Cameron, M. Crago, C. Cutler, R. Florizone, D. Grant, D. Gray, S. Holmes, J. Hoyle, T. MacRae, K. Mukhida, R. Parker, A. Rau-Chaplin, L. Spiteri, T. Tennessen, C. Watters

**Absent:** C. Brown, M. Denike, L. Diepeveen, D. Doman, J. Erdman, S. Faridi, M. Ghasemi, E. Johnson, W. Lahey, E. Leach, J. Leon, A. Quaraishi

**Guests:** Fiona Black, Amy Bombay, Susan Brousseau (Secretary of Senate), Kim Kierans, Daniela Loggia (Student Minute Taker), Andrea Power (Recording Secretary), Shirley Tillotson, Jasmine Walsh

**2017:001**

**Approval of Agenda**

The agenda was **approved** as circulated.

**2017:002**

**Consent Agenda**

**Senate Nominating Committee: SPGC Appointment**

**THAT** the Senate appoint Ms. Sara Faridi, Faculty of Science, as Senator representative on the Senate Planning and Governance Committee for the term December 2016 – June 2019.

**APPROVED** by CONSENT.

**Senate Learning and Teaching Committee: Pearson Test of English Academic**

**THAT** Senate approve the Pearson Test of English Academic (PTEA) to the approved list of acceptable tests of English Proficiency.

**APPROVED** by CONSENT.

Senate Learning and Teaching Committee: Admission Modification – Diploma in Dental Hygiene, Faculty of Dentistry

**THAT** Senate approve the academic year for the first year of the Diploma in Dental Hygiene program be extended for an additional 8 weeks of curriculum beginning in the 2017/18 academic year.

**APPROVED** by CONSENT.

**THAT** Senate approve the modified admission requirements for the Diploma in Dental Hygiene to require applicants to complete 30 credit hours of university study, including 6 credit hours in a 1000 level Biology course or its equivalent, and 6 credit hours in a writing course, effective in the 2018/19 academic year.

**APPROVED** by CONSENT.

**2017:003**

**Approval of Draft Minutes of November 28, 2016 Senate Meeting**

Senator Baylis requested that this item be removed from the consent agenda. She expressed concern that the abstentions noted at the bottom of pages three and four of the November 28, 2016 Senate Meeting minutes, under item 2016:131, did not accurately reflect how a high number of Senators abstained in addition to Senators Baylis and Meynell. Senator Hewitt noted that only those who wish for their names to appear on abstentions can be named. However, it was agreed to make the following amendment to the noted abstentions on pages three and four in order to reflect that additional senators had abstained:

“Senators Baylis and Meynell abstained from voting” should be amended to read: “Senators Baylis, Meynell, and A. Stadnyk were among those who abstained from voting.”

Senator Croll **MOVED**, seconded by Senator A. Stadnyk:

**THAT** the minutes of the Senate meeting held on November 28, 2016 be approved as amended.

The motion **CARRIED**.

**2017:004**

**Matters Arising from the November 28, 2016 Senate Meeting Minutes**

Senator Baylis requested clarification regarding her formal question submitted between Senate meetings and discussed at the last meeting. First, she noted that her question concerning the Dalhousie Strategic Direction document had been answered by multiple Senators in conflicting manners. Senator

Hewitt confirmed that Senator Florizone's response was the appropriate answer and that the Dalhousie Strategic Direction Document will be amended to reflect the priority on faculty.

Secondly, Senator Baylis noted that the answers to her question did not address the issue of faculty retention. She inquired whether Strategic Priorities 2.2 and 5.1 encapsulated faculty retention. Jasmine Walsh, Associate Vice-President, Human Resources responded to this question, confirming that Strategic Priorities 2.2 and 5.1 will have impacts on faculty retention. She noted that work concerning retention is in the process of being developed and that she will be able to comment on the issue in a more comprehensive way in the future.

#### **2017:005**

##### **Senate Planning and Governance Committee: Senate Review of the Academic Relationship of the University of King's College and Dalhousie University**

Shirley Tillotson, Chair of the Senate Review Committee, presented on the Senate Review of the Academic Relationship of the University of King's College and Dalhousie University. She thanked Josh Leon, Stephen Parcell, Srinivas Sampalli, and Alex Bryant, the members of the Senate Review Committee, for their work on this project.

In discussion of the Report and the Response, the following was discussed:

- The recommendation to establish a College of Undergraduate Studies was not supported in the recommendations and it was noted that most of the functions that the College would serve are viewed to already be served by the Associate Deans Academic Council.
- With regard to potentially moving HOST to Dalhousie it was noted that there have been no decisions made regarding this issue; however, there are lots of discussion occurring. HOST encapsulates complexities across all areas addressed in the Review, that the structure of the financial relationship between institutions affects this issue, and that any decisions will ensure that neither Dalhousie nor King's is jeopardized. It was noted that the Faculty of Science or the College of Sustainability could play a role in recommendation 15.
- With respect to a stand-alone media studies program, it was noted that this would require increased capacity and that, although this may be an issue to consider, a media studies proposal is not imminent.

#### **2017:006**

##### **Truth and Reconciliation Commission (TRC) Update**

Amy Bombay, Professor, Faculty of Health Professions, spoke to Dalhousie's progress regarding the TRC Calls to Action. In discussion of the presentation, the following was noted:

- It was felt if faculty recruitment and retraining issues were not addressed, responsibility will remain with Dalhousie's existing indigenous staff to implement these Calls to Actions. This responsibility will impact indigenous faculty members' ability to focus on their research and teaching duties. This is indeed an area for that the indigenous strategy to address.
- With respect to federal funding for post-secondary institutions it was noted that there are a number of initiatives led by Indian and Northern Affairs Canada that Dalhousie has applied to unsuccessfully. However, as the University's partnerships with indigenous communities grow, Dalhousie's applications for funding become stronger.

- The Dalhousie University Libraries will be developing central, portal-based resources with the help of the Centre for Teaching and Learning to provide a route towards collaboration that may facilitate the sharing of discipline-specific resources.
- Currently, the only Nova Scotia University that offers a Mi'kmaq language course is at Cape Breton University. It was felt that Dalhousie has a responsibility to offer programs which teach the Indigenous language and offer scholarship in this area as noted in the TRC calls to Action #16, we call upon post-secondary institutions to create university and college degree and diploma programs in Aboriginal languages. Dalhousie has had difficulty in finding instructors with expertise in this area. The President is deeply interested in a funding plan for TRC issues and he is aware of the TRC call for language teaching. A collaborative solution with Cape Breton University is a possibility in order to address Dalhousie's need for indigenous language education.
- With regard to mental health supports on campus, it was noted is an ongoing issue that needs to be better addressed and Ms. Sara Swasson has been hired as a full time Aboriginal Student Advisor. The Elders in Residence programs has been successful; however, the program cannot keep up with student demand and Student Affairs are aware of this issue.
- It is important to have visual supports on campus and the Student Affairs Office is addressing this issue and will provide more information in its forthcoming update to Senate.

Ms. Black spoke to an emerging indigenous strategy that will be led by a joint committee and more information on this strategy will be forthcoming. Furthermore, there will be an external review by indigenous experts on this emerging indigenous strategy, on Dalhousie's response to the TRC Calls for Action, and on retention/success of indigenous students. Many of the issues raised in this meeting are in the scope of this external review.

**2017:007**

**Senate Learning and Teaching Committee:**  
**Draft Academic Syllabus Policy**

Senator Harman presented the Draft Academic Syllabus Policy and she highlighted that this Policy was created through a student lens. A syllabus guide and a proposal for a syllabus repository were crafted in order to address the issue that students are not always informed about course expectations, evaluations, or outcomes. In discussion of the Policy, the following was noted:

- The "availability for consultation with students (in-person and/or online" on syllabi (under "Section A: Course Information", page 5) will now be a mandatory element for syllabi. This change would ensure that students be informed of how they can meet with their instructors.
- With respect to a potential increase in workload for distribution to the repository, it was felt that there would be a limited increase as the documents would be electronic.
- The policy's intent with respect to the cost of academic books, etc is to ensure that students understand the associated costs of a particular course and to help students make good decisions about their courses. This requirement is broad in scope and will not be used against instructors who mistakenly claim an incorrect price for a textbook.

**Draft Grade Policy**

Senator Harman then spoke to the Draft Grading Practices Policy and noted that the working group for this policy included Vivian Howard (Management), Sandra Walde (Science), and Krista Kesselring (FASS), and Brad Wuetherick. In discussion of the Policy, the following was noted:

- It was noted that the timelines for instructors to give feedback to students before various withdrawal deadlines as described on page 2 of the Policy may not be practical for certain courses; particularly courses that have large numbers of students or those that rely on TAs for grading. Furthermore, it could be difficult to track which students enrolled late in a course. The policy is meant to provide students with early feedback so that they can make informed decisions about their courses. This feedback does not need take the form of a summative assessment that will lead to a grade (for example, an exam or full essay). Feedback can instead be less labour intensive for instructors and can include short quizzes or peer evaluation. The intent of this feedback is to inform a student as to how they are managing a course.
- With respect to enforcement of faculty members applying to deans for permission to submit grades late Senator Harman noted that there was much discussion and balancing on this issue. One current problem is that the Registrar's Office often notifies faculty if grades are overdue, but has no authority to evoke changes from faculty members. This policy would make faculty members accountable to their academic heads for overdue grades. Furthermore, a requirement to consult with a faculty member's academic head in order to submit grades late would facilitate conversations regarding why deadlines can't be met and what solutions might be possible.

This draft Policy will come back to the Senate and asked that further feedback be submitted via email.

#### **2017:008**

##### **Question Period**

The following question was submitted by Senator Baylis between Senate meetings:

*Question 2016-02 - How can these data be used to address discrimination in hiring, promotion, and retention of faculty if the information about the equity seeking groups (women, sexual orientation & gender identity/expression, racially visible, Aboriginal, and persons with a disability) is not broken down in the following ways: (i) non-tenured and not tenure-stream (in the Faculty of Medicine), non-tenured but tenure stream, tenured; (ii) Assistant, Associate, Full Professor; (iii) Full-time (1FTE) versus part-time?*

Jasmine Walsh, Associate Vice-President, Human Resources, responded to this question and discussed how these data are not used for equity planning. The data used for equity planning is unit-specific and is given to unit leaders as needed. Due to privacy concerns and the possibility of identification, it would not be appropriate to share this data institution-wide. It was noted that data from the most recent census can be used to update the Senate on all the work that has been done regarding equity and on how this work has contributed towards meeting goals concerning equity. With respect to whether institution-wide data could be shared without identifying a specific unit, Ms. Walsh noted that there would be some legal and privacy issues to address in preparing this information for Senate and that this information would not be completely comprehensive; however, this information could be assembled for Senate with this reasonable expectation in mind. It was noted that it is important to address discrimination and examine the distribution of faculty across stream and faculty type.

#### **2017:009**

##### **Reports**

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

Michelle Williams, Schulich School of Law, presented on how the Schulich School of Law has implemented the TRC Calls to Action and noted the law school had made strides in this area that predated the TRC. She encouraged Senators to direct future inquiries about this issue to Heather McNeil from Dalhousie Legal Aid Service or to Naomi Metallic, Chair of the TRC Working Group, as she is on leave at this time.

#### Chair of Senate's Report

This item was deferred due to time constraints. Senator Hewitt announced that Senator Florizone will address questions regarding MIT REAP at the January 23, 2016 meeting. Additionally, there will be a presentation regarding Strategic Priority 3.1 at the February 13, 2016 meeting.

#### Questions for Reports

There were no questions.

#### **2017:010**

##### **Other Business**

There was no other business.

#### **2017:011**

##### **Adjournment**

The meeting adjourned at 5:00 p.m.