



Senate Meeting
MPR/MS Teams

November 26, 2021
2 p.m.

MINUTES

Present: R. Lumpkin (Chair), G. Boulet, N. Buchanan, P. Cantelo, A. Card, G. Chan, P. Crouse, K. Darvesh, C. Dawson, G. Durepos, T. Findlay, T. Franz-Odendaal, J. Fraser, J. Arsenault, G. Fraser, J. Gahagan, M. Gillis, C. Hardy, T. Harriott, T. Harrison, E. Henderson, J. Lumsden, L. MacCallum, J. MacLeod, M. Nadeem, D. Piccitto, M. Ralston, J. Roberts, C. Schneider, B. Taylor, A. Thurlow, S. Trenholm, J. Valcke, R. Zuk

Regrets: K. Allan, A. Benzaquén, S. Brigham, M. Shortt Robertson, J. Sutherland

Observers: K. Gallant

The meeting was called to order at 2:03 p.m. One observer was identified and welcomed. R. Lumpkin reiterated the importance of letting the Senate Secretary know at least 24 hours in advance if you will be attending online to ensure there is time to set up voting links. She extended thanks to departing Senator K. Darvesh for her engaged service to Senate as her role as Director of Teaching and Learning will end in December 2021. She acknowledged that K. Darvesh was absent as she was attending the memorial service of retired faculty member Dr. Bob McDonald who passed away recently.

Procedures to be used during the meeting and while voting on motions were outlined.

1. Indigenous Land Recognition

R. Lumpkin provided an acknowledgement that the Mount is built on traditional, unceded Mi'kmaq territory and paid respect to the Indigenous peoples of the land on which Senate meets.

2. Approval of Agenda

At the request of the Senate Secretary, two items were requested to be removed under Committee Reports: Revisions to Terms of Reference, Bylaw 14.3.2 (Notice of Motion) and Information Technology and Services. Agenda numbers will be adjusted accordingly.

One item was requested to be added under New Business: Implementation of Strategic Plan.

Moved by C. Dawson, seconded by P. Cantelo, to approve the agenda as amended.
CARRIED

3. Approval of Minutes

3.1. October 29, 2021

Moved by P. Cantelo, seconded by C. Hardy, to approve the minutes of October 29, 2021, as circulated. CARRIED

4. Business Arising from the Minutes

4.1. Follow-up to PEAC Report

Numerous Senators reiterated their gratitude to those who participated in the PEAC and contributed to the report, noting that other institutions can learn from what was undertaken by PEAC. Many agreed that this document could be used as a teaching tool and to establish the EDIA framework at the Mount. (G. Durepos, T. Findlay, D. Piccitto)

R. Lumpkin reflected that not all decision makers were consulted by PEAC and indicated that this oversight is something that can be learned from moving forward.

Moved by A. Thurlow, seconded by G. Durepos, that the MSVU EDIA Advisor and the MSVU EDIA Advisory Committee continue the work of PEAC, effective immediately, by considering the PEAC report recommendations for implementation post-pandemic with updates on this process to be provided to Senate as required. CARRIED

4.2. Visitor Parking

M. Nadeem reported on a new feature in the HotSpot parking app called 'Kiosk' where departments can acquire parking passes for guests. K. Darr in Facilities will contact departments to clarify the process, with a targeted implementation date of January 2022.

T. Findlay asked who is responsible for administering these passes, and it was confirmed that this task would be delegated to administrative assistants. She noted the importance of consulting administrative assistants when implementing this new process.

D. Piccitto extended thanks to M. Nadeem for looking into this new process.

4.3. Mi'kmaq Representative on Senate

R. Lumpkin reported that EX continues to gather information on how representation is handled at other institutions and will bring a recommendation to Senate for approval. At a recent meeting with the L'nu Advisory Circle, R. Lumpkin asked if members had a recommendation as to

how the Senate representative was appointed. The members indicated they were interested in learning more about Senate and how it operates and were thankful that Senate is considering their request. P. Crouse worked with P. Comeau in the President's Office to provide information to the L'nu members.

4.4. Student Disabled Accounts

P. Cantelo spoke to concerns that were raised at the last Senate meeting about a small number of students having their accounts disabled for not abiding by the vaccination mandate and how classes were affected because faculty were unaware of whose accounts had been disabled. P. Cantelo indicated that while he is sympathetic to instructors and recognizes the challenge with this type of situation, students' privacy must be maintained as accounts may be disabled for numerous reasons, the most common relating to a delinquent financial account. He indicated that for Winter 2022 any student who fails to comply with the vaccination mandate and communicate with HR will be advised to inform their instructors of the cut in access to their account.

P. Cantelo also suggested that, in future, an amendment to regulation 2.2.10, Registration, could be considered to address procedures regarding disabled student accounts.

5. Administration Updates

5.1. President

R. Lumpkin spoke about the Equity Summit for Post-Secondary Education that was held on November 12 at the Mount and began with a Smudging Ceremony followed by the Black National Anthem. Keynote speaker Natteal Battiste spoke about the need for Truth and Reconciliation and just treatment for Canada's Indigenous Peoples, and plenary sessions were held on Universal Design for Learning and Culturally Responsive Pedagogies with breakout sessions to discuss support for Indigenous students, 2SLGBTQIA+ students and students with disabilities. The summit focused on the importance of common goals and common work across institutions in the province. She extended thanks to Gloria Johnston, Manager of Accessibility Services, for their lead role and planning of the conference.

R. Lumpkin indicated that the EDIA Advisor held her first EDIA Critical Conversations training session this afternoon and that several sessions will be held, ensuring groups are kept small.

R. Lumpkin gave a summary of the Healing Ceremony that was held by the L'nu Advisory Circle at the Board Retreat on November 20. She indicated that

participants agreed that it was open, honest, and a strong opportunity to hear from representatives on campus. A. Thurlow concurred.

R. Lumpkin concluded by stating that a decision to hold a Healing Circle with members of the Senate has not been made, but if scheduled, it would occur during regular work hours. Members gave general agreement that they would be interested in attending and that Board members should be invited as well.

5.2. Vice-President Academic and Provost

B. Taylor acknowledged K. Darvesh for her 18 months of service as the Interim Director of Teaching and Learning. He thanked her for her efforts and highlighted the importance of her taking on this role during the pandemic. In the winter term, a call will go out to members of the MSVU Faculty Association seeking applications for a three-year secondment to fill the Director position as of July 1, 2022. S. MacMillan will serve as Interim Director of Teaching and Learning from January to June 2022.

B. Taylor indicated his focus continues to be curriculum and academic planning relating to Truth and Reconciliation. He stated that our Special Advisor on Indigenous Affairs has been reaching out to his counter parts across the city to see what is being done at other institutions for potential adoption at the Mount.

5.3. Vice-President Administration

M. Nadeem indicated his focus has been on day-to-day operations, wrapping things up this term and preparing for the winter term. He confirmed that little will change related to the health restrictions on campus for winter but added that restrictions will evolve based on recommendations from Public Health.

M. Nadeem recognized work being done across campus to prepare for the upcoming winter weather as well as reconstructive work being done to the exterior of the Evaristus building. He noted that anyone being impacted by ongoing work will be notified.

6. Question Period

G. Boulet referenced the TLCOL external review that was completed prior to the pandemic and the working group that was to be established to prioritize goals, determine the type of leadership for the unit and assist with its reorganization. She mentioned that it seems that this action was put on hold and asked if a working group would be established going forward. B. Taylor referenced a report drafted by K. Darvesh that spoke to the transition that will be done in April 2021 during the restructuring of TLCOL to separate the TLC and the online support portion. Based on

this report, it was decided that a director on a three-year secondment would be best suited to manage this unit. He indicated that K. Darvesh will be providing a report to CAPP in December, outlining where we should go from here. D. Piccitto mentioned that a Senate representative and a Faculty Association representative were identified for a search committee for this position and asked if these individuals would be part of the process to fill the position in July. P. Crouse added that nominations had been received for Senate and Faculty Complement representatives on this search committee, but the process had been paused. B. Taylor indicated the upcoming call will be like the one in 2017 although this one will be open to anyone in the Faculty Association. T. Findlay recommended integrating EDIA considerations into the process.

The discussion shifted to the process by which interim positions are filled. It was stated that this institution is known for advancing women and that interim positions allow for appointees to gain valuable experience to add to their career progression; however, the last few interim positions were staffed by mostly white men. T. Franz-Odendaal indicated that research has shown that minority groups are hired based on track record and experience whereas males are hired based on potential. Senators expressed the need for transparency around staffing an interim senior role, including who was consulted as part of the decision and why. (D. Piccitto, T. Franz-Odendaal, L. MacCallum, T. Findlay). B. Taylor confirmed that the final decision rests within his purview and that these points will be considered during future staffing processes. He also acknowledged that he did ask K. Darvesh to extend her role into June, but she declined.

7. Committee Reports (Standing and Ad Hoc)

7.1. Graduate Studies Program and Policy

7.1.1. Family Studies and Gerontology (*for Approval*)

7.1.1.1. Deletion of Course

7.1.1.1.1. GFSG 6615: Program Planning: Implementation and Evaluation

7.1.1.2. Change to Existing Program

7.1.1.2.1. Revision to MA FSGN and MFSGN programs **Moved** by S. Trenholm, seconded by J. MacLeod, that Senate approve the deletion of GFSG 6615: Program Planning: Implementation and Evaluation and the revision to MA FSGN and MFSGN programs. CARRIED

7.1.2. Education

7.1.2.1. New Course Proposals

7.1.2.1.1. GCRD 6340: Holistic Education

Moved by S. Trenholm, seconded by C. Dawson, that Senate approve the new course GCRD 6340: Holistic Education. CARRIED

7.1.2.1.2. GFDD 6541/GCRD 6341: Race, Culture and Education

Moved by S. Trenholm, seconded by A. Card, that Senate approve the new course GFDD 6541/GCRD 6341: Race, Culture and Education. CARRIED

7.1.2.2. Changes to Existing Courses

7.1.2.2.1. New course name for GCRD 6363: Seminar in TESOL

Moved by S. Trenholm, seconded by P. Cantelo, that Senate approve the new course name for GCRD 6363: Seminar in TESOL. CARRIED

7.1.2.2.2. New course name and description for GCRD 6367: Instruction for English Language Learners

Moved by S. Trenholm, seconded by A. Card, that Senate approve the new course name and description for GCRD 6367: Instruction for English Language Learners. CARRIED

7.1.2.3. Deletion of Course

7.1.2.3.1. GFDD 6511: Race, Culture and Education: Introduction to Anti-racism Education

7.1.2.3.2. **Moved** by S. Trenholm, seconded by A. Card, that Senate approve the deletion of GFDD 6511: Race, Culture and Education: Introduction to Anti-racism Education. CARRIED

7.1.3. Communication Studies

7.1.3.1. Changes to Existing Course

7.1.3.1.1. New unit value for GPRL 6230: Thesis
Moved by S. Trenholm, seconded by
A. Thurlow, that Senate approve the new unit
value for GPRL 6230: Thesis. CARRIED

7.1.3.2. New Course Proposal

7.1.3.2.1. GPRL 6109: Communication and Social Change
Moved by S. Trenholm, seconded by
N. Buchanan, that Senate approve the new
course GPRL 6109: Communication and Social
Change. CARRIED

7.1.3.3. Changes to program requirements for Master of Arts in
Communication

Moved by S. Trenholm, seconded by A. Thurlow, that
Senate approve the changes to program requirements for
Master of Arts in Communication. CARRIED

7.2. Undergraduate Curriculum

7.2.1. Communication Studies

7.2.1.1. Changes to Existing Program

7.2.1.1.1. Addition of Combined Major option in Bachelor
of Arts Communication
Moved by A. Card, seconded by A. Thurlow,
that Senate approve the addition of the
Combined Major option in Bachelor of Arts
Communication. CARRIED

7.2.1.2. Articulation Agreement with Holland College's Diploma in
Journalism and Communications

Moved by A. Card, seconded by A. Thurlow, that Senate
approve the Articulation Agreement with Holland College's
Diploma in Journalism and Communications. CARRIED

7.2.2. Cultural Studies/Political Studies

7.2.2.1. New Course Proposal

7.2.2.1.1. CULS/POLS 2246: Image and Power
Moved by A. Card, seconded by J. MacLeod,
that Senate approve the new course CULS/POLS
2246: Image and Power. CARRIED

7.2.3. Education

7.2.3.1. Deletion of Courses

7.2.3.1.1. EDUC 5321: Philosophy of Education

7.2.3.1.2. EDUC 5343: Reading, Writing and Thinking Across the Curriculum

7.2.3.1.3. EDUC 5383: Global Studies in Education

7.2.3.1.4. EDUC 5394: ESL in the Secondary School

7.2.3.1.5. EDUC 5431: Curriculum and Instruction in French for Elementary and/or Secondary Schools

7.2.3.1.6. EDUC 5433: Special Methods of Teaching French in the Elementary Schools

7.2.3.1.7. EDUC 5445: English as a Second Language
Moved by A. Card, seconded by G. Boulet, that Senate approve the deletion of courses outlined in items 7.2.3.1.1 – 7.2.3.1.7. CARRIED

7.2.4. Education/Philosophy

7.2.4.1. Deletion of Course

7.2.4.1.1. EDUC 5423/PHIL 3373: Introductory Philosophy of Education

Moved by A. Card, seconded by G. Boulet, that Senate approve the deletion of EDUC 5423/PHIL 3373: Introductory Philosophy of Education. CARRIED

7.2.5. Psychology

7.2.5.1. Changes to Existing Program

7.2.5.1.1. Change in requirements for Bachelor of Arts – Psychology; Bachelor of Science – Psychology; Combined Major – Psychology; Bachelor of Arts (Honours) – Psychology; and Bachelor of Science (Honours) – Psychology
Moved by A. Card, seconded by C. Dawson, that Senate approve the change in requirements for Bachelor of Arts – Psychology; Bachelor of Science – Psychology; Combined Major – Psychology; Bachelor of Arts (Honours) – Psychology; and Bachelor of Science (Honours) – Psychology. CARRIED

7.2.6. Changes

A. Card referred to the following changes, which were presented for information.

7.2.6.1. Child and Youth Study

7.2.6.1.1. New prerequisite for CHYS 3351

7.2.6.2. Computer Science

7.2.6.2.1. New description for CMPS 1155

7.2.6.3. Mathematics

7.2.6.3.1. New course name, prerequisite and description for MATH 2245

7.3. Nominations

7.3.1. Nominations for Committee Vacancies

Moved by J. Fraser Arsenault, seconded by S. Trenholm, that Senate elect the following faculty members to the indicated committees for the indicated terms. CARRIED

Committee	Nominee	Term Begins	Term Ends
Research and Publications	Dr. Mohammad Siddiquee	When elected	30 June 2024
University Research Ethics Board	Dr. Ian Pottie	1 January 2022	30 June 2024
Committee on Teaching and Learning	Dr. Shuyue Huang	1 January 2022	30 June 2024
Student Experience Committee	Dr. Sarah Reddington	1 January 2022	30 June 2024

7.4. Teaching and Learning

7.4.1. Revisions to Terms of Reference, Bylaw 14.10

7.4.2. Revisions to Teaching Excellence Awards Guidelines

B. Taylor brought forward items 7.4.1 and 7.4.2 on behalf of K. Darvesh. No questions or discussion ensued.

8. Other Reports

8.1. Students' Union

N. Buchanan gave the report in lieu of J. Sutherland who could not attend. He extended thanks and well wishes to outgoing VP of Student Life.

N. Buchanan reported that the Students' Union is currently planning its Semi-Annual General Meeting on December 3 at 5 p.m. The event will be hybrid with the option to attend in person or online or to vote via proxy. Students with children will be offered up to three hours of childcare bursaries to attend. A bingo social will follow the formal meeting.

9. New Business

9.1. Open Educational Resources

L. MacCallum gave a presentation based on the document in the Senate package and demonstrated Pressbooks, a digital publishing platform. She provided a brief overview of Open Educational Resources (OERs) and highlighted the advantages of using OER which include customization, flexibility, accessibility, and affordability.

L. MacCallum spoke about AtlanticOER which is an initiative from the Council of Atlantic University Libraries (CAUL) which supports the creation and dissemination of OERs across the Atlantic provinces. She explained that, in addition to providing the digital publishing platform, the initiative provides development grants and an OER toolkit and will soon provide peer review honoraria.

N. Buchanan spoke about his positive experience with using and developing OERs in a class he is currently enrolled in.

R. Lumpkin asked how many OERs were published by members of the Mount community, and L. MacCallum confirmed that along with her published resource are three ongoing projects.

C. Schneider confirmed that the resource used at the recent Equity Summit is published on Pressbooks.

T. Harrison reiterated the importance of the establishment of AtlanticOER as it is only the third of its kind in the country. She also extended thanks to L. MacCallum for bringing this to Senate for information.

9.2. Annual Report of Senate Committee on Information Technology and Services

G. Boulet presented the SCOITS Annual Report for information and confirmed that Christine Doe will chair the committee for the current academic year.

L. MacCallum referred to page 240 of the package and asked why it is taking so long to decide upon quantitative research software. G. Boulet confirmed that the Research Software Evaluation Subcommittee has made a recommendation for its top choice but there is uncertainty regarding which unit is responsible for supporting and maintaining the software. J. Gahagan confirmed that the Research Office will continue to work with IT&S to find a resolution to this issue. T. Franz-Odendaal stated that the current software is not user friendly and support for faculty members is lacking.

9.3. Enrollment and Recruitment Update

Noting that the AVP of Student Experience role has not been permanently filled, Registrar P. Cantelo gave the enrollment presentation based on the document in the Senate package. He indicated that the Mount has maintained a strong enrollment position and thanked the entire campus community for their responsibility for enrollment management. Highlights of the presentation included outlining the challenges and changes in practice experienced by Mount staff because of the pandemic, consistent undergraduate student numbers despite COVID and a decreasing domestic demographic, and a significant increase in domestic and international graduate students. He reviewed the AAU Preliminary Enrollment Reports which show that the Mount's undergraduate enrollment is consistent based on the previous five years. He indicated that there was a significant increase of non-transfer students from 2020 to 2021 which could be attributed to high school graduates deferring their admission to university because of the pandemic. It was confirmed that based on current data approximately 17% of our student population are international students and although there was a decline in enrollment for some countries (e.g. China) because of the pandemic, other countries (Nigeria, Vietnam) have strong enrollment despite COVID. P. Cantelo acknowledged discussions are ongoing to capture more data relating to students' backgrounds to address the needs of traditionally marginalized groups.

J. Roberts asked about the decrease in domestic students given the increase in the population in HRM. P. Cantelo explained this decrease based on a general decline in high school graduates.

C. Schneider addressed the importance of capturing more information on the number of students who require accessibility services. T. Franz-Odendaal indicated that Ryerson University disseminated a report that showed a high self-identification rate and offered to share information on how this was accomplished.

K. Gallant gave a recruitment update and acknowledged that her team's approach to recruiting students is responsible and relationship based, aligning with the culture at the Mount and with retention in mind. She emphasized the importance of inviting students to tour the campus, meet faculty and experience the campus by arranging collegial interactions with current students. She confirmed areas of focus for the upcoming year are increasing student representation from Indigenous and Black communities as well as increasing recruitment from NB, PEI and India. She acknowledged the difficulties experienced because of the pandemic and indicated that most recruitment activities have been scheduled virtually which is often challenging considering time zones.

D. Piccitto asked for clarification regarding international recruitment in India, Nigeria and Vietnam, particularly if a third party is used to recruit. K. Gallant confirmed that it's not possible to be in all markets and that, where a third party is used, the agents are vetted and trained to ensure they understand the type of students we are looking to recruit to the Mount. She stated that feedback is solicited from students and other institutions who have experience with the agents they have contracted as well.

T. Franz-Odendaal asked how countries of focus are chosen and how diverse the recruitment team is. K. Gallant confirmed that the team is diverse in terms of nationality and gender.

J. MacLeod thanked the Student Experience team and recruitment team for their efforts and asked if there are opportunities for faculty members to attract potential students by highlighting their expertise and new initiatives or research being done at the Mount. K. Gallant welcomed assistance from faculty in this regard.

N. Buchanan thanked the recruitment team for their efforts and spoke about a recent opportunity he had to sit down with a new PR student and answer questions about his experience. He stated that he believes this was very beneficial.

9.4. Implementation of the Strategic Plan

L. MacCallum referenced the strategic plan and indicated she would like to discuss economic justice. She referenced a recent report that has the living wage for Halifax comparable to Toronto and stated that many people working on campus do not make what is considered a living wage. She recognizes that establishing a living wage may not fall under the purview of Senate as it is an academic governance body; however, she would like to know whom should be asked about ensuring the necessity of a living wage. R. Lumpkin indicated that many things are under consideration when it comes to the budget review.

J. MacLeod asked about whether contractors or third-party companies have a living wage provision outlined in their contract. M. Nadeem indicated that the agreement with the contracted company is separate from how that company structures its own employment contracts.

G. Boulet asked how student wages are determined. M. Nadeem indicated that rates are based on the work they are being hired to undertake and that everyone working on campus makes minimum wage or above.

L. MacCallum then moved the following motion, which Chair R. Lumpkin ruled out of order as Senate is not the appropriate place for such a motion.

Moved by L. MacCallum that Mount Saint Vincent University commits to paying a living wage (calculated yearly by the Canadian Centre for Policy Alternative) for all who work on this land.

T. Findlay spoke to the concept of equity tax, which is the additional strain and duties imposed upon members of equity deserving groups. She highlighted that it is common for there to be extra service demands on staff and faculty that are part of these equity groups such as participating in multiple committees.

Moved by T. Findlay, seconded by G. Boulet, that the EDIA Advisor and EDIA Advisory Committee consider ways to address the equity tax, effective immediately. CARRIED

10. Items for Communication

Senate approved:

- Minutes of October 29, 2021
- Several graduate and undergraduate curriculum changes
- The following motions:
 - That the MSVU EDIA Advisor and the MSVU EDIA Advisory Committee continue the work of PEAC, effective immediately, by considering the PEAC report recommendations for implementation post-pandemic with updates on this process to be provided to Senate as required.
 - That the EDIA Advisor and EDIA Advisory Committee consider ways to address the equity tax, effective immediately

Senate elected:

- Faculty members to serve on four standing committees of Senate

Senate received for information:

- Undergraduate curriculum changes
- Notice of motion re SCOTL's Terms of Reference, Bylaw 14.10
- Revisions to Teaching Excellence Awards Guidelines
- Presentation on Open Educational Resources
- Annual report of SCOITS
- Enrollment and recruitment update

Senate acknowledged K. Darvesh's service on Senate as Acting Director of Teaching and Learning.

11. Adjournment

Moved by C. Dawson, seconded by P. Cantelo, that the meeting be adjourned.
CARRIED

Meeting adjourned at 4:48 p.m.