



Senate Meeting
MPR/MS Teams

October 29, 2021
2 p.m.

MINUTES

Present: R. Lumpkin (Chair), A. Benzaquén, G. Boulet, N. Buchanan, S. Brigham, P. Cantelo, A. Card, P. Crouse, K. Darvesh, C. Dawson, G. Durepos, T. Findlay, T. Franz-Odendaal, J. Fraser, 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, C. Schneider, B. Taylor, A. Thurlow, S. Trenholm, J. Valcke, R. Zuk

Regrets: K. Allan, G. Chan, J. Roberts, M. Shortt Robertson, J. Sutherland

Observers: W. Brewer, S. Davis, R. Farmer, K. Gallant, K. Healy, N. Kayhani, C. McNeille

The meeting was called to order at 2:09 p.m. Observers were identified and welcomed; all observers were reminded that they may be granted speaking privileges but are not eligible to vote on motions. New student Senator N. Buchanan was welcomed. R. Lumpkin extended thanks to Patrick Leonard from IT&S for the work done by him and his team in setting up the new microphone system to be used during the meeting.

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

Presentation of the Senate Award for Service in University Governance to Dr. Robert Farmer Dr. Nargess Kayhani

R. Lumpkin presented the Senate Award for Service in University Governance to Dr. Robert Farmer and Dr. Nargess Kayhani. During the presentation each award recipient was given a commemorative plaque, and R. Lumpkin acknowledged their significant contributions to the institution and the overall community.

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

Two items were requested to be added under Business Arising: Covid protocols and Nancy's Chair Annual Report.

Moved by R. Zuk, seconded by C. Dawson, to approve the agenda as amended. CARRIED

3. Approval of Minutes

3.1. October 1, 2021

Moved by S. Brigham, seconded by S. Trenholm, to approve the minutes of October 1, 2021, as circulated. CARRIED

4. Business Arising from the Minutes

4.1. Changes to Terms of Reference, Bylaw 14.12

S. Trenholm brought forward the change to Bylaw 14.12.

Moved by S. Trenholm, seconded by A. Thurlow, that Senate approve the proposed changes to the GSAA Terms of Reference, effective immediately. CARRIED

4.2. Changes to Terms of Reference, Bylaw 14.8

J. Gahagan brought forward the change to Bylaw 14.8.

Moved by J. Gahagan, seconded by S. Trenholm, that Senate approve the changes to the CRP Terms of Reference, Senate By-law 14.8, effective immediately. CARRIED

4.3. Changes to Terms of Reference, Bylaw 14.11

P. Cantelo brought forward the change to Bylaw 14.11.

G. Durepos referenced page 31 of the package and suggested updating the language to clarify that the scholarship sub-committee will be populated by members of UASAC. P. Cantelo agreed with this amendment.

C. Hardy asked for clarification between a regular member and a resource member and noted that she would welcome the opportunity to be the student representative. P. Cantelo confirmed that the resource member would be non-voting but would participate in committee meetings to provide valuable insight with respect to decisions being made.

D. Piccitto asked why the undergraduate student representative was a resource member and not a voting member. P. Crouse indicated that historically there was no student representative and that a student resource position was included to allow for student representation in meetings as required. She indicated that this was agreed upon by the UASAC and the SU at the time. P. Cantelo will bring the item to the next UASAC meeting for discussion.

Moved by P. Cantelo, seconded by K. Darvesh, that Senate approve the proposed changes to the Terms of Reference for the Undergraduate, Admissions, Scholarships and Awards Committee, as amended, effective immediately. CARRIED

4.4. Visitor parking

M. Nadeem indicated that his team is working on providing a complimentary visitor parking option to be managed through the Mount's parking application HotSpot and with a January 2022 implementation date.

D. Piccitto and T. Findlay asked about the process to follow and referenced an email that was circulated suggesting a complex process. M. Nadeem indicated he would take this back to T. Strapps and that there would likely be consultation with departments to finalize an appropriate procedure.

4.5. IT&S Ticket Backlog

M. Nadeem acknowledged there had been a ticket backlog that has since been addressed and that the volume of open tickets is comparable to the number that would be present at this time of year in any given year. He indicated that there were several factors driving this backlog including office moves occurring during the return to campus, issues arising from faculty and staff returning their equipment to campus following working from home and staffing challenges within the IT&S department. The team persevered and worked through the backlog and supported everyone as best as they could.

4.6. Working Group re Mi'kmaq Representative on Senate

R. Lumpkin reported on behalf of Senate EX that this item was discussed at a meeting in October. The Senate Secretary will research practice across the country and present her findings to EX for further consideration of next steps.

4.7. Healing Ceremony, L'nu Advisory Circle & Senate

R. Lumpkin announced that the BoG retreat has been rescheduled and the Healing Ceremony will take place on the morning of November 20, 2021. Senators will be invited via email. Senate is welcome to plan its own Healing Ceremony in late winter or early spring.

4.8. COVID protocols

G. Durepos asked about the protocol when a student informs an instructor that they will be unable to attend class due to possibly contracting COVID. M. Nadeem clarified that the normal practice of contacting 811 and scheduling a test is the first step and that the Health Office works directly with Public Health and is notified if there has been an exposure on campus. M. Nadeem confirmed that the student is not required to show a negative test to return to campus, reiterating the need to rely on the surveillance system that Public Health has in place.

G. Durepos indicated that several students informed her that the University had disabled their Moodle account because they did not upload their proof of vaccination status prior to the deadline and asked if instructors could be notified, without specifics, when a student's account has been disabled. The process of sending several notifications prior to accounts being disabled was explained. Student privacy concerns were cited, noting that student accounts are disabled for a number of reasons. P. Cantelo indicated that a student would likely need to provide consent for instructors to be notified but he will investigate this issue. The continued possibility of accounts being disabled as individuals with approved exemptions are monitored for compliance was noted. It was suggested that students be told, upon having their account disabled, that they are responsible for notifying their instructors and perhaps inquiring about alternative accommodations. (M. Nadeem, S. Davis, P. Cantelo, K. Healy, B. Taylor, T. Findlay)

R. Zuk asked about measures to ensure that campus community members are following the advice given by Public Health. M. Nadeem confirmed that this type of monitoring is not feasible and that we need to put trust in the Public Health surveillance protocols. C. Schneider called upon faculty to urge students to stay home when unwell and to not mandate attendance stating there should be flexibility with additional options or assignments to take the pressure off students to attend classes at this time.

4.9. Nancy's Chair Annual Report

As a follow-up to the last two Nancy's Chair Annual Reports, D. Piccitto asked about payment structures for senior scholars and others who seem to occupy the same role but are paid at a lower scale, and she also questioned why no appointment was made for the current year. C. Dawson confirmed that, since the Chair was established, this year marks the third year that no Chair was appointed. She confirmed that there are no concerns with the level of funds in the endowment and that the committee has shortlisted candidates for next year. She clarified that, like any other faculty appointment, education and prior experience are considered when the Chair is appointed. D. Piccitto expressed her opinion that traditional qualifications should not be the only driving force behind compensation. B. Taylor confirmed that this topic will be brought forward for discussion at a Nancy's Chair meeting and referred to the committee ToR which state that the process for hiring will follow that of the FA Collective Agreement.

5. Administration Updates

5.1. President

R. Lumpkin referred to the recent Apology and Commitment Ceremony held on October 20 where various representatives of the Indigenous community were invited including the Grand Chief, survivors, members of the L'nu Advisory Circle, and current students at the Mount. She shared the words of Rita Joe, who holds an honorary doctorate from the Mount and is one of the eighteen inspiring women

honored in the McCain atrium, who spoke about the importance of recognizing the good in the Indigenous people as well as reviewing curriculum content. R. Lumpkin hopes the work being done by the Mount in the future will honour the call to action from Rita Joe.

5.2. Vice-President Academic and Provost

B. Taylor also spoke to the commitments made on October 20 with emphasis on those that fall within his area. He noted that many relate to curriculum and academic planning and align with theme four in the strategic plan. He acknowledged that many commitments begin with the word 'continue' to show that they are building off the work already being done by members of the MSVU community. He spoke to specific endeavors being undertaken by faculties, collaborative initiatives with StFX and Acadia to establish an Indigenous cohort within the PhD program and contact with other city universities and NSCC. He confirmed his support of departments, faculties, and the Library in their initiatives; plans to seek strategic funding for speakers; and work in conjunction with faculties and CAPP to facilitate knowledge transfer. He recognized the importance of consulting with the Advisory Circle throughout this process.

5.3. Vice-President Administration

M. Nadeem indicated that his focus and priority has been vaccination and proof of vaccination. He acknowledged the efforts of those involved with the Return to Campus plan: K. Healy, P. Cantelo, S. Davis and their teams. He stated that his team will continue to monitor those with exemptions and testing requirements to ensure a safe space on campus and that winter term protocols are being reviewed with updates to be communicated as they are made available.

6. Question Period

R Lumpkin invited questions of a general nature or related to the specific reports above.

W. Brewer spoke to item 4.8 and asked if students could be accommodated virtually if they are not able to attend in person. B. Taylor indicated that AV equipment was installed in classrooms to facilitate online learning and that various resources are available to accommodate such students; however, ultimately it is up to instructors to determine the level of accommodation they are comfortable providing.

R. Zuk highlighted that Open Campus Day and an important guest speaker on decolonization and anti-racism are happening at the same time this week and suggested that more communication should have occurred when scheduling these events. She also stated that faculty events, specifically those that are part of their regular duties, should not be scheduled during the evening. R. Lumpkin stated that Open Campus Day is scheduled according to participants' availability, and K. Gallant confirmed that student availability across the globe was considered when scheduling the event. K. Gallant indicated that the guest speaker's talk may be recorded for those who are unable to attend. T. Findlay

indicated that the demand on faculty members' time in the evening did come up during PEAC discussions and should be considered when scheduling events that are considered part of regular duties.

7. Committee Reports (Standing and Ad Hoc)

7.1. Senate Executive

7.1.1. Announcement of Senate Master Graduation List approval

On October 8 Senate EX approved the Fall Senate Master Graduation list with 439 cleared to graduate and authorized the Registrar to move an additional 39 from the enabling list if conditions are met. As of October 28, the list includes 460 cleared to graduate with 13 remaining on the enabling list.

7.2. Nominations

7.2.1. Nominations for Committee Vacancies

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

Committee	Nominee	Term Begins	Term Ends
Graduate Scholarships Assistantships and Awards	Dr. Jessie-Lee McIsaac	1 January 2022	30 June 2024
University Research Ethics Board	Dr. Derek Fisher	When elected	30 June 2024

7.2.2. Election to Steering Committee for Bicameral Governance Review

J. Fraser Arsenault announced that the call for nominations closed on Monday, October 28, and that the SNC confirmed the following nominated faculty members are willing to serve: L. MacCallum, J. MacLeod, C. Schneider. J. Fraser Arsenault made three calls for nominations from the floor, and no additional nominations were received. Paper ballots were provided to Senators on site, and Senators joining through MS Teams were provided with a confidential voting link.

One round of voting was held where J. MacLeod was elected. A second round of voting was held to determine the tie breaker and C. Schneider was elected.

8. Other Reports

8.1. FA President's Report on Board of Governors' Meeting

D. Piccitto announced that the first meeting of the academic year was held on October 7 and began with a presentation from Delvina Bernard, the new MSVU EDIA Advisor, who spoke about her responsibilities and strategies regarding EDIA. She noted that the EDIA Advisor will work with the Board's Nominating Committee going forward with a focus on diversifying the composition of the BoG, that the Nominating

Committee Chair will meet with various Board members regarding diversifying the skills matrix for Board members, and that information on applying to serve on the Board is now posted online.

D. Piccitto referenced the handbook *An Introduction to University Governance* by Cheryl Foy, University Secretary and General Counsel at Ontario Tech University, a text endorsed by the Canadian University Board Association (CUBA) and to be provided to all MSVU governors. She reported that the Board passed the Steering Committee Bi-Cameral Governance Review mandate as revised by Senate. Referencing the handbook that will be disseminated to governors, she indicated that it is not clear to her that what constitutes academic literature and expertise on this matter will be viewed similarly by the two constituencies of the steering committee. Collegial governance was mentioned as an area for discussion to correct a possible misunderstanding between congenial relations compared to shared responsibility and governance.

D. Piccitto concluded by referring to the Senate report given at Board meetings, now to be given by B. Taylor and T. Findlay; the new date for the Board retreat and Healing Ceremony; and the next Board meeting date of November 5.

8.2. Students' Union

C. Hardy gave the report in lieu of J. Sutherland who could not attend. She confirmed the SU recently held an election and announced incoming Executive members and Student Representatives. She indicated that the SU Halloween event held on October 28 was well attended. She reminded Senators about the on-campus Soup Kitchen and asked that they advertise to their students for anyone who needs a homecooked meal.

8.3. Pandemic Equity Advisory Committee

G. Durepos gave a presentation on the results from the PEAC report. She extended thanks to members of the committee for their support and work on the report as well as to senior administration who have been provided updates throughout the pandemic. She provided a brief overview of the committee's work on applying an equity lens to MSVU operational decisions made during the pandemic and highlighted the establishment of seventeen themes which were grouped into three categories. She spoke to one theme from each category including move teaching and learning online and continue online, tuition increase and flexible workload possibilities. One common topic from each of the themes was the difficulty in determining the composition of equity seeking groups among faculty, staff, and students which is necessary to understand how these groups are impacted by the decisions made during the pandemic. She confirmed the undertaking of the report was in the spirit of reflection, collaboration and collective learning and was written in the hopes of building equity in our future. She confirmed this report has been passed

along to numerous constituents in the campus community and offered to speak to the results of the report upon request.

Numerous Senators expressed their gratitude to those who participated in the PEAC and contributed to the report. It was stated that this level of self-reflection is unprecedented especially during a time of significant disruption. Special thanks were given to the Vice-President Academic and Provost at the time, Julie McMullin, who acknowledged the need for self-reflective analysis. It was stated that this is an example of what the Mount can do going forward with emphasis on the importance of open communication with respect to decision making. Many agreed that this document can help ground our future work in EDIA, that this report can evolve and that the future work can be supported by the EDIA Committee and the EDIA Advisor. It was acknowledged that the composition of the committee was diverse and considered all members of the campus community and not just students and faculty. (D. Piccitto, A. Thurlow, G. Durepos, C. Schneider)

9. New Business

9.1. Murdered and Missing Indigenous Women and Girls

R. Lumpkin referred to the Mount's commitment to be a national leader in addressing murdered and missing Indigenous women and girls. She indicated that she has reviewed documentation from various Mount focus groups surrounding this topic and that several current Senators were part of these discussions. She described the discussions as wide ranging and centering primarily on Indigenizing our curriculum which would be done at the department and course level. Other recommendations were to hire and retain more Indigenous staff and faculty as well as provide training opportunities, specifically for non-Indigenous employees. She highlighted one call to action, directed to education institutions, on the importance of educating and providing awareness on MMIWG and 2SLGBTQQA issues while including historical and current truths about the injustices and violence these individuals face.

She posed three takeaway questions for consideration:

1. How should faculty members, Chairs, and Deans discuss the curricular work? Can current structures such as department, CAPP, Dean and Provost meetings be used to facilitate this work?
2. How can initiatives be shared among faculty/departments?
3. What resources are required, and can they be shared among faculty/departments?

A discussion ensued where Senators presented ideas related to the questions posed. Several members agreed that this work is already being undertaken at the department or faculty level, for example, by establishing departmental EDIA committees and Indigenizing curriculum; however, there was uncertainty about how this information was being shared across departments. The following suggestions

were offered: including Indigenizing curriculum as part of a departmental external review; using the AMI as an area where faculty can gather to discuss work and research being done in this regard; amending curriculum submission forms to ask departments to consider ways to Indigenize curriculum; and highlighting Indigenous research at events such as Research Remix to facilitate the knowledge transfer among faculty and departments. It was noted that, following the President's Visiting Lecture Series talk on November 4, a workshop will take place where strategies will be developed that are relevant to this discussion. (S. Brigham, T. Franz-Odendaal, P. Cantelo, T. Findlay, K. Darvesh, C. Schneider)

Concerns were expressed regarding how the university is a colonial institution and how many of the issues experienced by the Indigenous community are a result of colonial constructs; therefore, our current structure and practice may be viewed as counterproductive to the commitments we've made as an institution. Several Senators agreed that it is important to act quickly, that work can be done without changing the overall structure of the institution and that the structure can change because of the work that is being done. It was stated that although this is a time for self-reflection it's also important for us to think broadly and consider how to make significant contributions outside the post-secondary institution with respect to MMIWG. (L. MacCallum, R. Lumpkin, D. Piccitto, C. Schneider, T. Findlay)

Moved by D. Piccitto, seconded by S. Trenholm, that the meeting be extended by 15 minutes. CARRIED

9.2. Honorary Doctorate Nominations (**CONFIDENTIAL**)

Moved by C. Dawson, seconded by S. Trenholm, that Senate move in-camera to review the Honorary Doctorate Nominations. CARRIED

R. Lumpkin reminded members that the result will not be communicated immediately and is confidential until it is announced.

Moved by J. MacLeod, seconded by A. Thurlow, that Senate move out of the in-camera session. CARRIED

The in-camera session was used to review and approve the Honorary Doctorate Nomination.

10. Items for Communication

Senate approved:

- Minutes of October 1, 2021
- Terms of Reference changes for:
 - GSAA (Bylaw 14.12)
 - CRP (Bylaw 14.8)
 - UASAC (Bylaw 14.11)
- One nomination for an honorary degree

Senate elected:

- J. MacLeod and C. Schneider to serve as Senate's representatives on the Steering Committee for a Bicameral Governance Review
- Faculty members to serve on two standing committees of Senate

Senate received for information:

- Report from the Pandemic Equity Advisory Committee

11. Adjournment

R. Lumpkin extended special thanks to P. Crouse, Patrick Leonard and the AV Team for their efforts within the last year working with online meetings and acknowledged the extra work involved to hold the first hybrid Senate meeting today.

Moved by T. Harrison, seconded by A. Card, that the meeting be adjourned. CARRIED

Meeting adjourned at 5:05 p.m.