

## MINUTES

Present: M. Bluechardt (Chair), K. Allan, P. Barry-Mercer, G. Boulet, P. Cormier-MacBurnie, P. Crouse, J. Crowther, C. Dawson, T. Findlay, D. Fisher, T. Harriott, T. Harrison, E. Henderson, N. Kayhani, K. Kienapple, C. Matta, J. McMullin, M. Nadeem, S. Perrott, D. Piccitto, D. Plumb, S. Seager, J. Sharpe, D. Shiner, C. Slumkoski, R. Zuk

Regrets: P. Cantelo, A. Card, D. Cox, R. Farmer, G. MacDonald, J. MacLeod, K. Ritchie

Invited Guests: S. Pineau

Observers: W. Brewer, M. McKay, and T. Sawyer

*The meeting was called to order at 2:02 p.m.; new Senate members J. Crowther (Education Rep) and K. Allen (Graduate Rep) were welcomed to their first meeting. While there were no observers present at the beginning of the meeting, W. Brewer, T. Sawyer, and M. MacKay arrived later and were recognized as observers.*

### 1. Indigenous Land Recognition

M. Bluechardt 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

4.6 Diversity Hires, 4.7 Search for Director of Teaching and Learning, 4.8 In-Course Merit Based Scholarships, and 4.9 Items for Communication: Amnesty for Students were added to the agenda.

**Moved** by P. Barry, seconded by K. Kienapple, to approve the agenda as amended.  
CARRIED

### 3. Approval of Minutes of September 27, 2019

**Moved** by J. McMullin, seconded by G. Boulet, to approve the meeting minutes of September 27, 2019, as circulated. CARRIED with one abstention

### 4. Business Arising from the Minutes

#### 4.1. Compensation of Chartwells' Employee

Clarification was provided on the question raised at the last Senate meeting about a Chartwells' employee who stayed on campus to help during Hurricane Dorian in September. Given Chartwells' status as a third party, the University does not have access to information on Chartwells' employee compensation. However, it was noted that the manager-level employee who stayed on Campus did so as

customer service and loyalty to the University and was provided with a room and lodging. Appreciation was expressed for the update; given the University's mission of social justice, the importance of fair treatment of employees was stressed. (M. Nadeem, R. Zuk)

#### 4.2. Digital Signage Guidelines

The history was provided on signage guidelines initially developed to protect the integrity of building walls and to keep glass areas clear. Given expressed concerns about the guidelines possibly infringing upon the freedom of expression, Senators were advised that a committee is being reconvened to rework the document. As well, Facilities Management is considering additional locations and bulletin boards in various buildings for signage. As progress is made on these initiatives, updates will be provided.

Concern was expressed about mixed messages given to Campus constituents about what and where signage can be placed, the vetting of poster content, digital signage taking the place of tangible signage, and lack of student control over digital signage spaces. It was suggested that the document not be labeled a "policy" and that work on the document be postponed until Facilities Management can determine adequate signage locations and allow for a period to assess the changes. (M. Nadeem, D. Piccitto)

#### 4.3. Parking

An update was provided on a working group currently being assembled to consider concerns and possible solutions to address on-Campus parking. Brief discussions were held on limited employee parking; the parking permit numbering system; the need for additional parking spaces; increased ticketing of cars without permits; the possibility of deputizing employees to issue tickets; a possible partnership between the Mount and the Halifax police in the enforcement of parking tickets; and the possible impact of the future SouthWest Properties roadway between Clayton Park and the former Motherhouse properties.

M. Nadeem agreed to confirm whether the City currently collaborates with the University on enforcement of parking fines. M. Bluehardt informed Senate that during an upcoming meeting with SouthWest Properties about opportunities and challenges, a question can be raised about their anticipated timeline for the connector road. (M. Nadeem, C. Matta, N. Kayhani, C. Slumkoski, S. Seager, G. Boulet, M. Bluehardt)

#### 4.4. Unpaid Internships

K. Kienapple provided a detailed report by program on unpaid undergraduate and graduate internships and practicums required by students in order to meet the credential requirements of their programs/degrees. He outlined the statement within the academic calendar advising interns that they must be

prepared to relocate for their internship courses and accept little to no financial compensation.

He spoke to the not-for-profit type organizations that often accept internships, the current Nova Scotia regulations that do not allow some students to be paid while completing their practicum, and the added responsibility of company sponsors in the supervision and direction of students. He then contrasted the internship program with the paid positions within co-op programs.

Brief discussions were held on the burden on students completing unpaid practicums/internships, the impact paid interns would have on the number of not-for-profits able to sponsor, trends of interns who often arrange their internships in their hometowns, the lack of funding available to support interns without financial means, and a proposed student strike at another institution. (K. Kienapple, K. Allan, R. Zuk)

#### 4.5. Student Participation in Days of Action

J. McMullin updated Senators on discussions held at the recent EX meeting where it was agreed that granting amnesty for Days of Action is not within the purview of EX on behalf of Senate. It was noted that a request for amnesty was never received by Administration for the most recent Day of Action. Senators were directed to the excerpt from Senate Bylaws, outlining the process to be used in the future for initiating special Senate meetings to address amnesty if a regular Senate meeting would not be held soon enough to address the request.

#### 4.6. Diversity Hires

Discussion at the last meeting regarding diversity hires was referenced and an update requested on whether the University would consider having two streams of diversity hires to reach the two separate goals. It was noted that the Mount's diversity-hiring program completed its four-year term and is being reviewed by CAPP; the question can be raised at CAPP. An example was provided on four recent proposals through the diversity program; only one was Indigenous and the remaining three involved broader diversity.

A question arose and a brief discussion was held on the University's intention to use the equity statement more broadly on University forms and whether the Dimensions Program is developing an action plan to update all Mount forms. It was noted that the Mount is working on putting a better structure in place for equity, diversity, inclusion, accessibility, as well as Dimensions. As this is being done, action items are being identified; the example of changes made to the Honorary Degree Nomination form to reflect the updated language in the employment equity statement (developed by Human Resources) was provided. (G. Boulet, D. Piccitto, J. McMullin)

#### 4.7. Search for Director of Teaching and Learning

The origin and role of the TLCOL and the Director of Teaching and Learning was questioned, and a suggestion was made to delay the search for the next Director until this information is made clear. It was noted that mechanisms are in place for program reviews under CAPP guidelines and that a review had been completed on the Distance Learning and Continuing Education (DLCE) unit before its name changed to Teaching and Learning Centre and Online Learning; this review would have been provided to Senate at that time.

Clarification was provided on the mandate and staffing level of the TLCOL, both of which are unchanged since the department was known as DLCE. The Centre not only works to support faculty teaching development but also offers continuing education options. Senators were advised that if they are feeling that the mandate and role of the TLCOL have grown, it would be due to the efforts of the Centre's staff who are having a bigger impact on faculty development. In response to a question, it was noted that information on the Centre's mandate and activities can be found on the intranet and external website. As well, the recent review on DLCE, which was presented to Senate, was noted as another place to find information on the Centre. The history and role of the Centre will be discussed as part of the initial meetings of the Director of Teaching and Learning Search Committee. (G Boulet, J. McMullin, D. Piccitto, D. Plumb, R. Zuk)

The question was raised about how the decision was made to limit the Director, TLCOL, to an internal search rather than drawing candidates from the external community. A brief discussion was held, and concern was shared about the impact of an internal hiring process on the Faculty Complement and on small departments where the loss of one faculty member could negatively affect the department. It was noted that the decision, made by the executive management team, to conduct the search internally involved considerations of both budget and confidence in the caliber of internal candidates. The search is not limited to faculty but open to all members of the Campus community. (C. Matta, J. McMullin, D. Piccitto, C. Slumkoski)

#### 4.8. In-Course Merit Based Scholarships

The question was again raised on whether (and when) a breakdown on the number of students nominated for in-course merit scholarships could be provided. With the Registrar not in attendance, P. Barry-Mercer agreed to bring this question back to the Registrar for a report at the next Senate meeting. (D. Piccitto, P. Barry-Mercer)

#### 4.9. Items for Communication - Amnesty for Students

The question was raised on whether the Item for Communication regarding amnesty for students was provided to CUPE members as well as full-time faculty. The Secretary of Senate reported that she had distributed an e-mail message to all Department Chairs (and Directors) with the request that it be circulated to all

full- and part-time faculty and that the information was also included on the Senate website. (R. Zuk, P. Crouse)

#### 5. President's Announcements

The President spoke to having joined Universities Canada (UC) Board of Governors and two of its committees, as well as the Association of Atlantic Universities (AAU) Board, all of which will provide the opportunity to raise the Mount's profile.

She spoke to the upcoming Convocation events, outlined the Honorary Degree Candidates and presenters/hosts and encouraged attendance at the events. She briefly spoke to the current challenges and resignations within the Students' Union and her offer of support, the commitment of the University and the working group initiated to review the process associated with searches, remarks given and participation at recent Alumni events (including a discussion on strategic planning), and the success of the Business and Tourism Dinner.

As well, S. Brigham (and her team) were acknowledged for their part in the overwhelming success of the recent Mount-hosted Day of the Girl Child attended by Minister P. Arab and Mayor M. Savage.

Senators were invited and encouraged to participate in a discussion (November 8) on accessibility needs from a faculty perspective. The session will be led by external facilitators and used in the Mount's consideration of an Equity, Diversity, Inclusion and Accessibility Committee and an Accessibility Plan.

Finally, she spoke to the increase in international and domestic (Undergrad and Grad) enrolment and recognized the efforts of the Recruitment team in the achievement of the 3<sup>rd</sup> highest increase in international students, compared to other Nova Scotia universities.

A question arose on whether international enrolment has exceeded the level it was prior to the withdrawal of the Saudi students and whether the situation with the Saudi government has been resolved. Confirmation was provided that enrolment has exceeded the pre-Saudi withdrawal level, and clarification was provided on the Saudi Undergraduate Scholarship Program, the increase in Saudi universities and its impact on the students studying outside Saudi Arabia. (C. Matta, P. Barry-Mercer)

#### 6. Question Period

##### Accessibility

Concern was expressed about the lack of coordination between, and notification from, Accessibility Services and faculty about students requiring accommodation during midterms. An apology was offered, and a brief explanation was provided on challenges experienced in Accessibility Services in meeting the increased volume of demand for accommodation. It was noted that the situation has been resolved and

that an improvement in these services should be apparent in the next couple of weeks. (S. Seager, P. Barry-Mercer)

#### Equity Committee

Administration was thanked for its attempts to increase equity on Campus; however, concern was expressed regarding incorrect information within an email, billing the new Equity Committee as the first of its kind at the Mount, and the impact of this message on other current equity committees on Campus. A question was also raised regarding how this new committee will work with other equity committees and groups on Campus and how the new committee will be populated with diverse representatives.

An update was provided on Provincial legislation (Bill 59), groups struck by the Province to work on provincial accessibility standards, a concurrent effort by the Department of Labour and Advanced Education (LAE) working with university presidents to create an accessibility framework that will assist universities in creating and posting their own three-year accessibility plans. The Mount's plans for a committee to develop its three-year plan, a committee to support the Mount's Dimensions designation, and the idea of an overarching "umbrella committee" to oversee the various subgroups on equity (including employment equity) were discussed. Terms of reference for these committees are in the works. (D. Piccitto, M. Bluehardt, P. Barry-Mercer, J. McMullin)

#### Faculty Hiring Process

A question was raised regarding the late start to the faculty hiring process and whether there could be an update to a review on the process. It was noted that CAPP has been reviewing its 1997 guidelines and timeline; final changes will be reviewed at CAPP on Tuesday and possibly added to the agenda for the next Senate meeting. (G. Boulet, J. McMullin)

#### Cyber Security Training

Concern was expressed for the lack of appropriate communication and advance notice, the additional workload, the anxiety and mental stress imposed, and the forced participation associated with the Mount's recent contracting of an external consultant to conduct cyber security training within the University. The impact on faculty and staff and the need for clear and comprehensive communication with Campus constituents prior to initiating this type of program were emphasized. Questions were raised on the ability to unsubscribe to the training, the cost of the training program, and whether SCOITS initiated or was involved in the project.

The increased rate and complexity of cybersecurity attacks, phishing efforts, and social engineering attempts; best practices in strengthening the "weakest link" (human capital); the philosophy of cybersecurity training (risk mitigation/risk management); and the responsibility of the University for training/educating its employees about the risks were explained. Brief discussions were held on the hiring

of the external contractor through the Interuniversity Services Inc. (ISI) following a due diligence process, whether the Mount had the option to opt out of the ISI purchase, the cost of the training session, the ineffectiveness of the training without proper communication, recent similar training, appropriate timing of training sessions, the requirement that simulation be part of the training, and the challenge the absence of an approved governance framework presents in terms of the Mount's stance, as an organization, around cybersecurity and training.

Work will be undertaken on a governance framework around a training piece (need, frequency, timing of the training, vendor selection process, communication and how the training is rolled out). While employees may be able to opt out of the training, they are encouraged not to, given the increased frequency and complexity of attacks.

Senators were advised that an IT&S steering committee is in the process of being set up; this committee will be tasked with developing a strategic work plan to look at these pieces. A commitment was given to do a better job in developing a road map and matching the training with the demand on faculty/staff work and to share this sooner rather than later. Feedback on the "clumsiness" of the training session will be shared with the vendor. (Piccitto, D. Shiner, M. Nadeem, S. Seager, S. Perrott)

During Question Period, the following motion was made to extend the session an additional five minutes:

**Moved** by D. Piccitto, seconded by C. Slumkoski, that Question Period be extended for an additional five minutes. CARRIED

## 7. Committee Reports (Standing and Ad Hoc)

### 7.1. Senate Executive

#### 7.1.1. Revisions to Rules of Order, Senate Agenda, 15.3

J. McMullin outlined the proposed change within Senate's Rules of Order Bylaw 15.3, Senate Agenda, to further enhance communication to Senate and provide better follow-up meeting to meeting. The revision would include an update by the Vice-President Administration and Vice-President Academic and Provost following the President's Update; it was proposed that the amount of time be revised to 15 minutes maximum (from the current 10 minutes).

**Moved** by J. McMullin, seconded by S. Perrott, that Senate approve the proposed changes to the Rules of Order, Bylaw 15.3, Senate Agenda, effective immediately. CARRIED

An extension to the amount of time allotted for Question Period, within the Senate Bylaws, was proposed.

**Moved** by D. Piccitto, seconded by C. Matta, that the amount of time designated for Question Period be increased to a maximum of 30 minutes, effective immediately. CARRIED with one opposed

7.1.2. Revised Nomination Form for Honorary Degree Candidates  
R. Zuk advised Senate members of a change to the nomination form for Honorary Degree Candidates to reflect language consistent with that used by Human Resources on diversity and inclusiveness. One word, “orientations” versus “orientation,” was questioned. It was agreed that the language should match that used by Human Resources.

7.1.3. Announcement of Senate Master Graduation List approval  
M. Bluehardt announced that Senate Executive met on October 17 to approve the Master Graduation List; 373 graduates were approved for graduation. At that time, the Registrar’s Office was authorized to move students from the enabling list (12 students) to the list of graduates if the requirements are met prior to Convocation.

## 7.2. Nominations

S. Perrott advised Senators that population of both search committees is near completion. J. L. McIsaac and K. Whitfield have been declared, by acclamation, as Faculty Complement representatives on the search committee for the Associate Vice-President (Research) and that ballots will be out early next week for Faculty Complement representatives on the Dean of Professional Studies and Graduate Studies Search Committee.

7.2.1. Election of Senator for Search Committee for Dean of Professional Studies and Graduate Studies

S. Perrott advised Senators of two nominees, N. Kayhani and D. Piccitto, standing for election, and called for nominations from the floor three consecutive times; there were none. Voting was conducted via secret ballot. Once the ballots were tallied, D. Piccitto was announced as the successful nominee; she will represent Senate on the Committee.

7.2.2. Election of Senator for Search Committee for Associate Vice-President (Research)

S. Perrott advised Senators that T. Findlay has agreed to allow her name to stand for the search committee and called for nominations from the floor three consecutive times; there were none. T. Findlay was announced as the successful nominee; she will represent Senate on the Committee.



## 8. Other Reports

### 8.1. Board Report

There was no Board Report presented.

### 8.2. Students' Union

K. Allan thanked Senators for their donations to the Students' Wellness Pantry. She advised that the Students' Union is currently in a state of flux and thanked them for their patience as the Students' Union regroups and moves forward. A question arose regarding the resignations of members of the SU Executive; it was suggested that interested Senators read these students' letters of resignation.

## 9. New Business

### 9.1. Nominations for Honorary Degrees

**Moved** by J. McMullin, seconded by T. Harrison, to move *in camera*. CARRIED  
**Moved** by T. Harrison, seconded by C. Dawson, to move from *in camera*.  
CARRIED

The in-camera session was used to consider four dossiers of Honorary Degree nominations and to vote (by secret ballot) on the submissions; all nominations were reviewed and approved. Senators were reminded that the names of the nominees and the outcome of the voting process are confidential.

### 9.2. Strategic Planning

S. Pineau, in attendance to record feedback from Senators on strategic planning, was welcomed to this portion of the meeting and introduced.

M. Bluehardt advised Senators that the session is meant to provide them with the opportunity to discuss and provide feedback on the questions circulated to them as part of the meeting materials. She reiterated that the session is only one of many opportunities available to them to provide input into the strategic planning process and outlined several ways in which members can contribute to the strategic planning discussions.

The list of pre-circulated questions was displayed on screen, and Senators discussed and provided feedback on, and relevancy of, each question. S. Pineau captured and recorded feedback from Senators; once the session was complete, she was thanked and excused from the meeting.

## 10. Items for Communication

Senate approved

- Minutes of the September 27, 2019, meeting
- Changes to the Rules of Order, Senate Agenda, Bylaw 15.3
- Four (4) nominations for honorary degrees

Senate elected

- A Senator to serve on the Search Committee for the Dean of Professional Studies and Graduate Studies
- A Senator to serve on the Search Committee for the Associate Vice-President (Research)

Senate received for information:

- Revisions to the Nomination form for Honorary Degree Candidates
- Report on the Senate Master Graduation List for Fall 2019

11. Adjournment

**Moved** by P. Barry-Mercer, seconded by S. Seager, that the meeting be adjourned.  
CARRIED

The meeting was adjourned at 4:38 p.m.