

## MINUTES

Present: M. Bluechardt (Chair), P. Barry-Mercer, G. Boulet, P. Cantelo, A. Card, P. Cormier-MacBurnie, P. Crouse, C. Dawson, R. Farmer, T. Findlay, T. Harriott, T. Harrison, N. Kayhani, K. Kienapple, G. MacDonald, J. MacLeod, C. Matta, J. McMullin, M. Nadeem, D. Piccitto, S. Seager, J. Sharpe, D. Shiner, C. Slumkoski, K. Thompson, R. Zuk

Regrets: D. Fisher, E. Henderson, S. Perrott, D. Plumb, K. Ritchie, D. Séguin, A. Shema

*The meeting was called to order at 2:02 p.m.; new Senators were identified and welcomed. There were no observers present.*

### 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

4.1 Open and Closed Searches, 9.4 Student Participation in Days of Action, and 9.5 Security Incident Discussion were added to the agenda.

**Moved** by J. MacLeod, seconded by C. Slumkoski, to approve the agenda as amended.  
CARRIED

### 3. Approval of Minutes of May 22, 2019

**Moved** by J. MacLeod, seconded by G. MacDonald, to approve the meeting minutes of May 22, 2019, as circulated. CARRIED with 4 abstentions

### 4. Business Arising from the Minutes

#### 4.1. Open and Closed Searches

T. Findlay requested an update on the review of the process for considering open and closed searches referred to in the minutes of the last meeting. M. Bluechardt spoke to plans to establish a committee to review not only the process, but also the composition of search committees, whether or not to engage a search firm, and to what extent a search firm should be used. This committee will also be tasked with reviewing past documents and processes used by search committees. The process to establish such a committee was questioned. (M. Bluechardt, R. Zuk)

M. Bluechardt spoke of three searches (Dean of Professional Studies and Graduate Studies, Associate Vice-President Research, and Director of Teaching

and Learning) to be initiated in the near future and the short timeline to fill the positions.

Senators were invited to provide comments or feedback on the idea of the University conducting the search for the Director of Teaching and Learning as an open, internal search. The other two would be conducted as external searches, with the job ads indicating that the searches would be open and require that final candidates make presentations to the Campus Community, who would then be provided an opportunity to send feedback to the search committee.

A discussion ensued on the review process of the actual process to conduct administrative searches, the Faculty Association Executive's offer to assist in the process review, and the challenge and importance of not compromising a detailed review. As well, Senators discussed past procedures used in crafting ads for administrative positions, determination of whether searches are open or closed, how to ensure that the commitment to the wording of the ad is followed through, and the upcoming call for nominations from the Senate Nominations Committee for faculty representation on the search committees. As Chair of all three of the upcoming searches, J. McMullin committed to ensuring the ads indicate open searches. (J. MacLeod, M. Bluehardt, D. Piccitto, G. Boulet, J. McMullin)

A brief discussion was also held on trends at other universities related to open or closed searches, the role and cost of the search consultants, the possible use of Human Resources to assist in facilitating the searches, appropriate person(s) to conduct reference checks, and the past and future role of search firms. (M. Bluehardt, T. Findlay, J. McMullin, C. Slumkoski)

#### 5. President's Announcements

The President spoke to the outcomes of the recent Vice-President Academic and Provost, Vice-President Administration, and Dean of Arts & Science searches and welcomed J. McMullin, M. Nadeem and C. Dawson to Campus.

Work completed to date on a new University strategic plan by the Strategic Plan Working Group, the commitment to deliver a finalized Strategic Plan spring 2020, and the series of questions developed for use with constituents during the consultation process were noted. Appreciation was expressed to D. Shiner for his development of an environmental scan which will form part of the consultation process. A copy of the questions and environmental scan will be sent to Senators soon; it was agreed that the agenda for the October Senate meeting include time for strategic planning discussions. Opportunities for input were outlined, and it was noted that additional smaller group sessions will be held with faculty.

A brief update was provided on the increase in enrollment; appreciation was expressed to those who've worked to increase the number of both domestic and international students. A full presentation will be provided at the November Senate

meeting, based on the Association of Atlantic Universities (AAU)'s Snapshot at October 1.

The President provided a summary of internal and external stakeholder and Government meetings and events that she attended or in which she participated. She highlighted participation in the B.Ed. Orientation event, service as Co-Chair of the Social Equity Working Group, discussions with Government officials on the Mount's partnership with the Mi'kmaq Native Friendship Centre, participation in Orientation Week events, recent activities of the recently hired Harassment and Discrimination Advisor, and an upcoming budget presentation to be given at Senate.

As well, she spoke to the efforts of the University's internal team in assisting students working through the catastrophic impact of Hurricane Dorian in both the Bahamas and Halifax, the update and appeal shared with the University Community outlining the impact of the hurricane and providing information as to avenues of support (both financial and otherwise), and her plans to host a coffee social with students' family members during an upcoming trip to the Bahamas.

#### 5.1. Conduct at Senate Meetings

M. Bluechardt read the *Conduct at Senate Meetings* statement. She advised of a recent harassment in the workplace incident and stressed that harassment in the workplace will not be tolerated as it does not fit with the values of the University.

#### 6. Question Period

##### Chartwells Compensation (R. Zuk, M. Nadeem)

R. Zuk questioned whether Chartwells' employees who cared for the students impacted by the hurricane were management or frontline staff and whether they had been adequately and fairly compensated. M. Nadeem advised of the contract nature of Chartwells' services; he will inquire about staff compensation but noted that this information may not be available to him.

##### Climate Change Demonstration (N. Kayhani, J. McMullin, S. Seager)

N. Kayhani expressed disappointment in the lack of action taken by administration and the Students' Union in allowing faculty, staff and/or students to participate in the climate change demonstration. Brief discussions were held on language used (strike vs. rally vs. demonstration), the current lack of a clear process/procedure to address participation in events, the lack of a formal request for relief from work or class for today's event, the timing and process used at Dal's Senate meeting to discuss and address the demonstration, the impact on faculty/lab instructors and difficulty of rescheduling science labs for students participating in days of action, and the hypocrisy of holding a meeting in an air-conditioned room on a day of action on climate change. Senators were asked to consider providing feedback on a process or procedure to address attendance at future days of action.

Diversity Hires (C. Slumkoski, G. MacDonald, J. McMullin, D. Piccitto)

C. Slumkoski spoke to diversity hires and the use of the program in recent years to facilitate the indigenization of the University; he emphasized that indigenization and diversification are similar but not the same thing and asked the University to consider having two streams to reach the two separate goals. An update was provided on the Mount's being chosen by the Federal government as one of 17 universities in Canada to participate in "Dimensions: Equity, Diversity and Inclusion Canada," a pilot program that addresses obstacles faced by women, Indigenous Peoples, persons with disabilities, members of visible minority and racialized groups, and members of LGBTQ2+ communities in faculty hires. Brief discussions were held on recent diversity hires, the opportunity to examine current practices, the challenge associated with Aboriginal hires in an environment where the demand is high, the need for more African Canadian hires, the Mount's proactive approach to diversity, how the Dimensions program differs from the Mount's Diversity Hire Program, department level hires, and efforts to secure Government funding for diversity hires.

The question was raised with regard to whether the updated diversity statement, amplifying all within the diversity range and used in recent job ads at the Mount, can be applied and used as a general equity statement on all of the Mount's forms. It was agreed that this initiative could be explored under the Dimensions program.

Memorandum of Understanding (MOU) (J. MacLeod, M. Bluehardt)

J. MacLeod asked for insight on the recent signing of the MOU with the government and why university presidents would sign an MOU limiting funding to 1% per year for five years. Clarification was provided on the language of the MOU that prohibits "not less than 1% per year" for the five years and the possible impact of a change in Government on universities without an MOU in place.

Digital Signage Guidelines (K. Thompson, M. Nadeem, D. Piccitto)

K. Thompson requested information on the digital signage policy currently in place. Questions arose regarding the membership of the committee responsible for digital signage/poster content and oversight of the policy, and concern was expressed on the impact of the policy on academic freedom and freedom of expression and on the lack of consultation and communication within the process. M. Nadeem agreed to investigate the issue; it was requested that an update be provided at the next meeting.

Parking (N. Kayhani, M. Nadeem, C. Matta, R. Farmer, D. Shiner, C. Slumkoski, P. Barry-Mercer)

N. Kayhani questioned whether the University has plans to solve the problem of parking on Campus. Brief discussions were held on time spent trying to find parking; whether there is a need for additional parking spots; the number of parking permits sold in relation to actual parking spaces; turnover of parking spaces; parking trends; the impact of increased enrollment, on-campus events and illegally parked cars on parking; busiest days (class wise) on campus; timeslots when all parking spots on

Campus are being used; the impact of parking on aging faculty; the lack of handicapped parking spots; and the need to tie investment in parking into actual Campus planning. Bussing, which also positively impacts climate change, was suggested as an option for some; the question of incentives for those who take the bus was raised.

P. Barry-Mercer noted that a student designated space in Evaristus is currently being used as a classroom on Wednesdays; she suggested that during next year's timetabling, consideration be given to using some under-utilized class timeslots.

Christmas Closure (D. Piccitto, M. Bluechardt)

D. Piccitto questioned whether the announcement that the University is scheduled to close for the holidays on December 20 indicates a change in policy going forward. Clarification was provided that the Christmas closure is scheduled each year depending on the date of Christmas.

During Question Period, the following motion was made to extend the session for an additional ten minutes.

**Moved** by D. Shiner, seconded by R. Zuk, that question period be extended for an additional ten minutes. CARRIED

7. Committee Reports (Standing and Ad Hoc)

7.1.1. Report on Senate Self-Evaluation

J. Sharpe reported on the results of the annual Senate Self-Evaluation, highlighting comments and a number of ratings. He noted that, overall, the results were positive. He raised the question about whether the evaluation should be shortened and invited feedback on the document. A brief discussion was held on how the results have been used. Senators were encouraged to provide any ideas to Senate Executive for consideration on the structure or content of the evaluation. (J. Sharpe, G. Boulet, M. Bluechardt)

7.1.2. Ratification of Election to UREB

T. Harriott provided an overview of a resignation from the UREB over the summer. In accordance with its terms of reference, the Senate Executive approved by e-mail vote, the acceptance of a nomination for appointment to the UREB to allow the committee to continue its work. This approval is subject to the ratification by Senate.

**Moved** by T. Harriott, seconded by G. MacDonald, that Dr. Karen Blotnicky be elected to serve on the UREB, effective immediately, for a term ending June 30, 2022. CARRIED

## 7.2. Academic Policy and Planning

### 7.2.1. Terms of Reference, Nancy's Chair Committee

J. McMullin spoke to changes outlined within the memo dated June 14, 2019, and made to the Terms of Reference for the Nancy's Chair Committee. A typo in the clean copy ("may" – 5<sup>th</sup> bullet) was identified and will be corrected.

**Moved** by J. McMullin, seconded by G. MacDonald, that Senate approve the revised Terms of Reference for the Nancy's Chair, effective immediately.  
CARRIED

## 7.3. Graduate Studies Program

### 7.3.1. Calendar Revisions Graduate Applied Human Nutrition

#### 7.3.1.1. Calendar Description and Admission Requirements

#### 7.3.1.2. MAHN with Internship

#### 7.3.1.3. Food and Nutrition Practicum

A question was raised regarding the number of unpaid internships required for the Mount's programs; K. Kienapple agreed to investigate and present the information at a future meeting. As well, clarification was provided on programs other than the MA that the proposed changes to the calendar above would impact.

(T. Findlay, P. Cormier-MacBurnie, K. Kienapple)

**Moved** by K. Kienapple, seconded by P. Cantelo, that Senate approve the changes to the calendar description for the AHN Graduate programs, changes to the admission requirements, the addition of the Internship Education program and the addition of the Food and Nutrition Practicum.  
CARRIED with 2 abstentions

## 7.4. Research and Publications

### 7.4.1. Revisions to Standard Operating Procedures

#### 7.4.1.1. Scope

#### 7.4.1.2. Eligibility

#### 7.4.1.3. Adjudication

For information, G. MacDonald directed Senators to the documents within their meeting materials and outlined proposed revisions. Clarification was requested and provided on the change in responsibility from Associate Vice-President Research to the Research Grants Coordinator for the questions and concerns on submission of research grant applications.

## 8. Other Reports

### 8.1. Students' Union

K. Thompson spoke to the incident of a student being approached by a car on campus, stressed the importance of Administration ensuring a safe campus for all, and noted students expressed disappointment in not receiving better support from the Students' Union, a relationship which she is committed to repair.

She provided updates on initiatives over the summer related to working with Facilities Management to ensure students have access to menstrual products in all bathrooms on Campus, the success of Orientation Week and the high level of school spirit of the new students, an Atlantic Car Share initiative (2 cars) at the Mount, support for graduate and international student access to health insurance, and support for Bahamian students whose families were impacted by the hurricane.

She also spoke to the work of Students' Union in promoting the Federal elections, encouraging students to vote, informing them of student-related issues, and encouraging participation in the climate change strike and an upcoming federal leaders' debate. She spoke to "Orange Shirt Day"—an initiative to raise awareness of the trauma experienced by indigenous children within the residential school system. As well, Senators were invited to Vinnie's following the Senate meeting where the results of the fall Student Elections will be announced.

## 9. New Business

### 9.1. Annual Reports of Senate Committees

Senators were reminded that Senate Committee annual reports are presented for information and discussion; reports were listed individually, and Senators were provided with the opportunity to make comments or raise questions.

#### 9.1.1. Academic Appeals

#### 9.1.2. Academic Policy and Planning

#### 9.1.3. Appointment, Promotion and Tenure or Permanence for Academic Administrators

#### 9.1.4. Executive

#### 9.1.5. Graduate Scholarships, Assistantships and Awards

#### 9.1.6. Graduate Studies Program and Policy

#### 9.1.7. Information Technology and Services

#### 9.1.8. Library

#### 9.1.9. Nominations

A question was raised and clarification provided on procedures used by Administration to fill faculty seats on search committees. An explanation was provided and as was noted in agenda item 4.1, this will be further discussed once a committee has been set up to consider the process/procedure to be used when establishing search committees.  
(D. Piccitto, M. Bluehardt)

- 9.1.10. Research and Publications
- 9.1.11. Student Experience
- 9.1.12. Student Judicial
- 9.1.13. Student Discipline Appeals
- 9.1.14. Teaching and Learning
- 9.1.15. Writing Initiatives
- 9.1.16. Undergraduate Admissions, Scholarships and Awards

A question was raised regarding the possibility of having a breakdown on the number of students nominated for in-course merit scholarships versus those offered; this would provide oversight and possibly identify some inequities across programs. It was agreed that this be reviewed for possible reporting options related to nominations by faculty. Brief discussions were held on concerns related to the consistency of reporting, communication amongst faculty with regard to ensuring new and part-time faculty are aware of the process, past practices regarding statistical surveying/reporting, whether faculty are checking the boxes to identify students, and whether the grading schemes are similar across faculty. Remedy suggestions included a quota of top students per faculty, and a WebAdvisor screen prompting faculty submitting grades to confirm whether they have students they would like to nominate.

It was noted that an electronic prompt for faculty was discussed in a previous year (with no forward action at that time), that department Chairs were recently asked to remind faculty about the checkbox and the importance of nominating outstanding students, and that CAPP is currently discussing grading practices and grade distribution across programs and will report back to Senate on that process. (D. Piccitto, P. Cantelo, S. Seager, T. Findlay, J. McMullin, R. Zuk, C. Matta, C. Slumkoski, N. Kayhani)

- 9.1.17. Undergraduate Curriculum
- 9.1.18. University Research Ethics Board

## 9.2. Annual Report of Nancy's Chair Committee

## 9.3. Annual Report of Gail and Stephen Jarislowsky Chair in Learning Disabilities

## 9.4. Student Participation in Days of Action

In follow-up to brief discussions held earlier in the meeting, J. McMullin outlined recent deliberations at the senior administrative level about how, without a policy or procedure in place, to make a decision on amnesty for faculty, staff and/or students who chose to participate in the climate change demonstration. While bringing the issue to Senate Executive was considered, it was agreed that



the discussion should be with Senate. She opened the discussion for Senate comments and feedback.

Brief discussions were held on Senate's role/responsibility for academic amnesty, the need to be clear about language (strike, rally, protest, demonstration) in relation to whether amnesty is granted, Senate Executive authority as defined in the Bylaws, the difference in repercussions for faculty, staff and students participating in an event, whether something can be done retroactively for students participating in today's event, the Mount's value of social justice, and the impact to faculty workloads when students miss labs/exams.  
( J. McMullin, K. Thompson, S. Seager, P. Crouse, D. Piccitto, T. Findlay, J. MacLeod)

A motion to encourage faculty to grant academic amnesty was made and seconded, and the floor opened to discussion/comments. Brief discussions were held on the language (strike, rally, protest, demonstration) and the consequences of each, the validity of the motion, how the media is spinning the event, and inequities that can result from faculty members not using a unified approach as to whether or not they grant amnesty. (S. Seager, C. Slumkoski, R. Farmer, A. Card, N. Kayhani)

The following amendment was made to the motion.

**Moved** by C. Slumkoski, seconded by R. Farmer, that “/protest” be added after “strike” in the motion made by J. MacLeod. CARRIED with 2 opposed and 3 abstentions

**Moved** by J. MacLeod, seconded by T. Findlay, that Senate encourage faculty to grant academic amnesty where possible, at the faculty member's discretion, for students who attended the climate action strike/protest on September 27, 2019. CARRIED with 3 opposed and 8 abstentions

#### 9.5. Security Incident Discussion

K. Thompson asked Administration to speak to the recent incident, their response to it, how it will be addressed, how security will be held accountable, and how communications can be improved on a go-forward basis.

M. Nadeem advised that a breakdown in communication was acknowledged and addressed with the Security Manager; in the future, the standard operating procedure will be to establish at the front end the safety and situation of the caller by asking questions such as, “Are you safe?,” “Do you need assistance?,” and “Can you speak freely?” He outlined outcomes from a Campus safety dialogue recently held on how to ensure student safety and noted that a working group is in the process of being set up to consider and discuss concerns. With regard to communication, it is anticipated that the terms of the working group will set the parameters for communication.

Concerns were raised regarding the lack of official contact with the campus community about the incident, the manner in which some were informed, the responsibility of Administration in ensuring the safety of all of its constituents, the absence of faculty and staff in the campus safety dialogue, and the need for timely communication with the Campus Community using an official mode of communication. Brief discussions were held on Administration's intention to ensure transparency, the need to evaluate risk surrounding incidents, the balance between keeping the Campus informed and not creating panic, and the need for incident protocols that identify risk and safety and lead to a communication protocol. These will be considered by the working group once it is in place. At that time, there be opportunities for the campus community to become engaged in the dialogue. In the meantime, Senators were invited to forward ideas and/or feedback to M. Nadeem. A question was also raised and clarification provided on the nature, circumstances, and lack of clarity surrounding the second incident. (D. Piccitto, M. Nadeem, R. Zuk, P. Barry-Mercer)

#### 10. Items for Communication

Senate approved:

- Minutes of the May 22, 2019, meeting
- Ratification of a faculty election to UREB
- Revisions to the Nancy's Chair Terms of Reference
- Calendar revisions for Graduate Applied Human Nutrition
- Academic amnesty for students who attended the climate action strike/protest on September 27, 2019, subject to the faculty member's discretion

Senate received for information:

- Report on the Senate Self-Evaluation 2019
- Revisions to CRP Standard Operating Procedures documents
- Annual reports of Senate-related committees

#### 11. Adjournment

**Moved** by J. MacLeod, seconded by K. Thompson, that the meeting be adjourned.  
CARRIED

The meeting was adjourned at 4:14 p.m.