

Office of the Senate Secretariat

Acadia University  
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Dear Member of Senate:

I advise you that a meeting of the Senate of Acadia University will occur from 1:00 p.m. to 4:00 p.m. on Wednesday, 11<sup>th</sup> June 2014 in the KCIC Auditorium. There will be a 15 minute break, with refreshments, at approximately 2:15.

The agenda follows:

- 1) Approval of Agenda
- 2) Minutes of the Meeting of 14 April 2014
- 3) Minutes of the Meeting of 7 May, 2014
- 4) Announcements
- 5) Senate Committee Annual Reports (*attached*)
  - i. Honours committee report (2013-2014)
  - ii. Awards committee for Honorary Degrees and Emeriti Distinction (2013-2014)
  - iii. Students with Disabilities that affect Learning committee (2013-2014)
  - iv. Library committee report (2013-2014)
  - v. By-laws committee report (2013-2014)
  - vi. Senate Executive committee report (2013-2014)
  - vii. Board of Open Acadia report (2013-2014)
  - viii. A & A S (Policy) committee report (2013-2014)
  - ix. A & A S (Appeals) committee report (2013-2014)
  - x. Academic Program Review committee report (2013-2014)
- 6) Time-sensitive Items
  - a) Nominating Committee: Senate Vacancies nominations (*attached*)
  - b) Motion from the APC to add a Library representative plus one other elected representative to the membership of the Academic Planning committee (*attached*)
  - c) Motion regarding Forward Planning Process (*attached*)

d) Tenure track position requests – APC (*attached*) (*additional material to be circulated*)

7) New Business

a) Budget Actuals

Sincerely,

ORIGINAL SIGNED  
Rosie Hare  
Recording Secretary to Senate

Honours Committee  
Annual Report for 2013 – 2014  
April 28, 2014

**Committee Members**

D. MacKinnon, Dean of Research and Graduate Studies  
T. Thomson, Faculty of Arts  
R. Seale, Faculty of Arts  
C. Shields, Faculty of Professional Studies  
J. Yang, Faculty of Professional Studies  
C. Stanley, Faculty of Science  
M. Lukeman, Faculty of Science (chair)  
S Bethune, student representative, Faculty of Arts  
S Geiwitz, student representative, Faculty of Professional Studies  
N. Beckett, student representative, Faculty of Science

**Meetings**

The Honours Committee held several meetings during the 2013-2014 academic year. We explored the possibility of formulating a united description of an Acadia honours degree that might apply to all programs. We found a wide variation across departments and schools, and even within faculties, as to the number of courses required for an honours degree, and the types of activities that comprised the honours projects. As such, we found it difficult to succinctly define the Acadia honours degree. We decided not to try to promote a greater degree of uniformity across our different honours programs, judging that individual units are the best authorities on how an honours degree should be delivered within that discipline.

**Thesis Submissions**

This year, the deadline for submission of Honours theses for external review was March 31, which was approximately two weeks later in the term than in previous years. This extension significantly compressed the time window available for external review. The deadline for submission of Honours theses for spring convocation was April 21<sup>st</sup>.

There were 3 honours theses submitted for fall convocation and 112 submitted for spring convocation, for a total of 115 for the year. The committee wishes to thank all of our external reviewers for providing critical feedback within a compressed time frame.

**Honours Summer Research Awards (HSRA)**

Twenty-two students were awarded HSRAs for the summer of 2014, amounting to \$109,299 in funding. Of that amount, \$23,200 was contributed by individual faculty members, \$17,500 was provided by the Webster Foundation Award, and \$6,800 was received from the Faculty of Pure and Applied Sciences.

Submitted by Matthew Lukeman, Chair of the Senate Honours Committee

**Awards Committee for Honorary Degrees and Emeriti Distinction  
(Awards Committee)**

Annual Report for 2013-2014

May 2014

**Committee Members 2013-2014:**

Mr. Ray Ivany, President & Vice-Chancellor (Chair)  
Dr. Derek Charke, Faculty of Arts Representative  
Dr. Harry Gardner, Acadia Divinity College/Faculty of Theology Representative  
Dr. Lisa Price, Faculty of Pure and Applied Science Representative  
Mr. Matthew Rios, SRC Representative  
Mr. John Rogers, Board of Governors Representative  
Dr. Roxanne Seaman, Faculty of Professional Studies Representative  
Ms. Pat Townsend, Librarian/Archivist Representative  
Ms. Janny Postema, Recording Secretary

**The Purpose of the Committee is to:**

1. invite nominations for Honorary Doctorate degrees and Professores, Librarian, and Archivists Emeriti awards,
2. adjudicate the nominations; and
3. recommend nominees thereon to Senate.

**Meetings 2013-2014:**

December 9, 2013  
January 14, 2014  
January 24, 2014  
February 14, 2014  
March 26, 2014

**Summary of Committee Activities:**

The Committee forwarded to Senate for a vote by secret ballot a total of six Honorary Degrees and five Professor Emeritus nominations, of which all received approval by Senate.

I would like to thank members of the Awards Committee (Dr. Derek Charke, Dr. Harry Gardner, Dr. Lisa Price, Mr. Matthew Rios, Mr. John Rogers, Dr. Roxanne Seaman, and Ms. Pat Townsend) for their work over the past year.

Respectfully submitted by the Chair,

Raymond E. Ivany, President and Vice-Chancellor

Report of the Senate Committee on Students with Disabilities that Affect Learning (2013-2014)  
May 2014 Meeting of Senate, Acadia University

Members

Carol Anne Janzen (DC, chair)  
Stephanie Bethune (student representative)  
Mike Corbett (FPS)  
Jill Davies (Counsellor, Disability Access)  
Derek Serafini (Registrar)  
Kathy O'Rourke (Disability Resource Facilitator)  
Sonya Major (FPAS)  
Christianne Rushton ((FA)

The Senate Committee on Students with Disabilities that Affect Learning (SCSDAL) has met three times this year (10 December 2013, 24 January 2014, and 21 March 2014).

A recurrent theme at all meetings was that of burgeoning numbers in Disability Access and the impact on exam accommodations. As of March 2014, there were 291 registered students.

For the past two academic years, final exams in December and April have been held in the Fountain Commons but it is the opinion of Kathy O'Rourke, the Disability Resource Facilitator who oversees the exam accommodations process, that we will outgrow this space before long. James Sanford, Executive Director for Student Services, agrees that Disability Access needs a dedicated space that can accommodate increasing numbers and is working with other stakeholders on campus to make this happen.

In addition to physical space, there is the issue of exam scheduling and currently the second version of software to facilitate this process is being developed. It will be deployed to a development site on May 1 for testing and hopefully launched this fall. The developer is confident that once the system is up and functioning, it will be able to be run by one person, in this case, Kathy O'Rourke. It will be more student driven than the current manual system and the automation will be smooth.

A notable initiative of the SCSDAL this past year was a Mental Health Panel that took place on 26 September 2013. Six panelists representing faculty, staff, students, and community health providers addressed mental health issues from their personal and professional perspectives. The panel was well attended as evidenced by standing room only in the Irving Auditorium and was available electronically on the university website for several months afterward. There has been considerable feedback, all of it positive. This was the second annual forum organized by the

committee and it is hoped that similar forums will be annual events. However, as chief organizer and Disability Access staffer, Jill Davies, is retiring in the summer, there may be a hiatus. There is some discussion with the ASU executive about offering a forum this fall.

In an effort to share the work done by the Disability Access office, Jill Davies and Kathy O'Rourke made presentations to heads and directors in Science on 24 January and Professional Studies on 11 February 2014. This was intended to provide information on the current structure and working in Disability Access and to answer questions heads might have. The meetings were well received and resulted in an invitation to address faculty in SRMK on 21 March 2014.

The SCSDAL would like to express its deep appreciation to Jill Davies for her exemplary work since 2000 on behalf of and with students with disabilities that affect learning. She will be greatly missed in the Student Resources office.

Respectfully submitted,

Carol Anne Janzen, Chair  
Faculty of Theology, Acadia Divinity College  
Acadia University

## Report of the Senate Committee on the Library

Academic Year 2013-2014

The Committee has met twice this year and has made a presentation directly to Senate.

Our Fall Semester meeting was devoted to a review of the mandate of the Committee, as requested by the Senate Bylaws Committee, plus the issues surrounding "Open Access," the search for a university librarian, library budget issues, collection maintenance and development, and the nature of the advocacy role of the committee.

We learned that Open Access is not a project, so much as a policy that is in compliance with the Tri-Council Mandate. This policy will go through Research Services within the Library first, then the Library's Management Team, and then to the Senate Library Committee, and finally this committee will eventually take the final policy to Senate. "Open Access" basically means electronic access (digital), and free to read (for the reader); or self-archive by the researchers in large digital archives that tend to be organized by discipline (or else on their own personal website).

Regarding the University Librarian position, the norm in Canadian universities is for the University Librarian to be an academic administrator, the equivalent of a decanal position.

Library budget issues were reviewed, including, the declining budget for book acquisitions, high costs of maintaining electronic access to journals, declining numbers of paper journal subscriptions and the rising cost of electronic journals, consortia membership fees, and US-Canadian dollar exchange rates.

The issue of collection maintenance/culling was reviewed. Although no culling is currently occurring, or indeed has occurred in the past several years, there has been some removal of materials (such as old reference works that have been donated to literacy projects, etc.). Criteria for weeding the collection were reviewed, as well as guidelines for 'rare' books and 'special collections.' The question emerged of how 'unique' is our collection in the NOVANET family of libraries?

The Spring meeting was devoted to a presentation of the *LibQual Survey*, the continuing need for a university librarian, student concerns, and budget matters. The Committee underscored its concern for the following points: the need for further facilities improvements; restoration of staff positions lost during recent budget cuts; increased funding for Collection

development; and enhanced access through extended library hours. We are most concerned that the university administration establish a search process for an academic administrative position of University Librarian at the earliest possible time.

Finally, The Committee through its chair and the Library Staff Representative engaged Senate in a presentation by Melissa Scanlon of the *LibQual Survey* at its May meeting. The chair also reported the ongoing concerns of the Committee to Senate.

We are grateful for the support of Acting University Librarian, Dr. Robert Perrins, and Sarah Waters, administrative assistant.

Respectfully submitted,

Anthony Pash  
Diemo Landgraf  
Jamie Whidden  
Kendra Carmichael  
Laura Thompson  
Sherri McFarland  
Glenn Wooden  
Darcy Shea  
H. Rode  
C. Foote  
William H. Brackney, Chair

## **Senate By-Laws Committee Annual Report to Senate, June 1014**

### **Background**

The most significant work the By-Laws Committee completed in 2013-14 was developing and implementing a process to review the Senate Committee structure.

The Senate By-Laws Committee embarked on this review of the Senate Committee structure at the request of Senate; we were asked to recommend options for a more effective and efficient Senate Committee structure, keeping at the foundation of our work the Senate Terms of Reference. [http://senate.acadiou.ca/Terms\\_of\\_Reference.html](http://senate.acadiou.ca/Terms_of_Reference.html) We are responding to a sense that streamlining the Committee process is an important outcome, while ensuring that the work of Senate is achieved.

### **Progress**

In the summer of 2013, Senate Committee Chairs (or designates) were each contacted by the By-Laws Committee and asked to comment on their Committee mandate, the membership and whether any modifications to membership should be considered, the frequency of meetings, and to identify significant accomplishments over the past three years. Eleven of the twenty-four Senate Committees gave input, which, when reviewed, provided the perspective that all Committees were essential. Subsequent to this information gathering process, at the request of the By-Laws Committee, Diane Holmberg and Barb Anderson completed a process to look at some of the overlaps between existing Committees based on the duties and some of the input received from the survey. This helped to form the basis of some emerging restructuring ideas, framed with the help of the By-Laws Committee members.

The By-Laws Committee members met with the Senate Executive in January 2014 to share emerging ideas, including:

- That our intention is not to eliminate Senate responsibilities, and as possible we will strive for a way to complete the work more effectively.
- That we should make this an improved Committee process and overcome the inertia that comes from some Committees not having an active role over a period of time.
- That we should consider an oversight mechanism to monitor the achievements of Senate Committees.

During this meeting, we engaged the Senate Executive in a preliminary discussion related to the Committee structure and composition of Committees, including the draft identification of Standing Committees, 'Just-in-time' Committees to complete specific pieces of timely work, and a monitoring process. We were reminded that decisions need to be anchored in governance, and that academic accountability is nested in Senate. We were encouraged to identify whether there are gaps that exist that would mean we are currently not meeting all aspects of the mandate of Senate.

As was shared in an update report with the Senate earlier this year, Senate Executive suggested that we complete a mapping process to look at the work we are required to do as a Senate in relation to the Committee work actually being done. We asked Senate's advice on the process for this work; there was agreement that the By-Laws Committee, with the support of Senate Chair,

Diane Holmberg, would complete an initial mapping process and this would be followed by an invitation to representatives of the Senate Committees (chairs or a designate) to review the mapping outcomes.

### **Where we are now**

The Senate By-Laws Committee has met several times to work on a mapping process. One consideration that has arisen is that while educational policy is indicated as a component of the Acadia Senate's role, there is no specific committee dedicated to this priority. Instead, responsibility for educational policy is dispersed over various committees. For this reason, one emerging recommendation is to focus much of Senate Committees' work around policy.

We have completed several process steps:

- By mapping the Senate Terms of Reference [http://senate.acadiau.ca/Terms\\_of\\_Reference.html](http://senate.acadiau.ca/Terms_of_Reference.html) to the current Committee duties, the By-Laws Committee confirmed that the Senate is meeting its mandate. The one outlier is (g), which we bring to the attention of Senate.
- The By-Laws Committee completed a clustering process of the Committees and their duties, resulting in the following key cluster areas: Senate Operations; Research; Student Support; Academic Support; Student Policy (see figure on next page)
- There are several considerations related to this emerging restructuring including: the greater emphasis on policy; identification of key areas of Senate responsibility; making a clear division between work that is completed by a Standing Committee and what can be seen as an Ad Hoc piece of work; the reporting mechanisms (including whether courtesy reports would meet the needs of Senate for some Committees for example, Open Acadia) and the need for a greater focus on monitoring to make sure the identified Committee priorities are accomplished.

### **The next steps:**

- The emerging groupings of Committees which theme under each of these clusters will be discussed at sessions later in the summer with Senate Committee Chairs (or designates) to obtain feedback and suggested modifications.
- What is emerging is a draft for Committees to consider that, after input, will frame the recommendations presented to Senate in the fall.

The members of the By-Laws Committee would like to acknowledge the leadership of Dr. Heather Kitchin in her role as Chair of the By-Laws Committee until October 2013. Dr. Herb Wyle joined the Committee as the Faculty of Arts representative in November, and Barb Anderson assumed the role of Chair in January 2014.

Respectfully submitted,

Barb Anderson, Chair (Representative, Faculty of Pure and Applied Science)  
William Brackney (Representative, Faculty of Theology)  
Jim MacLeod (Representative, Faculty of Professional Studies)  
Herb Wyle (Representative, Faculty of Arts)



Clustering of Senate Committees (May 2014) resulting in Key Cluster Areas

**Senate Executive**  
**Annual Report for 2013-2014**

**Committee Members 2013-2014**

Diane Holmberg, Chair

Stephen Henderson, Deputy Chair

Ray Ivany, President

Tom Herman, Vice-President Academic

Bob Perrins, Dean of Arts

Peter Williams, Dean of Science

Heather Hemming / Glyn Bissix, Dean of Professional Studies

David MacKinnon, Dean of Research and Graduate Studies

Harry Gardner, Dean of Theology

Derek Serafini, Registrar

Darcy Shea, Student Vice-President Academic

Geoffrey Whitehall, Arts Senator

Edith Callaghan, Professional Studies Senator

Andrew Mitchell, Science Senator

**Summary of Activities**

The committee met on three occasions since our last report: July 16, 2013; September 30, 2013; and January 27, 2014. A final meeting is planned for June 16, 2014.

In the July meeting, Senate and Senate Executive meeting dates were set for the upcoming year. Priority items for Senate attention for the upcoming year were identified. Feedback for the By-laws committee's survey regarding the role and functioning of Senate Executive was gathered.

In the September meeting, plans for making progress on priority items were identified, to be presented to Senate. Ideas for improving sub-committee work (e.g., have sub-committees identify goals at the beginning of the year and report on progress at the end of the year) were discussed, to be brought to

Senate for discussion. The possibility of adding a third convocation per year was discussed. It was decided to extend the enabling motion to allow a sub-committee of Senate to confer degrees between convocations, if absolutely necessary.

In the January meeting, the By-laws committee attended, to discuss ideas for Senate sub-committee restructuring. Specific changes to the constitution, to incorporate plans for improving Senate sub-committee work, and to remove discrepancies, were discussed, to be brought to Senate for approval.

More detailed Senate Executive minutes are available by request from the Recording Secretary, to any interested Senator.

Respectfully submitted,

Diane Holmberg, Chair

**ADMISSION & ACADEMIC STANDING COMMITTEE (Policy)**

**Annual Report to Senate for 2013-2014**

June 4, 2014

**Committee Members 2013-2014**

Tom Herman (Chair)	Derek Serafini (Secretary)
Peter Williams (Dean)	Bob Perrins (Dean)
Heather Hemming (Dean)	Jeff Banks (Director)
Patricia Rigg (Arts Head)	Michael Dennis (Arts)
Ian Hutchinson (Prof. Studies Director)	David Piper (Prof. Studies)
Barbara Anderson (Science Director)	Rob Raeside (Science)
Anna Robbins (Theology)	Darcy Shea (ASU VPA)

**Purpose of Committee:**

To interpret and to apply the conditions of admissions and academic standing as outlined in the University Calendar and to make recommendations to Senate with respect to its policy as it relates to admissions, failures, and academic regulations.

This committee met on November 28, 2013.

The Committee met at the request of the Registrar to follow-up on the motion passed by Senate in 2011 to move to numeric grades. The Registrar is prepared to act on this motion, but required some advice around a range practical considerations of making the switch (i.e. how and when to transition to a new system (e.g. do we maintain the current system for current students and have 2 systems running in tandem?), how and when do we adapt existing regulations that currently rely on GPA and letter grades, how do we approach this project in the absence of any Senate policy on grading (i.e. the range of practices and policies across departments, schools, faculties, etc. presents challenges with regards to vetting the implications of changes as well as implementing a comprehensive institutional process), etc.

The Committee affirmed that moving to numeric grades remains both a desirable end and an item of high priority. It has asked that the Registrar to prepare a plan for implementation that the Committee could use as a basis for future discussions around the governing principles for moving forward with this change.

Respectfully submitted by the Chair,



Tom Herman  
Vice-President Academic  
Chair, Admission and Academic Standing Committee (Policy)

**ADMISSION & ACADEMIC STANDING COMMITTEE (Appeals)**

**Annual Report for 2013-2014**

**Committee Members 2013-2014**

T. Herman, Vice-President Academic  
D. Serafini, Registrar (represented by Lisa Davidson, Assistant Registrar)  
P. Rigg, Arts  
C. Thomas, Arts  
T. Weatherbee, Professional Studies  
J. Guiney Yallop, Professional Studies  
N. Clarke, Science  
J. Peng, Science  
H. Gardner, Theology  
L. Murphy, Vice-President Academic (ASU)

**Purpose of Committee:**

- (1) To hear appeals against academic regulations or the interpretation of such regulations that have not been resolved at the Departmental, School, or Faculty level or through the Registrar's Office.

**Business:**

The Committee heard 43 cases for academic dismissal since the last report to Senate.

Thirty-seven of these were permitted to return to Acadia in a reduced course load (4 courses per semester) and were, in most cases, required to take the Academic Support Program.

Respectfully submitted by the Chair,



Tom Herman  
Vice-President Academic  
Chair, Admission and Academic Standing Committee (Appeals)

**ACADEMIC PROGRAM REVIEW COMMITTEE  
Annual Report to Senate for 2013-2014**

June 4, 2014

**Committee Members 2013-2014**

Dr. Tom Herman, Vice-President Academic (Chair)  
Mr. Derek Serafini, Registrar (Secretary)  
Dr. Cynthia Alexander July – December, 2013; Ms. Claire Mallin January – June 2014  
Dr. Deb Day  
Dr. Sonya Major  
Dr. Bryan Hagerman  
Deans of academic unit under review

**Purpose of Committee:**

- (1) To determine policy and procedures for conducting program reviews;
- (2) To determine annually which academic units are to be reviewed;
- (3) To select the members of each unit review committee;
- (4) To oversee the process of review in each case;
- (5) To make recommendations to Senate on the basis of the findings of each unit review committee
- (6) To deal with such matters as Senate may from time to time entrust to the Committee.

**Meeting Dates:**

June 26 and November 16, 2013; January 10, 2014

Department	Status	Report to Senate
Biology	Site Visit October 23 and 24, 2013; review panel report rec'd; department response pending.	
E&ES (Geology)	Self-study pending; Review scheduled for September 2014	
Math & Stats	Unit has met with APRC; awaiting written comments from Unit; APRC Recommendations to Senate pending	
School of Music	Recommendations from APRC approved by Senate	October 2013
Philosophy	Recommendations from APRC approved by Senate	January 2014
Women's and Gender Studies	APRC met with WGST Coordinator; Recommendations to Senate	June 2013

Respectfully submitted,



Tom Herman, Vice-President Academic  
Chair, Academic Program Review Committee

**Nominations from the Nominating Committee:**

**DEPUTY CHAIR OF SENATE**

Anna Kiefte

Rob Raeside

**LAY MEMBER OF SENATE**

Henry Hoeksma

Jane Cayford

**Motion:** That Senate revise the composition of the Academic Planning Committee by the addition of two members – 1) the University Librarian, and 2) one faculty member elected by Faculty.

This recommended revision is incorporated and highlighted in the proposed “Membership for 2014-2015 on the Senate of Acadia University and University Committees” below:

**Committee:** Academic Planning Committee

**Type:** Standing

**Status:** Active

**Mandate:** The Academic Planning Committee shall make recommendations to Senate on matters relating to academic principles and planning.

In carrying out its work, the Committee shall consult widely with all stakeholders and relevant bodies on campus. The APC shall report regularly to Senate, no less than two times per year.

<u>Membership (8)</u>	<u>Representative</u>	<u>Term</u>	
<u>Retirement</u>			
1 Vice-President Academic	T. Herman	ex-officio --	
1 Dean of Arts	R. Perrins	ex-officio --	
1 Dean of Prof. Studies	H. Hemming	ex-officio --	
1 Dean of P&A Science	P. Williams	ex-officio --	
1 University Librarian	TBD	ex-officio --	
1 Faculty Member	J. Hooper	3 yr	2016
1 Faculty Member	T. Weatherbee	1 yr*	2014
1 Faculty Member	D. Duke	2 yr*	2015
1 Faculty Member	TBD	3 yr	2017
1 Student	L. Murphy	1 yr	2015

\*Initial term is 1 or 2 years to stagger retirements going forward.

**Chair:** Vice-President Academic

**Procedures for Appointment:**

Faculty members, elected by Faculty\*\*

Student - Appointed by the Student Representative Council

\*\*Faculty members include instructors, lecturers, librarians, archivists and professors. They shall be elected by a general call for nominations from the Faculty Elections Officer.

## **Motion from the Senate Committee on Academic Planning**

**2014.03.28**

### **The Academic Planning Committee moves that Senate approve the following Academic Sector forward planning process:**

The intent of the Academic Sector Forward Planning Process is to determine how best to position the academic sector to meet the needs of students and faculty for the next twenty-five years.

#### **Planning Principles**

The following principles will serve to guide the various activities taking place within the planning process;

- Value Based* – planning activities will, first and foremost, preserve the Acadia essence by building upon the long-running traditions of the university as a post-secondary institution and the ideals of an “Acadia Education” as ratified by Senate.
- Activity Based* – planning activities will be focused upon the selection, maintenance, and development of desired teaching and research activities irrespective of current structural configurations.
- Sustainable* – planning activities will ensure that the total activity set (teaching and research activities) is structurally configured in such a way as to be both viable and sustainable at the aggregate level in terms of both university operations and resource perspectives.

#### **Planning Process**

This process will permit comprehensive engagement with the entire academic sector in order to seek and receive input from all stakeholders. The process will involve town halls, round-tables, submissions, and informal conversations. In the third phase the Academic Sector would be joined by other university stakeholders (e.g. operations, finance, recruiting, etc.). It is anticipated that the entire process will be completed within one year.

#### **Phase 1: Academic Sector Consultation - Activity Conversation Series**

This Conversation Series is designed to thoroughly explore the range and scope of teaching and research activities that the academic stakeholders wish to develop, repurpose, transform or eliminate.

#### **Phase 2: Academic Sector Consultation - Sustainability Conversation Series**

This Conversation Series is designed to thoroughly explore the range and scope of structural options available to meet the capabilities determined in Phase 1.

**Phase 3: Full Sector Consultation** - Alignment and Investment Conversation Series and Activities

This Conversation Series is designed to thoroughly explore the range and scope of options available to meet the capability and structural requirements identified by the Academic Sector in Phase 1 and 2 by the University stakeholders. Alignment and Investment Implementation activities commence.

## **Academic Planning Committee Recommendations - June 2014**

**The Academic Planning Committee respectfully submits the following list of recommendations for Permanent Faculty Position Requests to Senate for its approval.**

### **Recommendation 1:**

The Committee received 21 requests for Permanent Tenure Track positions. The committee recommends that the top 9 Tenure Track positions be ranked in priority order as follows:

- a. Nutrition & Dietetics
- b. Kinesiology (Exercise Physiology)
- c. Psychology (Neuroscience)
- d. Business (Marketing)
- e. Politics (Canadian Politics)
- f. Sociology (Social Research Methods)
- g. Kinesiology (Athletic Therapy)
- h. Languages and Literatures (French: Acadian culture and literature; Business French)
- i. Biology (Biodiversity and Biostatistics/Informatics)

The committee also received requests for Tenure Track positions from Economics, English & Theatre (18th Century Literature; Theory), History & Classics (Classics), Languages and Literatures (19<sup>th</sup> Century French Literature and Culture; French second-language pedagogy; German), Music (Musicology), Politics (International Relations; Political Theory), Sociology (Race, Inequality, and Social Justice; Gender, Sexuality, and Queer Studies).

There was some disparity between faculties in how they put forward applications for Permanent Positions. While one Faculty submitted requests for all positions they feel need to be filled, the other faculties limited their requests to those they felt were most likely to be successful in this current pool, and did not include a number of requests for positions that they felt would have a smaller chance of being successful this year. Because of this disparity, the Committee has not ranked the remaining positions, not wanting to create a list that could be in any way taken to be a definitive list of all needs. The fact that a position request does not appear here should not be taken to mean that there is any less of a need to hire.

***Rationale:*** The committee offers the following rationale for this recommendation. First and foremost, the Senate has directed (April 14, 2014) the APC to base its deliberations concerning Permanent Faculty Position Requests on the following criteria:

- Ensure there is a viable and diverse set of academic programs;
- Foster potential for interdisciplinary synergies;
- Realize greatest impact for program/subject area/capability development;
- Support the integrity of the varying pedagogical practices, within a framework of overall sustainability.

The APC will use the following factors in assessing permanent faculty position requests as part of its mandate to make recommendations to Senate, with supporting rationale, on hiring priorities.

The factors are:

- Alignment with the definition of an Acadia Education and Acadia's Mission and Vision (How does it contribute to the achievement of Acadia's goals and priorities?),
- Program/Subject Area/Capability Requirements (What do we need to do it well?), and
- How does it support institutional sustainability (Can Acadia afford it from an overall perspective?).

It is recognized that we value diversity in our academic programming and that requests will exhibit variability in the degree to which each factor is addressed. Requests will be assessed on all three factors and each must be present to some degree. Requests should explicitly address the first two points in detail.

While the APC was mindful of short and medium-term program needs, it heavily weighed the reasonable expectations of sustained long-term program demand and broader University needs of supporting a liberal education in shaping its recommendations for authorising permanent positions. In determining inter-faculty rankings the APC also considered where new hires would best mitigate the FCE/FTE program demands currently experienced across the university.

The ranked list that forms the core of Recommendation 1 reflects, as far as possible, the criteria set by Senate, as follows: *Diversity of Programming*: Of the nine requests ranked in the APC list above, three are from FPAS, three are from FPS, and three are from FA.

*Potential for interdisciplinary synergies*: The members of the APC were mindful of the potential interdisciplinarity inherent in the permanent faculty position requests as they were received by the APC. For example, we viewed favourably the emphasis placed on interdisciplinary opportunities offered by the Department of Languages and Literatures in its submission. In several other cases submissions that emphasised this element contributed to their ranked positions.

*Impact on Program/Subject Area/Capability*: submissions that clearly emphasised core programming requirements and capability were ranked more strongly than others. Core programming was emphasised strongly in the top six ranked requests (a-f on the list above), and the submissions from those units clearly articulated the crucial nature of the positions for fundamental program delivery.

*Pedagogical Practices within Overall Sustainability:* Given the diversity of pedagogical practices across the university, this was an extraordinarily difficult criterion upon which to rank requests. The APC by necessity had to focus on the element of overall sustainability in an institutional context and consequently did consider numerical data such as FTE/FCE ratios and class sizes in the context of pedagogical practices and program viability. In short, we based some of our rankings on student numbers and which programs were most heavily subscribed. We focused only on longer-term trends and not on individual or short-term data “blips” in student numbers.

More broadly, in constructing this ranked list the APC was also guided by the institutional requirement noted above, namely, how do our ranked priorities “align with the definition of an Acadia Education and Acadia’s Mission and Vision (How does it contribute to the achievement of Acadia’s goals and priorities?)”. The nine ranked positions reflect, as far as possible in the currently constrained financial environment and in the absence of longer-term academic planning criteria established by the Acadia community and approved by Senate, the breadth and rigour characteristic of an Acadia education. They also address the challenges of larger class sizes which, although a problem across the academic sector are clearly more problematic in some programs than others. They emphasise the interdisciplinarity inherent in an Acadia education and reflected in Acadia’s mission and vision, and they provide opportunities for community engagement and a consequent enhancement of Acadia’s profile in the community and beyond.

### **Recommendation 2:**

The Committee received 6 requests for Permanent Instructor positions, all from the Faculty of Pure and Applied Science. The committee recommends that the top 5 Instructor positions be ranked in priority order as follows:

- a. Mathematics & Statistics (Statistics)
- b. Mathematics & Statistics (Calculus, MASH)
- c. Psychology
- d. Nutrition & Dietetics
- e. Biology

The committee also received a request for a Permanent Instructor position from Earth & Environmental Science.

*Rationale:* The committee offers the following rationale for this recommendation.

Since all Instructor requests came from Science, the committee’s ranking essentially follows the ranking put forward by the FPAS Heads and Directors. The details are outlined in the accompanying documents.

### **Recommendation 3:**

The Committee received one request for a Permanent Librarian. The committee recommends that this position be considered along with the above lists of Tenure Track and Instructor Position requests.

**Recommendation 4:**

The Committee recommends that the approved permanent positions for this year come from the above three lists. Should the unusual situation arise in which the University has the ability to fill more permanent positions than are provided by these lists (16), the Committee recommends that there be another call for position requests to ensure that all units have an opportunity to make requests.