

Library Council Meeting
Minutes
October 22, 2020
10 00-12 00 hrs
Microsoft Teams

Present: Sarah Stevenson (Chair), Leah Unicomb (Secretary), Carol Richardson (Recording Secretary), Allison Fulford, Amanda Sparks, Ann Barrett, Anne Matthewman, Courtney Bayne, Creighton Barrett, David Michels, Donna Bourne-Tyson, Elaine MacInnis, Erin MacPherson, Gwen MacNairn, Hannah Steeves, Heather MacFadyen, Helen Wojcik, Jackie Phinney, Janet Hathaway, Janice Slauenwhite, Jason Flynn, Joe Wickens, Joyline Makani, Karen Smith, Kirsten Huhn, Lachlan MacLeod, Linda Bedwell, Linda Clark, Louise Gillis, Marc Comeau, Mark Lewis, Marlo MacKay, Melissa Helwig, Melissa Rothfus, Michelle Paon, Robin Parker, Roger Gillis, Sai Chua, Samantha Adema, Sandy Dwyer, Sarah Jane Dooley

Regrets: Deborah Hemming, Gail Fraser, Geoff Brown, James Boxall, Julie Marcoux, Lindsay McNiff, Michael Moosberger, Shelley McKibbin

Absent: Dominic Silvio, Jan Pelley, Mick Bottom

1. Territorial Acknowledgement (Michelle Paon)

Kwe, everyone. Hello.

I would like to begin by acknowledging that Dalhousie University is located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. This territory is covered by the "Treaties of Peace and Friendship" which Mi'kmaq, Wolastoqiyik, and Passamaquoddy Peoples first signed with the British Crown in 1726. The treaties did not deal with surrender of lands and resources but in fact recognized Mi'kmaq and Wolastoqiyik title and established the rules for what was to be an ongoing relationship between nations. We are all Treaty people.

2. Adoption of Agenda

The agenda was accepted as presented.

3. Approval of the Minutes (from September 24 2020)

File in Brightspace [September 24 2020] 20200924_LC_MIN_DRAFT_01.pdf

The minutes of the September 24, 2020 meeting were approved with one correction submitted in advance; the word (BSF) was removed anywhere in the paragraph in item number 8.

Motion: to approve the minutes of the September 24, 2020 meeting as amended.

S.J. Dooley / H. Macfadyen

Carried

4. Business Arising (from the Minutes)

- a. COVID updates from SLT members (Spaces & Services)
(items/questions not covered in SLT October reports)

The COVID updates are in Elaine's AD Library Services & Head MacRae Library Report which is available in Brightspace. It was noted, the major change or update was not forcing the user to leave their booked space during the cleaning period if they have back to back timeslots

booked.

b. Virtual Proctoring - Marc Comeau

We have a virtual proctoring system in place called Respondus Monitor. It was put in place in March and it was a good cost effective system while others were being considered. It is not intended to be the final decision. There are other areas on campus who were doing other things eg. College of Continuing Education was pursuing a pilot with ProctorU and Faculty of Medicine were already vendor locked in with a version of ProctorU. After consultation with these groups, it was determined the needs were different so the libraries picked it up again to where we are putting out an RFP. A lot has happened since then and locally we have seen through the summer some significant academic integrity infractions on exams so faculty are looking for ways to address this issue. Some programs are using alternative assessments and for them it works great. The Centre for Learning and Teaching are piloting with a group that allows the TA to be in the lobby to greet the students and remain available if a student has a question. Making the TA's available and knowing they are around has resulted in this practice being successful. Many more questions have been added to the RFP (Request for Proposal) to get a better sense of how their systems will perform in relation to racism, sexism, transphobia, accessibility, etc., and what they do to mitigate and address it. Beyond that is also the student privacy issue eg. privacy storage, because different companies take different approaches to privacy.

The RFP is basically ready to go with having already gone through the legal and privacy office. The RFP will go live soon and will be open 4-5 weeks and then the work on our end begins again. If anyone is interested in being on the review committee, please let Marc know.

Questions:

I saw a Tweet not long ago where a student (not Dal) was failed on her exam because she silently mouthed the words while she reads. The software flagged her as talking during her exam.

For most of the systems we seen, it will flag an event and any flagged events will go to the faculty member to review. The less sophisticated the system, the more events they will flag.

What kind of education has our faculty received about false positives with this software.

Not a whole lot at this point. When someone wants to use it, they must contact ATS to have it set up and ATS staff will go over it with them. Some conversation about limitations is included in the discussions so they understand how it works.

I used Respondus for my undergrad midterm yesterday and just locked the browser and not the web cam and it went well.

Lockdown browser and lockdown monitor work hand in hand. You can use lockdown browser on its own but the role of lockdown browser is to prevent you from opening up another window and googling something but if there isn't anything monitoring the person, there is nothing from preventing them from picking up their phone and googling something so it works really well on its own in a proctor lab format. In an at home exam format but doesn't circumvent a whole lot of things. It was noted there are ways to circumvent some of these systems, even the best types.

The most demand has come from professional schools in particular and they have done a lot of consultation with their faculty members so not something that is being rolled out

without discussion. The College of Continuing Education needs it for some of their professional courses where the company they contracted with has stipulated training has to be in place. The Center for Learning and Teaching has spent a lot of time on various products and talking about alternative assessments and the pitfalls with various products and what to look for if you are using it. It was noted, this is always going to be an imperfect solution but it can be a deterrent if nothing else.

Which faculty have the most interest in this. Most faculties can use alternative assessments?

Generally focused in a few concentrated areas. This is not a university wide need and is focused in very specific stem areas with the primarily concentrated on undergraduate students. The biggest concerns is in the larger classes.

Comments:

It has been a problem in the Online Biology for quite some time and in Math for Introductory Calculus the high grade average was unusual.

If you get an accommodation from the Student Accessibility Centre, it is recommended you don't use a virtual proctoring system because you are allowing something for that student that would not normally be part of the regular set of rules and regulations. We are also looking at the importance of granularity that faculty can have in place. Depending on how systems are set up for faculty, it can allow certain things to happen eg. faculty could allow scrap paper to write on. In these cases we need to look at flexibility in the system. We are looking at this as the fallback where all of the other options don't work. There can be downsides for faculty especially if you have a very large class, it is a lot of work to review every flag. Many tools may still need to be available and we still need to have it for some areas where there is situations that we need this so an RFP is being used to get the things we need in the best way.

5. Video Migration Report – Jackie Phinney, Deborah Hemming

A brief overview of the PowerPoint presentation was given. The file is available in the October Library Council section in BrightSpace [October 2020] 20201022_VidMigrationUpdate.pdf. Please send any questions to Jackie or Deborah. It was noted, this was a team effort with library staff, interns and librarians.

Questions:

- *The amount of time invested in this and thinking ahead of the timeframe, what kind of renewal schedule and what kind of resources are we going to be allocating to this on a regular basis so we can keep current. This may be a conversation we need to have among staff who develop these resources.*

As the project wraps up, this is the first piece insuring sustainability, and then brought back to staff to do the work to keep the videos going in their areas. Another piece is the staff piece, Deborah and Jackie have been working with the Teaching and Learning Committee to set up training for current interns and staff. This is a discussion that needs to take place going forward so staff feel equipped to take this work on. Having standards in place keeps you in place. We are keeping the scripts filed on One drive so changes and simple fixes can happen.

- *How sustainable are the biteable videos: if that service changes, gets bought out, or we stop subscribing to it - that could cause problems?*

The biteable videos were typically for small one offs in terms of something like “Here is

where we are". If it is an actual teaching video, Camtasia is used because we can do it in house. It also has a lot of capabilities that biteable does not. Will be discussing this with Lindsay when she returns.

- *Are statistics on the usage available?*
Stats were pulled in May 2018 but doesn't have access to the Google Analytics for the tutorials webpage. If there is a particular YouTube video that someone is interested in, they can be ranked according to popularity.
- *Have there been any reports or difficulties since COVID with our access to YouTube videos in other countries.*
Haven't heard of any reports directly but videos were put on Panopto and then posted to Brightspace. The caveat being it is than a copy and shouldn't be re-used unless it is the current video that we have live because the video could have changed on YouTube.
- *Would be interested in Fall Term 2020 usage.*
There is a mix of videos that are not just our tutorials. It would be helpful in knowing what people want to see in order of popularity and share it with Library Council listserv. *[NB stats were shared in the chat during the meeting]*

Comments:

Normally the videos are linked in Brightspace for the 2+2 program in China but were advised not to use YouTube videos. The workaround in Panopto was to make the videos expire after a certain date. This is a reminder to faculty to update the content every semester or for every new course. Don't want faculty recycling content and when the videos have expired. Shared via Sandbox to have control over them.

Very helpful videos.

Part of training the staff and have them do it was not so we would be recording with our own voice. Videos were replaced with staff from a number of years ago so part of the sustainability of this is to train permanent staff. It's much easier to go in and change something if its permanent staff or librarian on the videos.

6. Streaming video: plans for Winter semester requests - Michelle Paon

The Resources and Copyright Team have been under great pressures and workload over the summer and early fall to respond to faculty for streaming video. In some cases they have already been using DVDs and are no longer any good to them. In other case's though, faculty wanted to add streaming video to their course on the topic they were discussing. The libraries have spent over \$150,000 Cdn on streaming video, this is both the collections of streaming video and individual film licenses. Of the streaming video collections that have licenses eg. Criterion-on-Demand Canada, Audio Ciné Films Inc., Films on Demand, the libraries have spent more than \$130,000 Cdn (a significant investment). We want to make sure faculty are aware that those films are there and can tap into them for their courses in the winter term. The films include thousands of feature films, documentaries, educational films that are readily available for faculty to link to in Brightspace (these are already in our collection). It was noted, the collections are listed on the [Streaming Video LibGuide](#) that was created in the summer.

If faculty contact you, emphasize the collections we already have and encourage them to browse

and select from these titles so to minimize the searching of other individual titles. We know there may be instances where that may not be possible. Take the opportunity to be proactive and discuss the request with them if the title is critical to their curriculum or would it be possible for them to look at the collections we already have. Communications are being drafted and prepared that will be sent out and posted to the Libraries blog to alert faculty and remind them again about the streaming content collections. Most faculty should already be aware but remember there will be part time faculty coming on for the winter term that may not be aware and arrive on campus late (this may be a benefit to them because they can get it quickly).

Question:

How can we best get this message out to all faculty members?

Sarah Stevenson, Michelle Paon and Marlo MacKay are working on a message that will be sent to librarians soon to distribute to their faculties. It will also be available in the online teaching newsletter.

Can we promise faculty availability of these films beyond this year.

Some canopy films will show up in future years. The libraries have purchased 3 year licenses to them, but not sure about the packages. It was noted, we can't be sure if we can maintain the subscriptions after this year because these have been paid through more than one fund. At some point we need to think about doing a rapid review of the subscriptions which have been used the most and figure if we can afford them next year.

Are the usage stats available

Yes these are available. Criterion-on-Demand Canada sends stats but the stats are non-standard and not a lot of sense can be made out of them but it is something we have to look into and understand. They are probably not comparable between products and how to appropriately analyze them would take more time so it would be a learning opportunity for sure.

A faculty member was going to ask their students to subscribe to Disney Plus because the films were not available from us. Not sure how to handle that. What kind of messaging for that type of class.

This is a tricky issue around commercial streaming services. There is a little piece on the LibGuide that Kirsten Huhn shared in the chat (<https://dal.ca.libguides.com/StreamingVideos>). We cannot subscribe to these as an institution because they default to a personal subscription model. Showing them as part of a class is not an option and having students view them on their own using their own individual service is not recommended but can we persuade them not to use them? Faculty have the right to determine the appropriate content for their courses and we probably can't ask our students not to subscribe so its left in their court and there is a cost associated with this as well. It was noted, some services are not available in all countries and content could be different depending on the country. That is a problem and is a good reminder if the question comes up again.

7. Practicum proposals - Sarah Jane Dooley

a. Roundtable: Practicum supervisors (past) – implemented projects

Expecting proposals to be in by October 30. Thought it would be helpful for anyone who has supervised a practicum in the past to give insights on how they supervised the project or designed the project, to help others come up with proposals. Have been hearing possible projects already that could work and if there are things we haven't had time to do, we may want to maximize what we want help with.

- Had practicum students do some LibGuide work (this was easy to manage and worked the

best). Another project was a weeding project but this can be a lot of work, especially now, where we are not in our buildings. One LibGuide was a partnership providing leadership in African Nova Scotian health but involved meetings with the Centre for Learning and Teaching around learning objectives and making sure the students had the required courses and skills so had to build in a lot of training. They need to report on how the library functions so needed to include them in reference consults so this may be difficult at this time. One of the positives is not having to have a space for them on site. It was noted, we would need to be creative in the kinds of things we want to have them do since onsite work is not as feasible as it would have been before Covid.

With LibGuide projects, you can also have it as a teaching focus, come up with learning objectives, looking at other institutions to see how they do it, what elements are we missing. Also have them do collections, look at what we have but not online, The duties list and see if anything is missing, like a mini collection's assessment. Keep in mind the students may already have their first year completed. It was noted, the students in the collections course are always eager to take on any projects relating to collections and most are 2nd years that take this course.

- One nice outcome with our practicum students is they tend to become our interns and then tend to become potential project staff. The practicum helps them prepare for competing for internships, grant projects, contracts etc. It's an important part of the MI program in general. It was noted, sometimes in October what is a good idea for April, is harder to sustain so you have to put the proposal forward several months before the student arrives. Just remember to plan in time to support the project you put forward. It can be hard to anticipate. Just be thoughtful about the idea and the time you have to contribute to the project. Some students need a little more guidance than others. It can be an opportunity to be a mentor. It was noted, SIM is pretty flexible so just speak to them directly if you have to make changes before the student arrives.
- Taking it as a coaching perspective and having flexibility within the proposal can be key. Keep in mind how it can be scaled down when selecting projects is important. It's a great learning opportunity for the student but also yourself. For those who haven't had the opportunity to supervise interns, this is something to put on your own resume. If your new to it, contact Sarah Jane or your other colleagues to help if you need some guidance.

A meeting time will be set up to drop in for help on how to write a proposal.

b. Intern Project updates from supervisors in each library

There was not enough time for this section.

8. Highlights from the Senate Report - Jackie Phinney

The Senate Report is available on Brightspace [October 2020] 20201022_LC_RPT_SEN. It was noted, the previous meeting took place on September 28.

9. Senior Leadership Team (SLT) Reports to Library Council

Ann Barrett	Janet Hathaway	Michael Moosberger (on Administrative leave)
Anne Matthewman	Janice Slauenwhite	Michelle Paon
Donna Bourne-Tyson	Marc Comeau	Sandra Dwyer
Elaine MacInnis	Marlo MacKay	Sarah Stevenson

Questions:

From Anne Matthewman's Report

AD Learning and Teaching

ADAC

Centre for Learning and Teaching and DalAnalytics are developing learning analytics with Brightspace and are building a Tableau tool which will show metrics and comparisons.

How far along are they with that and what are their intentions. Learning analytics can be used to identify at risk students and to tailor their learning experiences toward those who are struggling. Will they be open to other sources of data like library usage data?

There is a need from the Associate Deans and Deans to have a sense of how things are going. Marc Comeau has attended meetings where they have shown their starting points and they are basically looking to create an engagement factor so they can take some of the data available in Brightspace and interpret from that how engaged the students are in their courses. It's really meant to help provide the Deans with a quick at a glance view of how engaged our students are in the various courses they are in and to try to flag any at risk students. Prior to that there was an early alert system through Dal Analytics a few weeks in, students who had less than a "c" average in more than 2 or 3 courses, the information would be sent to the Deans for them to take on what they felt was reasonable. It is very rough information and there is no distinguishing between assignments that could be worth 15% of their grade or a pop quiz that was worth a lot less. They all weighted equally so this is why the information was handed to the Deans for interpretation. In terms of early alert, that is going in the background plus because of COVID, there is still a need to find out the engagement of students.

It is just getting a start because of the current situation but do you get the sense there is interest to develop it to be more sophisticated as time passes.

Yes, Dal Analytics could already be mashing the data together with other data they have. Part of a broader expectation is we need to improve in this area and our understanding in this area. As it's a more sophisticated level it draws on data sources not just within the LMS but different engagements and interactions that students have, where they are logging in. So accessing our e-resources is another data point that could be pulled in.

Dal Reads Report - We have 118 checkouts for the Marrow Thieves e-book. There are at least three professors using it as part of their curriculum.

Closed Captioning Services that was mentioned in Marcs report, is it closed captioning in BrightSpace.

It is for Panopto videos. There is a form on the online teaching website for faculty to fill out. Any student in a class that requires a class accommodation is going to the form and getting it done and there is other criteria as well. There is some grad students working on it and we can also lean on the vendor if we get a sudden surge but we are funding our own people to do the work for now.

10. Roundtable reports: Future Schedule - Sarah Stevenson

A document was sent out to members to review and give feedback on getting the right headers for each grouping within the Dal Libraries and the right people attached under these groupings. It was suggested for Sarah to review the organizational chart to see if that document would help. Please send Sarah and Carol any corrections to this document.

11. Other Business

No other business.

12. Adjournment

Motion: To adjourn the Library Council meeting.
M. Helwig / G. MacNairn.

Next Meeting: Thursday Nov. 26th, 1000-1200 hrs on Microsoft Teams.

Highlights for Library Council, October 2020

Kellogg Health Sciences Library:

- **Reopening Plans for Kellogg Spaces in CHEB and Tupper:** Weekend opening has now commenced in both spaces and in other Dalhousie Library locations. Refinements on the booking system are being considered.
- **Staffing:** A three month Leave of Absence has been delayed for Robin Parker to allow her more recovery time before she commences work full time on PhD pursuits; Louise Gillis will now be joining us January-March as a replacement for Robin. Interviews for a second Kellogg SIM Intern are complete and Vinson Li has been hired as the Kellogg second intern and orientation is under way.
- **Health Sciences Library Advisory Committee Annual Report:** The report summarizing health library supports and services to our communities over the past year (July 2019-June 2020) was submitted to the Faculties of Medicine, Health and Dentistry for review and approval.
- **Compact Shelving:** Following a failure of one of the units a service call was put in to TabuFile and while the unit is working again we are awaiting the arrival of a part on order.
- **Kellogg Librarians Met with Sam Adema:** Kellogg Librarians met with Sam Adema, Indigenous Services Librarian to discuss requests and support for indigenous health queries.
- **External Review Team for the NP Program:** Melissa Rothfus and Ann Barrett met with external reviews of the School of Nursing Nurse Practitioner Program.

Scholarly Communications:

- **OA Week Planning:** Several meetings have taken place over the summer to make plans for OA Week activities, October 19-25. [This year events will have a focus on RDM, and OER.](#)
 - Interview with Leanne Steeves (*URL will be provided by Marlo tomorrow*)
 - Article on OERs at Dalhousie
 - Atlantic Canada Research Data Management (RDM) Day
- **Research Commons Initiative Planning:** Details of the progress so far has gone to SLT, and will go to Library Council at a future meeting. The goal of the initiative is to create a more cohesive presentation of resources and services provided by the Dalhousie Libraries and partners, that support students and faculty at all stages of the research lifecycle.
- **Meeting with DRAC re UNIWeb:** The UNIWeb Team gave an annual presentation to DRAC and this year it included Claudia Rangel Jimenez from DalAnalytics to discuss the use of aggregated data that is being collected. There have been some written comments back from DRAC members and these will be reviewed in the coming months.
- **Meeting with Communication and Marketing re UNIWeb:** The Uniweb Team met with Janet Bryson, Lindsay Dowling, Alison Auld, Michele Charlton and Matthew Proctor from Communication and Marketing to discuss possible applications of UNIWeb in relation to Experts@Dal, the new website etc.
- **UNIWeb Activities:** The team met with Medicine to discuss some of their revisions they would like to see in the Teaching schema. Also met with the new UNIweb Administrator in the Faculty of Health to bring her up to speed on what is happening.

Respectfully submitted, Ann Barrett

Report to Library Council

Anne Matthewman –October 2020

AD Learning and Teaching

ADAC

ADAC is now meeting on a bi-weekly basis. Over the summer much of discussion revolved around online teaching, return to campus protocols, technology requirements for faculty and students, the development of the Academic Quality Team and the Accessibility Team, recording facilities, and academic regulations.

At the most recent meeting (October 7th), there was discussion on the start of the winter term. A January 4th start date has now been determined by the RTC. Some faculties may opt for a soft start, with full classes starting January 11th. There was a report on the possibility of having a virtual Dalcard. This project is currently with ITS and Legal. Student Affairs is planning a “pulse check” survey in October with students and a more complete NSSE survey will be done in November. CLT and DalAnalytics are developing learning analytics with Brightspace and are building a Tableau tool which will show metrics and comparisons. Online exam guidelines have been distributed to Associate Deans Academic to share with faculty members. There will be an academic integrity panel session for faculty on October 26th. It will be a question and answer session. I will be representing the Libraries.

Dal Accessibility – Education (Teaching and Learning)

I am a member of this subgroup of the Dalhousie Accessibility Team which is responding to the Nova Scotia accessibility legislation. The team has met once and reviewed its mandate which is to ensure that Dalhousie ensures inclusive and accessible teaching and learning. The group will identify gaps, develop recommendations, and build a framework to ensure that goal is reached.

Team:

The Learning and Teaching team met most recently on October 13th. We welcomed back Julie Marcoux and said goodbye to Louise Gillis who is moving on to new responsibilities within the Dalhousie Libraries. Jackie Phinney joined the meeting for a discussion of Camtasia and finishing the work on the video tutorial migration project which was started by Lindsay McNiff and other staff members. There are still a number to complete and Camtasia licenses need to be reviewed and reassigned. Deborah Hemmings has begun to develop the outline for the Dal Open course on research and she has now shared it with the rest of the team for comments and further development. Deborah is also developing a Reading Week Research Challenge on Brightspace.

All members of the team are busy with teaching responsibilities and Michelle is very busy with the virtual Brightspace assistance.

Dunn Law Library

The Law Library is currently open under Phase 2 RTC directives and we have a core group of users which is growing as students begin working on assignments and papers. Our virtual reference and research services continues to be busy with requests from both students and faculty. We are continuing our curbside service on Tuesday, Wednesday, and Thursday. We now have a full roster of students to operate our check-in appointment service and curbside pickups at the Henry St. door. Regular staff are working on a rotational basis in the Law Library and from home and are busy ensuring that all our services are operating as best as they can in the circumstances.

Anne-Marie White retired at the end of August and we miss her. We are currently reviewing how we might best fill her position given the current situation and the evolving operation of the Law Library once we are out of the pandemic. We hope to be able to post a job advertisement soon.

Teaching season is upon us. David Michels, Mark Lewis, and Hannah Steeves are teaching in the first year Legal Research and Writing programme. I am teaching Advanced Legal Research this term. All teaching is done online with a mix of asynchronous and synchronous sessions.

Linda Clark has spent a lot of time ensuring that we have e-resources available for students and faculty. We now have a large number of loose-leaf texts available on the Proview platform from Thomson Reuters. She is currently working with Emond Publications so that we have electronic access to a number of their casebooks and texts which are normally held on reserve in the Library.

Hannah Steeves and our summer student, Annalise Benoit advanced the work with Bepress over the summer. Hannah gave a presentation to Faculty Council in September on Bepress and its Experts Gallery.

During the summer, Kelsey Jones was hired as the new Director of the IB&M programme at the Law School. Kelsey is a former student and we are glad to have her back at the school. Dean Cameron is on medical leave and we are currently working with the Acting Dean, Richard Devlin.

Library Council Update – Dean of Libraries Selected October 2020 Highlights

Within Dalhousie

- Much of what I've been involved with over the past month will have been reported elsewhere by the relevant member of the Senior Leadership Team. I won't repeat the great work noted in their reports, but would like to thank the SLT members and their teams for the excellent contributions made to the university during this extended and demanding period.
- The breadth of new or revised services we've launched since April is astounding, and while it is difficult to achieve 100% user satisfaction ever, our users are responding positively to what the Dal Libraries staff is able to offer. There have been nice shout-outs from students, faculty members, the Provost, several Deans, and the President regarding our services, and it is nice to know our efforts are appreciated.
- There was a virtual Dalhousie senior admin retreat on October 6th, and the morning was spent considering strategies to take advantage of the new circumstances in which we are operating, and mitigate risks.
- I am serving on the Website Steering Committee and there is a user survey and more information here: dal.ca/webproject
- At the request of the Provost, a Steering Committee (co-chaired by the Dean of Libraries and CIO/AVP-ITS) is being formed to draft a Digital Strategy for Dalhousie University. Other Canadian universities have created a digital strategy to provide comprehensive, foundational support – governance, infrastructure, services -- for all institutional strategic initiatives. Due to the time-sensitive need for this strategy, the steering committee will create the first draft of the plan, based on best practices, and then take the draft out to the university community for wide consultation. The final version will be presented by the Provost to Senate and the Board of Governors and will support the Strategic Plan. For a quick glance at a few recent digital strategies see these:
<https://eab.com/insights/expert-insight/it/digital-strategy-advice-the-university-of-greenwich/>
<https://attachment.eab.com/wp-content/uploads/2020/06/Digital-Strategy-2019-2022.pdf>
<https://www.concordia.ca/next-gen/digital-strategy/overview.html>
<https://www.queensu.ca/sites/default/files/assets/pages/strategicframework/DigitalPlanningUpdate-BoardOfTrusttes-2018-05-12.pdf>

Consortia

- There have been virtual annual meetings for both CAUL-CBUA and Novanet within the last month, and in both cases the consortium is functioning well and fiscally sound, in spite of the financial challenges that some member institutions are facing. There may be financial ripple effects in years to come but for now it is business as usual.
- CRKN has also held a series of webinars as part of their usual Fall meeting/AGM, and CARL has held a few themed virtual discussions for deans and associate deans, which have been quite useful.

Associations and Boards

- The [NDRIO](#) Board continued to meet frequently over the summer, including the committees on which I serve, Governance and HR. The new [Executive Director](#) Nizar Ladak has been appointed (formerly the ED for Compute Ontario) and the [Research Council](#) slate has been approved by the Board and presented to the membership at the AGM on September 24th. The transition of RDM services from CARL Portage and other partners (including FRDR) to NDRIO continues to go smoothly.
- The IATUL Board has met to revisit the Porto conference, slated originally for July 2020 and then July 2021; it is likely to be a virtual conference at this point, though hosted by our colleagues in Portugal. The online winter Directors' Summit has been organized by the University of Innsbruck for November 4-5.

AD Library Services & Head, MacRae Library

Report for Library Council

October 2020

Access Services – All Library spaces are now open for booking for the Fall and things are going smoothly. One of the consistent complaints we were receiving was related to having to leave for the hour of cleaning if a patron had the next block of time booked. In response to this we are now permitting patrons to stay during the cleaning block in these cases. Laptop lending is now moving back to each of the individual libraries, though the bulk of the lending is still happening through the Killam. New laptops were purchased to meet the additional demand of the fall term. Curbside service continues to be busy and we are now permitting pickups on Wednesdays, in addition to Tuesdays and Thursdays.

Assessment – The Libraries and Brightspace Feedback button has been in place on the Libraries website and in Brightspace for several weeks now. At the time of writing, 90 comments have been received, most of which are positive and there are several constructive comments as well. Many of these latter comments pertain to study space access which may require further assessment and to the booking system which may undergo some changes in response. The comments may be viewed by accessing the Assessment folder under System Wide Accessible on the Share Drive and were discussed at this week's SEET meeting. Promotion of the feedback button was also discussed at this meeting. The final Insync "quick report" for the underrepresented student groups is still in the works with Lachlan returning in time to spot check my data tables. Linda provided input for CARL's Library Impact Toolkit Report as a peer reviewer. (Vacation: Oct 5-9). (L. Bedwell).

Copyright – We welcomed Lachlan back from his parental leave after Thanksgiving and Cassandra has returned to the Sexton library. We are very grateful to Cassandra for her work in Copyright, during our most challenging spring and summer yet. The Team continues to be extremely busy, including continuing work with the streaming videos.

Document Delivery – The Team continues to be busy, especially with the return to requesting physical items from other libraries. There is still a backlog of books to be returned to lending libraries as not all libraries throughout Canada are in a position to accept the materials. Additional DocDel staff started working in the Library on a rotational basis in September. Mail is now being picked up and delivered two days per week, which is helping get materials out more quickly.

GIS & Data Services – Use of specialized GIS and data software is accomplished using one of three options – virtualization, remote access or software download. Making sure this works for our Fall Term courses has been Choi for statistical software with Jen and Alex taking care of ArcGIS. James and Jen are very busy supporting students using geospatial data in earth sciences, marine management, information management, architecture and planning. With students currently living in diverse locations and time zones, the GIS Centre is offering technical support in the evening, on Mondays and Thursdays, from 7-10pm, until the end of term, on Dec 7, 2020. For all other data requests, Louise and Choi have welcomed back Julie and Lachlan. This makes us "data strong" for the rest of October. (G. MacNairn)

Indigenous Services – Sam continues to make lots of connections in the community and, based on her introduction at Library Council last month, it is great to see that many of you also made connections with her. Sam recently met with Dr. Margaret Robinson (Social Work), as well as with Dal's new Director of Community Engagement, Cathy Martin. In celebration of Mi'kmaq History Month Sam put a tremendous amount of work into selecting and preparing notes for books on Mi'kmaq topics to feature daily on social media.

Live Help – The LiveHelp schedule for the Fall term got under way on September 28th. Many thanks to all the LiveHelpers who continued to provide the service during the period in the summer when we would normally be closed.

Research Data Management – Louise joined the RDM this summer and has been working closely with Erin and Melissa in providing RDM services. One of the major developments late August was the announcement that the launch of the Tri-Agency's Research Data Management Policy was postponed until further notice, due to the

impacts of the pandemic. The RDM Team monthly meeting was held on September 29th. Donna reported on developments with NDRIO (New Digital Research Infrastructure Organization), who held their AGM on September 24th. Work continues on folding Portage into NDRIO. Members of the RDM Team, Erin M., Melissa R. and Louise were involved in yesterday's Atlantic RDM Day, which went very well. Erin and Melissa provided an "RDM 101" session, which was very well done and well received. The sessions were recorded and will be available at a later date for viewing. Portage recently expanded its Secretariat, adding 7 new members.

Service Evaluation and Enhancement Team (SEET) – This team held its first meeting this week. It includes representatives from our Access Services, Reference Services, Document Delivery, ATS and Assessment. This Team will be responding to feedback from both staff and our users during COVID and evaluating our services and recommending changes based on that feedback. They will be meeting on a bi-weekly basis. If you have any feedback for the Team please provide the feedback to your Managers who will take that comments/suggestions forward. Coming out of this first meeting we'll be looking to do some additional promotions on the services that we are offering as, based on the feedback received to date, it seems that not everyone is aware.

MACRAE LIBRARY

- Response to our library spaces being available for booking has been positive and we are starting to see an increase in use. Student assistants have been hired to assist with staffing since Jolene was seconded to the ATS (Brightspace) Team. Thanks to Leah for all the work she put into preparing the spaces and services.
- Work is continuing on our archival project with the Young Canada Works student under Jennifer's supervision.
- Erin M. worked over the summer to provide library modules for Brightspace and those were well received by the Faculty. She has conducted by synchronous and asynchronous sessions for classes.

OTHER MEETINGS & EVENTS

- The Library Services Team held a regular meeting on September 29th.
- I attended the Atlantic Canada Research Data Management Day on October 21st.
- I am serving on the University's Accessibility Working Group for Goods & Services.
- I attended the launch of the "Skills to Access the Green Economy" (SAGE) project (St. Lucia).
- I participated in the CARL Community Call re internal organizational changes
- The Faculty of Agriculture held its first regular Faculty Council meeting since March on October 13th.

University of King's College Library and Archives

Dalhousie Library Council Report

October 2020

Library

The Library is staffed Monday through Friday from 9 a.m. to 5 p.m. Study spaces are available in the Reading Room for members of the King's community in blocks of time from 10 a.m. to 1 p.m. and from 2 p.m. to 5 p.m.

After Thanksgiving, two additional study times were added: Wednesday evenings from 6-9 p.m. and Saturdays from 1-5 p.m.

Access to study space is by appointment. Each patron completes a self-declaration form upon arrival, all health precautions must be taken, and the study spaces are cleaned between users.

Special Collections and Archives materials are available by appointment.

Books are provided to all Novanet and registered off campus borrowers through curbside pickup.

University

Matriculation for new students was held in the Library Reading Room on Tuesday, Sep. 29, by Zoom. The 260 new students across the country became members of the King's community by taking the Student Oath in Latin, led by the Public Orator, Vice-President Peter O'Brien. President William Lahey and Registrar Julie Green also welcomed the new students.

During the ceremony, the Matricula was on display. Afterwards, it was sent to the calligrapher, who inscribed the names of the new students. The Matricula now awaits the signature of each new student, who may book an appointment to come to the Library to sign it.

The University announced a \$2 million gift from Chancellor Debra Deane Little and Robert Little towards a major restoration of three of the five historic residences, Chapel Bay, Middle Bay, and Radical Bay.

Respectfully submitted,

Janet Hathaway

Interim University Librarian & Archivist

Report to Library Council
Janice Slauenwhite
Manager, Financial & Physical Resources
October 2020

Facilities

- Met with Elaine, Sarah, Marlo and reps from Office of Advancement to discuss WMLC 5-year report
- Met with reps from Facilities Management and CLT regarding replacement of furniture in Room 2600 (Killam)

Finance

- Submitted mid-year variance report

Other

- Attended President's community check-in meeting September 24th
- Attending weekly Town Hall meetings
- Worked with Sandy to distribute to each of our libraries mini-cycle pedal exercisers and stand-up desk top extenders which were purchased as a result of a successful grant application by the Health & Wellness Committee.

- Working with the College of Continuing Education to implement Course Merchant to help them with efficiencies around self-paced courses.
- The pilot with the Bookstore where we integrated with Willo for textbooks to better support the Bookstore, faculty re-orders and student privacy will continue for another term as they weren't able to get enough of a sample size in the fall.
- I'm part of the Accessibility working group on Information and Communication. There's only been an introductory meeting, but the work will begin soon.
- I've also joined the digital strategy committee to contribute to those efforts.
- Our closed captioning service is up and running and we're making good headway in this area.
- We're assessing the state of the classroom technology in our classrooms after being left alone for many months. There are issues and we're working to get a good grasp of the scope of the issue university-wide.
- We are working to plan out Brightspace supports for the December break due to the short turnaround time between final grade submission and start of term.
- We are encouraging anyone speaking to faculty to encourage them to begin work on their winter term courses before the December break begins. While we're going to do our best to provide some support over the break, it will be far more limited than what we're able to offer during the fall term.
- Virtual Proctoring RFP will be opened to bidders soon.
- There has been a lot of work done around Privacy Impact Assessments and tool integrations for Brightspace.

Marc R. Comeau

Director, Academic Technology Services

Dalhousie Libraries

Report to Library Council from Marlo MacKay, Communications Coordinator
September 25–October 22, 2020

Online Teaching/Academic Quality Team

I continue to produce the weekly online teaching newsletter with Michelle Soucy of CLT. As of October 15, the newsletter will now be sent every second Thursday. I also continue to maintain/update the online teaching website as needed.

I wrote and published two stories in Dal News on the topic of online teaching/OERs/open access and I continue to work with David Ryan on a series of online teaching success stories at the institutional level for AQT, the online teaching newsletter, and to fulfill Dal's higher communications and storytelling goals.

Dal Reads and Other Events

No Dal reads updates this month, but on October 15 I assisted with the Nova Scotia LGBT Seniors Archive Launch event. It was a well-attended event and if you missed it, you can view it here:

<https://www.youtube.com/watch?v=LgKNbozP9AA&t=13s>

Deborah Hemming and I, with support from Michelle Paon and Gwen MacNairn in back-up roles for each of us, presented a virtual book launch with Professor Emeritus J.A. Wainwright for his new novel, *This Cleaving and This Burning* on October 21.

Special thanks to James Wilson for all of his assistance on both of these events.

Senior Leadership Team & Reopening Plans

I continue to meet regularly and work with my SLT colleagues on initiatives and messages around reopening, new/improved/changed services, etc.

United Way Steering Committee

I am once again serving on the Dalhousie-wide United Way steering committee. We expect the campaign to launch in early November.

Killam 50th Anniversary

Sarah Stevenson and I are awaiting design proofs from CCM for the Killam 50th anniversary look.

Nova Scotia Libraries Awareness Campaign: Libraries are for life!

Along with Denise Corey (Cumberland Public Libraries), Kelli Woo Shue (Nova Scotia Provincial Library), and Laurel Taylor (Halifax Public Libraries), created a five-week bilingual social media campaign to raise awareness about public and academic libraries in Nova Scotia. Each week of the campaign has a new theme: libraries are for learning, libraries are for health and wellness, libraries are for fun, libraries are for communities, and libraries are for democracy. The campaign wrapped on Friday, Oct. 16 with a video that I created to sum up all the themes.

Mi'kmaq History Month

Using a curated book list and information from Sam Adema, we have created a virtual "book display" on social media by featuring a new book about Mi'kmaq history daily. The posts have been a hit on Instagram specifically, getting hundreds of hits and earning us some new followers who are also sharing the posts.

Open Access Week

I wrote and published two stories in Dal News on the topic of online teaching/OERs/open access. One about [OERs at Dalhousie more generally](#), and one that [features the process Dr. Leanne Stevens](#), OER grant recipient, went through to create her open textbook this year.

I met with Cynthia Holt to review proposals from various communications agencies for promoting CAUL's OER pilot.

Advancement/Donor Relations

Completed a bookplate design to the family's satisfaction for a new collection we are obtaining. Assisted with some elements needed by Advancement in support of the NS LGBT Seniors Archive.

Cross-campus Communications

I am on both the Academic Comms and Operational Comms bi-weekly calls, as well as the general bi-weekly communications updates from AVP CCM Matt Proctor.

Along with Donna, Ann, Melissa R, we met with Matt Proctor, Janet Bryson, Lindsay Dowling, Alison Auld and Michele Charlton to discuss using UNIWeb as a media relations tool. It was well received by our CCM colleagues who are excited about the possibilities of this tool.

Report to Library Council

October 22, 2020

Submitted by Michelle Paon, Associate Dean Resources & Head of Sexton Library

Associate Dean Resources

During the summer of 2019, after the retirement of two Resources Managers, a restructuring began in the Libraries' Resources unit. Over the 2019-20 academic term, the responsibilities of the two managers were to be redistributed between three team members: the Resources Manager (Acquisitions, Metadata & eResources) and two anticipated hires: the Resources Licensing Manager and the eResource & Metadata Specialist. During fall 2019, the latter posting was released and successfully filled, with Denise Irving currently in this role. However the posting for a Resources Licensing Manager resulted in two failed searches, the most recent of which ended in April.

Since last summer, the Resources Manager Gail Fraser and Collections Analysis Librarian Kirsten Huhn have shouldered their responsibilities and those of this unfilled position. In addition, Kirsten provided coverage for key tasks during the recent 12-month Special Leave (sabbatical) of Resources Management Librarian Heather MacFadyen. The Libraries are grateful and appreciative of the dedicated contributions of Gail and Kirsten during this extended interim period. Following a recent summer of intense resource licensing and collections activity, discussions are now underway with a view to addressing in a sustainable way the Resources team responsibilities and tasks that are still outstanding in the unit.

US Dollar Invoices

As you may recall, due to changes in banking regulations, we are no longer able to send cheques in US dollars to Canadian vendor/consortial addresses. Since my last report, Resources team members have engaged in multiple ongoing interventions with EBSCO/GOBI, COPPUL, and Dalhousie Financial Services to resolve difficulties posed by these changes. To date the responses from our vendor representatives have been unsatisfactory to say the least. Temporary measures are in place, but we foresee that the situation is unlikely to be resolved until the end of the year. [update provided by H. MacFadyen]

Recent Requests for Data / Budget Projections

During the past month, Heather MacFadyen and the Resources team:

- compiled data on the costs of COVID-related acquisitions expenditures as part of the Libraries submission to the university.
- compiled data on Dal Libraries electronic resource usage and collections expenditures for our submission to the Statistical Survey of the Canadian Association of Research Libraries (CARL).
- completed projections for the Libraries' collections budget mid-year variance report and submitted to Janice Slauenwhite.

Streaming videos

The Resources team has continued to work in collaboration with the Copyright team to source the individual streaming video requests remaining in the queue. Tasks have involved: communication with distributors to request license and pricing, placing streaming video orders, forwarding the streaming link to Course Reserves or liaison/faculty member for upload to Brightspace, adding MARC records to Aleph, monitoring the video orders, updating status of the request queue, and verifying and paying incoming invoices. The Streaming Video Team meets on Oct. 19th when the group will review the streaming video sourcing process.

In other Resources news:

- Heather, Gail and Kirsten met with the Indigenous Services Librarian, Samantha Adema, to outline the role of the Resources unit, to provide an overview of budgets and review GOBI selector instructions.

- Kirsten Huhn participated as a panel speaker during the “Institutional Negotiation Strategies” session at the virtual CRKN Conference in early October.

Head - Sexton Library

- Starting Sept. 21st, Sexton Library staff began to provide bookable study spaces (10) and an express printer station in a classroom across the hall from the library. While patrons have made a number of bookings, uptake has been somewhat slow, and there is still capacity for additional users.
- Amanda Sparks and I completed the Sexton Library’s mid-year budget variance report and submitted to Janice Slauenwhite.
- I communicated with and provided initial gift guideline information to retired architect Jim Torbert in response to his offer to donate a collection of architecture books to the Dal Libraries.
- Cassandra Larose has returned to the Sexton Library team after successfully completing a six-month position as the Libraries’ Copyright Coordinator.
- In late September, SIM intern MacKenzie Young joined the Sexton team. Welcome MacKenzie!

Liaison Librarian

As NSIS Librarian, I submitted the monthly report, participated in the virtual NSIS Council meeting on October 5th and attended the NSIS Zoom lecture that evening. NSIS Council sends its appreciation to Carol Richardson for her support related to pick-up and sorting of NSIS postal mail and its distribution from the Libraries’ Reference & Research Services Office. Thank you so much, Carol!

I attended the following meetings or events:

- Senior Leadership Team meetings (4), Library Council; Libraries Town Hall
- Regular update meetings with Dean of Libraries; Resources librarians: K. Huhn; H. MacFadyen; Manager of Sexton Library Services
- Annual report meeting with librarian Allison Fulford.
- Sexton Library staff meeting (Sp 28)
- BMO Spend Dynamics PCard Approver training.
- Faculty Council - Engineering; Faculty Council - Architecture & Planning
- *Reflections on Public Libraries in the Time of COVID-19* (SIM lecture, Oct. 6th) - speaker Asa Kachan
- Dal Community Check-in; *Your Voice* survey results presentation; Dal’s virtual Fall Convocation.
- CARL Directors+ *Library relationships* online discussion (Canadian Association of Research Libraries)
- Canadian Research Knowledge Network (CRKN) Conference sessions - Oct. 6-7, 2020

EDI and TRC learning experiences

- Unama’ki College’s *Decolonization Learning Journey* webinars:
 - Residential Schools: One Person’s Story of Survival (speaker: Elder Margaret Poulette).
 - Two-Eyed Seeing (speakers: Elder Albert Marshall & Nadine LeFort)
 - Murdered and Missing Indigenous Women and Girls (speaker: Denise Pictou Maloney)
- "The Power of Poetry: Celebrating Rita Joe" - virtual readings by Mi’kmaq writers.
- “Environmental Racism” - virtual talk by Ingrid Waldron (eMerge Guelph Sustainability)

Report to Library Council

Sandy Dwyer

Director, Libraries HR & Access Services

October 2020

Libraries HR Highlights

We have completed the shortlisting for both the Library Services Supervisor (C5) 18 month term position at the Sexton Library and the Library Services Assistant (C5) 18 month term position at the Kellogg Library. We will be setting up the interviews during the first two weeks of November. The members of the search committee for these two positions are Amanda Sparks, Jan Pelley, Denise Irving and Sandy Dwyer.

Jordon Minx, who has been working for us in a casual position, as a course builder, has been hired to fill the six month temporary position to be shared between the Faculty of Management and ATS. He will begin in this temporary position on October 15, 2020.

We are still preparing the posting for a Classroom Technologies Technician (T6) 9 month term position for the Agricultural Campus and hope to have that ready to be posted sometime this week or next.

We welcome Lachlan MacLeod and Julie Marcoux back from their leaves and we welcome Cassandra Larose back to her former duties at the Sexton Library.

On Wednesday October 14, 2020 I attended the CARL Community Call (third session) which explored internal organizational changes. Discussion centered on topics such as, are there opportunities to achieve equity and inclusion, workplace flexibility, workforce agility, and greater eco-consciousness within our organizations?

Library Council Report: 22 October 2020

AD Planning | Head of Killam & Acting AD Archives/Special Collections/Records Management:

Sarah Stevenson

AD Planning

Accessibility

I am a member of both the Dalhousie Accessibility Advisory Committee and the Employment Working Group. Both the DUAAC committee and the Working Group have met since the last meeting. After multiple delays related to Covid-19 workloads the committee are getting down to work mapping out work plans and starting their background research.

DUAAC and multiple working group member Judy Macdonald (School of Social Work) has used this opportunity to lay the groundwork for a Disabilities Caucus for staff and faculty at Dalhousie. Announcements for an initial meeting of the Caucus are expected in November.

Library Council

I have been looking at different ways to approach our roundtable reports, with different functional groups reporting each month. We will be reviewing a spreadsheet of roles at the October meeting to make sure that everyone is accurately represented. A rota of groups will be developed from distribution before the November meeting.

I have also been contemplating our meeting agendas for the coming months. Agenda items and discussion points are always welcome! In the coming months, look for presentations and discussions of intern & practicum ideas (October), library services in the Covid and post-Covid times, and a presentation from the Killam interns on their exploration of historical racism in libraries (with supplemental reading suggestions), and an update and consultation from our Research Commons team (November).

Acting AD Archives/Special Collections/Records Management

I attended the weekly archives meetings on Sept 30, Oct 7 and will be attending Oct 21.

There were meetings with Courtney, Creighton and Donna to determine how the Killam interns might be able to assist with Archives projects. The Archives have had research appointments from undergraduate honours thesis students. Matheus Lima was the successful candidate for the PAPD (Provincial Archival Development Program) grant to work on the Ronald St John MacDonald fonds. Former Killam intern Nicole Marcoux has been hired to continue Lydia Hunsberger's work with the LGBT Seniors Archive. I attended the launch of the LGBT Seniors Archive on October 15. I am compiling a transition file in preparation for Michael Moosberger's return on November 1.

It has been my pleasure to get to know the Archives/Special Collections/Records Management group better in the last three months. They are a skilled and dedicated team.

Head of Killam

Streaming Video:

As of the time of writing, the final license for fall semester is being negotiated, along with one license for winter term. The Stream Team met this week to discuss strategies for the fall: promotion of existing services, searching and licensing. As mentioned in early reports, this has been an area of exponential learning for most of the team, and finding individual titles is very labour intensive.

Liaisons:

Welcome back to Julie Marcoux who returned from parental leave on October 8th. Julie is working a modified schedule these days, so replies may be delayed.

I have been meeting and/or providing email support to graduate students in the School of Resource and Environmental management, as well as the Marine Affairs program. These students come with interesting, and sometimes difficult, questions. The research methods class for SRES attended one of our Scholarship@Dal workshops on literature searching and found it helpful.

Donations

We continue to receive requests to donate to the Killam collection, although less frequently than before our March Covid closure. Of our four recent offers, we're accepting one. This is a regular donor (retired professor) who provides high quality materials which support the curriculum of his former department. Many thanks to Karen Smith for her expertise in evaluating one of the proposed donations.

Faculty Council (Science) and FASS Faculty meetings

I attended both of these meetings in the last ten days. Both groups spent significant time discussing workload, stress and burnout for staff, faculty and students. In both cases, faculty were seeing that the best practices for online teaching in the pre-Covid literature and CLT recommendations are not fitting well for a full online curriculum. Both students and instructors are finding the multiplicity of micro assignments difficult to manage. Both groups discussed ways to adjust teaching and assessment for the winter term and the recognition that this year is unlike any other quantity of material covered should reflect the current environment. In both cases, members were largely satisfied with the Libraries/ATS and recognized that everyone was doing their best.

Respectfully submitted,

Sarah Stevenson

Senate Representative Report to Library Council

October 2020

The most recent meeting of the Dalhousie University Senate took place on September 28th, 2020 via Microsoft Teams. The following is a report that highlights events from this meeting:

College of Continuing Education's Commitment to EDI:

Senator Dianne Tyers opened the Senate meeting with the territorial acknowledgement and a description of what the CCE is doing to meet EDI needs. The college is very committed to supporting black and indigenous students through a transition year program (which recently celebrated its 51st anniversary). This program for Indigenous and black students equips them for university, gives them grants, technology, etc. The CCE has also launched an EDI community, the unconscious bias course, etc. They are now working on the Dal Open initiative.

Items for approval:

- THAT all individuals involved in synchronous teaching delivery at Dalhousie on September 30, 2020 from 12:30 pm to 3:30 pm, allow students who wish to participate in the Nova Scotia Needs Students Rally (1:00 pm-3:00 pm) to do so without academic penalty due to their absence [subject to three criteria].

Motion carried

- THAT all individuals involved in teaching delivery at Dalhousie allow each Indigenous student participating in solidarity, support, and advocacy efforts in Saulnierville, NS to do so without academic penalty once per course, [subject to some criteria]

Motion carried

Items for approval pertaining to the Sexualized Violence Policy:

- THAT the President's Advisory Committee on Sexualized Violence and Vice-Provost Equity and Inclusion work together to develop reporting practices that contextualize and analyze the patterns observed annually in administration of the Policy, consistent with the need for transparency and accountability, emerging best practices in reporting on sexualized violence policy administration, and Senate Constitution 1.2(e) "The University is a public institution and should practice a default mode of openness, taking into account rights to privacy and confidentiality as necessary limits.
- THAT the Office of Human Rights and Equity Services collect and maintain disaggregated data allowing analysis of intersecting forms of oppression expressed through sexualized violence, for instance in the form of racialized, heteronormative, and/or ablest sexualized violence.
- THAT a Sexualized Violence Policy report be prepared annually that includes specific information about [various other details that are currently not being collected].

Motions carried

Fair and Equitable Hiring at Dalhousie:

Presenters gave an overview of this initiative to date. The goal is that Dal will build institutional capacity for diversity and inclusiveness. Work that has been done to date to understand our current climate includes the be counted census, which employees are encouraged to fill out. Dalhousie is continuing to work to improve workplace environments/climate and remove barriers. Worth noting is that this isn't simply a hiring policy, but an initiative that looks more broadly across the university. For search committees, hiring cannot just be by 'gut', 'fit', 'feel'; those words indicate there's some bias present. In the last 5 years, representation has increased across almost all equity-seeking groups at Dal. Discussion ensued amongst Senate.

Respectfully submitted by:

Jackie Phinney

October 15th, 2020