

MOUNT ALLISON UNIVERSITY  
MEETING OF THE UNIVERSITY SENATE

November 6, 2018, 4:00 p.m.  
Tweedie Hall

Present: JP. Boudreau (Chair), C. Brett (Secretary), A. Cannon, A. Cockshutt, G. Desmarais, J. Devine, J. Dryden, E. Edson, B. Evans, A. Fancy, N. Fry, A. Grant, O. Griffiths, D. Hamilton, D. Hornidge, R. Inglis, L. Kern, M. Klohn, D. Lieske, J. Lilburn, S. MacIver, J. Martinez, L. Michaelis, E. Miller, A. Nurse, J. Ollerhead (Vice-Chair), C. Parker, E. Patterson, B. Robertson, S. Runge, V. St. Pierre, E. Steuter, F. Strain, J. Tomes, M. Truitt, S. Unger, N. Vogan, N. Verret, E. Wells, B. White, K. Willock, W. Wilson

Regrets: L. Bedgood, F. Black, G. Cruttwell, N. Farooqi, R. Ireland, P. Kelly-Spurles, C. Quint

01.11.06 Acknowledgement of Lands

JP. Boudreau read the statement of aboriginal custodianship.

He then asked everyone present to think about how they embody the statement of committal.

02.11.06 Approval of the Agenda

**Motion (O. Griffiths/E. Patterson): that Senate adopt the Agenda as circulated**

**Motion Carried**

03.11.06 Approval of the Senate Minutes of October 9, 2018

**Motion (E. Patterson/A. Cockshutt): that Senate adopt the Minutes of the meeting of October 9, 2018**

**Motion Carried**

04.11.06 Business Arising from the Minutes

There was no business arising.

0.5.11.06 Report from the Chair

JP. Boudreau structured his remarks around four themes.

1. General remarks:

The president welcomed everyone to the meeting. He thanked everyone who helped with and participated in his Installation. He gave special thanks those who carried out much of the event planning: Heather Bembridge, Robert Hiscock, Michelle Strain, Carolle de st. Croix, and David Mawhinney. He then congratulated Stephen Westcott on the renewal of the Tier 1 Canada Research Chair and thanked the Provost, the Dean of Science and the Director of Research Services, David Bruce, for their work on the renewal application. He then noted that David

Bruce is leaving Mount Allison. J. Ollerhead informed Senate that interviews have been conducted for the now-vacant position.

2. Internal Engagement:

JP. Boudreau noted that he attended his first meeting of the Board of Regents on October 19. He noted interest among Board members in building Senate-Board relations.

The President noted that his MtA Listening Tour has officially ended, but that a confidential online survey and social media interactions are yet to come. He found the tour both informative and extremely helpful. He continues to welcome other feedback. He plans to prepare a summary report of the input received so far.

JP. Boudreau noted two initiatives related to the speaking tour. First, he plans to host “lunch and learn” sessions on areas of joint interest. Second, he announced the formation of an *ad hoc* Board-Management Committee co-chaired by the President and the Board Chair, consisting of Vice Presidents K. Meade and J. Ollerhead, along with Regents Susan McIsaac, Mark Fedyk, and Mark Fraser.

3. External Engagement:

The administration submitted a request to meet with representatives of the new provincial government, and had made contact with our local Member of Parliament. The President is set to meet with the Mayor of Moncton and Moncton Chamber of Commerce.

JP. Boudreau informed Senate that Mount Allison was represented at a “New Brunswick Day” event in Toronto hosted by former premier Frank McKenna. He deemed the event an excellent networking opportunity for our university.

4. Some Upcoming Events of Note:

The President highlighted the scheduled Remembrance Day events, the Cannabis Research Forum to be hosted by the Faculty of Social Sciences and the Edgar and Dorothy Davidson Lecture in Canadian Studies by Jesse Wentz as part of the President’s Speakers Series.

0.6.11.06 Report from the University Planning Committee

J. Ollerhead reported that the committee has been meeting with representatives of the 12 departments and programs that have made requests for tenure-track positions. The committee will meet on November 23 to arrive at recommendations. He noted that he expects two or three tenure track positions to be authorized.

The Provost also noted that external visits relating to the reviews for Chemistry/Biochemistry, Music and the Libraries and Archives have occurred. The committee has begun to schedule mid-term reports from programs that had recent reviews.

He reported that the committee has begun to consider the implications of increasing the number of online courses. Finally, he noted that the committee has also been discussing the future of Anthropology programming, with the hope of bringing a recommendation to Senate soon.

S. Runge asked for updates on the searches for the University Librarian and the Dean of Arts. J. Ollerhead replied that the processes are ongoing, but there are no updates. He later asked about whether a search for a new Provost will be initiated. JP. Boudreau answered that no decisions have been made on this issue. He also stressed the importance of careful searches for all these positions.

J. Tomes asked for clarification on the number of tenure-track hires. J. Ollerhead repeated that two or three hires are expected. He noted that the committee faces a difficult task in prioritizing the requests.

O. Griffiths lamented that decisions on hiring are being made late in the hiring cycle. He asked about the status of the multi-year hiring plan circulated last year, in particular why hiring has not begun according to that plan. J. Ollerhead answered that faster action would have required stricter adherence to deadlines for submissions by departments and would have run the risk of some requests not getting the attention they need. He added many new needs have arisen since the multi-year plan was devised, so the committee decided to re-visit priorities. Additionally, the Provost noted that a tenure-track search is currently underway in Chemistry and Biochemistry. O. Griffiths asked that information on active searches be shared with Senate. J. Ollerhead agreed to do this in future.

07.11.06 Report from the Academic Matters Committee

E. Wells gave the report, which consisted of two motions and associated rationales. The first motion was as follows.

**Motion (E. Wells/C. Parker): that Senate approve the changes to calendar regulations as outlined in the Report to Senate, November 6, 2018**

**Motion Carried (1 nay)**

E. Wells noted that these changes asked students to deal with the Registrar's Office for issues that are now handled by Deans, while giving students the right of appeal to a Dean.

O. Griffiths suggested that professors be consulted on late withdrawals from courses. He proposed the following amendment

**Motion (O. Griffiths/ B. White) that paragraph 10.4.4 (a) in the report be amended so that the final sentence reads, "A decision will be made in consultation with the Director of Accessibility and Wellness and the professors involved."**

**Motion Withdrawn**

E. Steuter, J. Dryden, E. Patterson, and A. Fancy expressed privacy concerns over disclosing to professors the reasons for requesting a late withdrawal. B. Robertson worried that the amendment would require faculty involvement, perhaps at times when faculty members are not available. A. Fancy also asked when professors are informed about requests for late withdrawal.

E. Wells answered that, typically, faculty are not informed. A. Cockshutt added that requests for late withdrawal are usually on medical grounds or in exceptional circumstances.

In light of the concerns expressed by other Senators, O. Griffiths and B. White withdrew the amendment, and the motion as originally circulated carried.

Senate then considered the second motion from the report.

**Motion (E. Wells/C. Parker): that Senate approve the changes to the Women's and Gender Studies Program as outlined in the Report to Senate, November 6, 2018**

**Motion Carried**

The text of the report is appended to these minutes.

08.11.06 Report from the Committee on Committees

J. Dryden gave the report, which consisted of the following motions.

**Motion 1. (J. Dryden / V. St. Pierre) The Committee on Committees moves that Senate acclaim the following nominees to the President's Advisory Committee to fill Named Academic Chairs.**

**Karen Bamford  
Nancy Vogan  
Bob Rosebrugh**

**Motion Carried**

**Motion 2. (J. Dryden /V. St. Pierre) The Committee on Committees moves that Senate acclaim the following nominee to the Honorary Degrees Committee, for a term beginning immediately and ending June 30, 2021:**

**Odette Gould**

**Motion Carried**

09.11.06 Report from the International Programs Committee

The report consisted of the following motion and the committee's rationale for its adoption.

**Motion (A. Cockshutt/ M. Truitt): that senate approves establishing an exchange program partnership with the Institut d'Études Politiques (Université de Strasbourg, France).**

**Motion Carried**

C. Ionescu, the committee chair, was available for questions. Senators had none. The text of the report is appended to these minutes.

10.11.06 Reports for Information

Senate received the following reports as circulated.

- a) Report from the Academic Integrity Committee
- b) Report from the Academic Appeals Committee
- c) Report from the Admissions and Readmissions Committee
- d) Report from the Readmissions Appeals Committee
- e) Report on Employment Equity

There were no questions or comments. The reports are appended to these minutes.

#### 11.11.06 Discover Mount Allison

C. Brett read a note from G. Crutwell congratulating Mount Allison's computer science teams who placed 1<sup>st</sup>, 2<sup>nd</sup>, and 4<sup>th</sup> (out of 19 teams) in the recent competition held at the Science Atlantic conference.

B. Robertson thanked the Department of Music for hosting a musical pops concert that was attended by many students in grade school. He noted that such experiences can help students and their families create a favorable impression of the university.

B. Evans thanked the university for hosting the NBIAA football championship game, which was won by the Tantramar Regional High School Titans.

A. Cockshutt congratulated Linda Pearse of the Department of Music on receiving a grant from the Social Sciences and Humanities Research Council.

O. Griffiths announced that Mount Allison will host the 2019 conference of the Japan Studies Association of Canada. Mount Allison faculty Tim Reiffenstein and Miyako Oe will join him on the organizing committee.

V. St. Pierre informed senators of the upcoming visit of Randy White, a Mount Allison alumnus, who will conduct workshops at the Motyer-Fancy Theatre. She thanked the J.E.A. Crake Foundation for supporting the visit.

M. Truitt highlighted an upcoming author talk by the mystery writer Peter Robinson.

#### 12.11.06 Other Business

There was no other business.

#### 13.11.06 Adjournment

There being no further business or announcements, the meeting adjourned at 5:05 pm (V. St.Pierre/A. Cockshutt).

Respectfully submitted,

Craig Brett  
Secretary

ACADEMIC MATTERS COMMITTEE  
Report to Senate, November 6, 2018

This report contains recommendations for changes to academic regulations effective immediately and changes to academic programs effective under the 2019-2020 academic calendar:

- Academic Regulations 10.3.2, 10.4.4, 10.9.15, 10.10.7 (effective immediately)
- Women's and Gender Studies (effective under the 2019-2020 calendar)

Note: additions/changes are indicated in bold text, deletions are indicated with strikethrough.

1. The Academic Matters Committee recommends the following changes to academic regulations, effective immediately:

**10.3.2 Registration Deadline**

- a. All full and part-time students must register each year according to procedures and time frames supplied by the Registrar's Office. Failure to do so results in a financial penalty and possible denial of registration in certain courses.
- b. In September and in January ~~no students may register after~~ **students must be registered and in attendance** by the second Friday of each term. ~~unless~~ **Exceptions must be** approved by ~~an Academic Dean~~ **the Registrar (or direct delegate)** on presentation of a medical certificate or on compassionate grounds.
- c. In May ~~no students may register after~~ **students must be registered and in attendance (for in-class courses)** by the first Friday of the term. ~~unless~~ **Exceptions must be** approved by ~~an Academic Dean~~ **the Registrar (or direct delegate)** on presentation of a medical certificate or on compassionate grounds.
- d. For specific intensive study courses the Registrar's Office will designate the deadline for registration.
- e. Attending a course while not on the class list does not constitute registration and is not a basis for approval of a request for late registration.
- f. Within one week after the date for changes in registration at the beginning of each term, instructors will verify the list of students registered in the course.
- g. Students must be properly registered in a course to receive a grade on any assignment or test.
- h. **Decisions concerning late registration in b) or c) above may be appealed to an Academic Dean within 3 calendar days of the decision.**

**10.4.4 Late Course Withdrawal After the End of the Withdrawal Period**

- a. A student who wishes to withdraw after the deadline outlined in 10.4.3 because of a serious ongoing medical or personal issue that makes completion of a course unreasonable may apply to the ~~Dean's Office~~ **Registrar (or direct delegate)** to request consideration for late withdrawal by completing a ~~Dean's Late Withdrawal~~ **Withdrawal** Permission Request Form. Where appropriate, documentation from a medical professional to support the request for late withdrawal may be required. **A decision will be made in consultation with the Director of Accessibility and Student Wellness**
- b. Any request for late withdrawal from a course must normally be submitted before **the beginning of the exam period**, ~~the final exam has been written~~ **or, if there is no final exam, before the submission deadline for the final paper/assignment has been submitted for grading**, and before a final grade has been recorded for a course.
- c. **Decisions concerning late withdrawal may be appealed to an Academic Dean within 3 calendar days of the decision.**

**10.9.15 Academic Probation**

- a. Students who have been in Good Standing will be placed on Academic Probation if they attain:
  - i. a Session Grade Point Average (SGPA) of less than 1.5 or
  - ii. a Cumulative Grade Point Average (CGPA) of at least 1.0 but less than 1.5

- b. Students who are on Academic Probation are not permitted to register for more than the normal course load (15 credits in each of the Fall and Winter terms, 12 credits in the Spring/Summer term).
- c. To return to Good Standing, students on Academic Probation must attain:
  - i. i) a Session Grade Point Average (SGPA) of at least 1.5, during the probationary period AND
  - ii. ii) a Cumulative Grade Point Average (CGPA) of at least 1.5.
- d. Students on Probation are permitted to continue to register on Probation provided their SGPA during the probationary period is at least 1.5.
- e. Students on Probation who do not achieve a SGPA of 1.5 will be placed on Suspension.
- f. Students on Academic Probation are not eligible to take courses on Letter of Permission. Exceptions must be approved in writing by the **Registrar (or direct delegate)** ~~appropriate Academic Dean~~. **Denied approval may be appealed to an Academic Dean within 3 calendar days of the decision.**

### 10.10.7 Second Undergraduate Degree Requirements

- a. Students who hold one undergraduate degree from Mount Allison may apply for re-admission to be a candidate for a second different undergraduate degree under the following regulations:
  - i. the student should have demonstrated strong academic ability and must be approved by **the Registrar (or direct delegate)** ~~an Academic Dean~~.
  - ii. the student must fulfill all the requirements for the second degree
  - iii. the student must complete Mount Allison courses totaling at least 36 additional credits, beyond those required for the first degree.
- b. Students who wish to complete the requirements for two different Bachelor's degrees **concurrently** ~~at the same time must apply to the appropriate Academic Dean for approval~~ **may apply for approval by the Registrar (or direct delegate) after having achieved third year standing (54 credits) with at least one year of study at Mount Allison demonstrating strong academic ability.** If approved, regulations 10.10.7a i, ii, and iii apply.

**Rationale:** These proposed changes are the result of discussions between the Deans and the Associate Registrar pertaining to circumstances that currently require Dean's approval. These decisions are usually made in consultation with the Registrar or Associate Registrar. The recommendation is to remove a layer of administrative work that still allows for appeal at the Decanal level. The timeframe specified for appeal is to address the requirement of timeliness for decisions pertaining to late registration, late withdrawal, LOP approval.

- 2. The Academic Matters Committee recommends the following changes to the Women's and Gender Studies program:

- the deletion of the following course:

WGST 3101 (3.00 CR)  
GENDER IN THEORY AND RESEARCH

**Rationale:** The content of this course will be split between two new courses – Feminist Theories and Feminist Research Methods.

- the addition of the following new courses:

**WGST 2201 (3.00 CR)**  
**GENDER AND SCIENCE**

**Prereq: Second-year standing or WGST 1001; or permission of the Program Director**

**This course focuses on the relationship between scientific institutions and communities that are marginalized by gender, race, colonialism, class, disability, and other social markers. It explores the structural forces that**

**contribute to exclusion and the effects of being seen as an object of scientific inquiry through feminist intersectional and decolonial approaches to the practices of scientific knowledge production. Finally, this course will address current efforts to create a more inclusive scientific community. (Format: Lecture 3 Hours) (Exclusions: WGST 3991 Gender & Science)**

**Rationale:** The cross-appointment of C. MacDougall to WGST and Sociology, and her commitment to normally teach one 3-credit course per year in WGST, creates an opportunity to develop a thematic course – Gender & Science. This course has been on the timetable as a WGST 3991 in 2017-18 and 2018-19 and is ready to be included formally as a new course. C. MacDougall will normally teach this course every year. The course will be an additional program choice at the 2nd year level, which will help draw students into the program, especially students from Faculty of Science.

**WGST 3111 (3.00 CR)  
FEMINIST THEORIES**

**Prereq: WGST 1001; 3 credits from WGST 2101, WGST 2201; or permission of the Program Director**  
**This course provides a comparative and critical analysis of various feminist theories developed as explanatory frameworks for the understanding of gendered and other divisions within society. It surveys a range of feminist theoretical traditions, traces the emergence and transformation of central feminist concepts, and investigates the connections between theory and political practice. It examines theoretical frameworks that may include: Black feminist thought, anti-racist and postcolonial feminism, queer theory, trans theory, theories of embodiment, transnational feminist theory, psychoanalytic feminist theory, and decolonial theory. (Format: Seminar 3 Hours) (Exclusions: WGST 3101; WOST 3001)**

**Rationale:** The creation of this course allows us to split the current core 3<sup>rd</sup> year course – WGST 3101 Gender in Theory and Research – back into two courses: WGST 3111 Feminist Theories, and 3121 Feminist Research Methods (see below). These were separate courses until the creation of WGST 2101 in 2013 in response to recommendations from an External Review. Because there was only one faculty member teaching 4 WGST courses at that time, the Theory and Methods courses were merged. This has created a consistent struggle to deliver either adequate training in theory or in research methods within the context of a single-semester 3-credit course. Normally this course will be taught by K. Johnston every year.

**WGST 3121 (3.00 CR)  
FEMINIST RESEARCH METHODS**

**Prereq: 3 credits from WGST 2101, WGST 2201; or permission of the Program Director**  
**This course examines feminist critiques and strategies relating to the production of knowledge, with an emphasis on epistemology, decolonization, and community-based research. It introduces the methods, techniques, and ethics involved in feminist research and analysis. The emphasis is both theoretical and practical; students therefore engage in the process of assessing and conducting feminist research. (Format: Lecture 3 Hours) (Exclusions: WGST 3101; WOST 3021)**

**Rationale:** See above re: splitting theory and methods. Feminist Research Methods will be one of two new 3<sup>rd</sup> year courses that students can choose from to complete their minor. Normally this course will be taught by K. Johnston every other year, although it may also be covered by rotating other faculty members..

**WGST 3201 (3.00 CR)  
GENDER AND WORK**

**Prereq: WGST 1001; 3 credits from WGST 2101, 2201; or permission of the Program Director**  
**This course applies a feminist analysis to the study of people at work with the premise that the workplace and the labour market cannot be understood in isolation from the private spheres of the household and the labour of social reproduction. It focuses on different experiences of work across gender, race and ethnicity, and class using an intersectional approach. It will draw on interdisciplinary studies in industrial relations**



**and feminist research practice to explore experiences of paid and unpaid work and labour. (Format: Lecture 3 Hours)**

**Rationale:** The cross-appointment of R. Pascoe-Deslauriers to WGST and Commerce, and her commitment to normally teach one 3-credit course per year in WGST starting in 2019-20, creates an opportunity to develop a thematic course – Gender & Work. R. Pascoe-Deslauriers will normally teach this course every year. The course will be an additional program choice at the 3<sup>rd</sup> year level, giving students more flexibility to take a WGST course related to their interests.

**WGST 4201 (3.00 CR)**

**GENDER AND SETTLER COLONIALISM**

**Prereq: WGST 3101 or 3111; or permission of the Program Director**

**This course will focus on the gendered, racialized, and sexualized dimensions of settler colonialism and Indigenous resurgence. It begins with the recognition that all of our learning takes place on the lands of the Mi'kmaq and Wolastoquiyik peoples, and from with the acknowledgement that we all have different and specific relationships to this land and these nations. Attending to these relationships and the responsibilities they entail, the central questions this course examines include: How do Indigenous thinkers conceptualize identity, land, and belonging? How do they think and talk about gender, sexuality, and difference? (Format: Seminar 3 Hours) (Exclusions: WGST 4001 Winter 2018 and 2019 only)**

**Rationale:** K. Johnston's expertise in issues related to feminism and settler colonialism allows for the creation a new 4<sup>th</sup> year thematic course on Gender and Settler Colonialism. This course fits with the wider university goals of decolonization and Indigenization, and represents a growing area of concern in the field of WGST. This course will not be taught every year, but will be an additional option for the 3 credits required from a 4<sup>th</sup> year core course.

➤ the following changes to prerequisites:

**WGST 2101 (3.00)**

**GENDER, IDENTITY, AND CULTURE: SEXING THE BODY**

**Prereq: Second-year standing or WGST 1001; or permission of the Program Director**

This course examines human bodies in historical and contemporary socio-political contexts, investigating gender and embodiment both as an expression of individual identity and a production of complex social processes. Drawing upon scholarship on body politics in the interdisciplinary fields of Women's, Gender, and Sexuality Studies, it explores how bodies are simultaneously gendered, raced, classed, sexualized, and politicized through interpersonal, social, and institutional processes, including culture, science, medicine, and globalization. (Format: Lecture/Tutorial 3 Hours)

**Rationale:** Relaxing the prereq for this course will allow another “entry point” into the program at the second year level, and gives it parallel prereqs with Gender and Science.

**WGST 4001 (3.00)**

**Contemporary Issues in Feminism and Gender Studies**

**Prereq: WGST 3101 or 3111; or permission of the Program Director**

This course provides opportunity for students to study in considerable depth and detail selected contemporary issues of feminism and gender in a global context. The course may focus on issues such as gender and social movements, politics of difference, theory and praxis debates, anti-feminist backlash, women and social change, femininities and masculinities, and feminist explorations of the body. (Format: Seminar 3 Hours) (Exclusion: WOST 4001)

**Rationale:** With the elimination of WGST 3101, the new WGST 3111 Feminist Theories will be the prerequisite for this course. WGST 3101 will remain as a pre-requisite for students who may have taken that course before WGST 3111 was available.

➤ the following changes in the Minor program:

MINOR in Women's and Gender Studies is 24 credits earned as follows:

3 from **WGST 1001**

3 from **WGST 2101, WGST 2201**

3 from **WGST 3101 or 3111**

3 from **WGST 3121 or 3201**

3 from **WGST 4001, 4201, 4950, 4951, 4991**

9  
12 from **CANA 3301, CLAS 2521, CLAS/HIST 2051, ENGL 3651, 3661, 4921, FINH 3081, GENV 3111, 4811, HIST 1671, 3251, 3471, 3531, 3801, 4461, 4571, INLR 3001, MUSC 3231, 3261, PHIL 2301, 3741, POLS 3031, 4001, PSYC 3311, 3511, 4311, RELG 1641, 1661, 3411, 3811, ~~3821~~, 4841, SOCI 2211, 2231, 3101, 4601, SPAN 3241, 3261, WGST 2101, 2201 3121, 3201, 4201, 4950, 4951, if not used in the 15 WGST credits above, WGST 1991, 2991, 3991, 4991**

or from the following courses in any year when the Program Director approves that their content contains a significant Women's and Gender Studies component: **ANTH 2231, 2401, 3101, 3531, 3861, 3871, 4021, 4421, 4621, ENGL 3561, FREN 3621, GENV 2221, 2811, 4821, HIST 3361, 4901, PHIL 1611, 3711, RELG 3821, 3911, 3921, 4821, SOCI 3441, 3451, 3511**

**Note:** Other courses from the following disciplines may also be approved by the Program Director when a significant Women's and Gender Studies component can be demonstrated: Anthropology, Art History, Canadian Studies, Classics, **Commerce**, English, French, German, Geography and Environment, Greek Drama, History, International Relations, Latin, Music, Philosophy, Political Science, Psychology, Religious Studies, Spanish, and Sociology.

Students interested in using courses from other disciplines towards this Minor must receive approval in writing from the Program Director during the term in which they are taking the course.

**Rationale:** With our expanded teaching capacity, we are able to offer more thematic courses and to split the “theory” and “research” courses to allow for appropriate depth in these core areas.

These changes maintain the interdisciplinarity of the minor while giving students slightly more depth in the field itself (15 required credits from WGST courses rather than the previous 12). Students who are even more dedicated to the field can, when available, take more than 15 WGST credits, giving them an even deeper foundation in the field. This option may be appropriate for students seeking to continue with WGST in graduate school. For other students, there will still be a wide array of options for elective courses that may nicely overlap with their majors.

In consultation with the Sociology department, we have added 2 courses to the list of electives: Sociology of Emotions (3101) and Sociology of the Body (4601). Sociology of Health and Illness (3511) has been added to the list of electives that may be approved when the program director believes the content is sufficiently complementary to WGST. SOCI 3441 has been deleted because it does not exist in the calendar.

In consultation with MLL, we have added SPAN 3241 Gender in Spanish Literature and Culture, 3261 Seduction in

Golden Age Spanish Literature to the list of electives. FREN 3621 Nouvelles écritures/ voix nouvelles is being added to the list of courses that may be approved by the director.

RELG 3821 The World Made Text has been moved to the list of courses needing program approval to be included in the minor since the description of the course does not automatically suggest WGST-related content.

Specific Anthropology courses have been removed since their status is uncertain; however for now we have kept Anthropology in the list of programs from which courses may be approved.

GENV 2811 Urban Social Geography is being added to the list of courses that may be approved by the director.

Commerce is being added as a department from which courses may be approved for the minor, reflecting R. Pascoe-Deslauriers' cross-appointment between WGST and Commerce.

## **MOTION THAT SENATE APPROVES ESTABLISHING AN EXCHANGE PROGRAM PARTNERSHIP WITH THE INSTITUT D'ÉTUDES POLITIQUES (UNIVERSITÉ DE STRASBOURG, FRANCE).**

### **CONTEXT:**

At its last meeting, the International Programs Committee voted to approve an exchange agreement with the Institut d'Études Politiques (IEP) (Strasbourg, France), which since 2009 has been integrated administratively into the French university but has preserved its autonomous status. Since the 1980s, Mount Allison University has maintained a valued partnership with the Université de Strasbourg through its Strasbourg Study Abroad Program, which primarily targets students interested in improving their written and spoken proficiency in French while immersing themselves in a Francophone, culturally distinct environment. This new partnership adds a new dimension to the extant one to provide students with unique educational opportunities while allowing them to benefit from the pre-departure and on-the-ground support provided by the Strasbourg Program Director appointed by Mount Allison University.

One of only ten higher education establishments of its nature and generally considered second within France, the Institut d'Études Politiques is a *grande école*, a prestigious institution that trains the French administrative elite and benefits from exceptional resources. It has over 800 enrolled students, with approximately one fifth of them being international students. Courses are offered in a range of disciplines, including political science, international relations, sociology, law, economics, and history. Due to the mandatory requirement that students spend their third year abroad, the IEP has over 100 exchange partners in Europe and the world. In Canada, it has partnered to date with Francophone or bilingual universities (Université Laval, Québec City; Glendon College, York University, Toronto; and University of Ottawa, Ottawa), but it also sends students to two Anglophone establishments (Concordia University at Edmonton, Edmonton; and Simon Fraser University, Vancouver). The IEP approached Mount Allison University due to its top ranking as a Canadian undergraduate university. The ideal candidate will be an academically strong student with outstanding proficiency in spoken and written French (the language assessment will be conducted by the Strasbourg Program Director).

The location of the IEP offers students the opportunity to witness democracy in action. Located in the historic region of Alsace, Strasbourg is the official seat of the European Parliament and one of the *de facto* capitals of the European Union (with Brussels and Luxembourg). It also houses, among many important institutions, the European Court of Human Rights and the World Forum for Democracy. The IEP maintains strong ties to these institutions and its students have an opportunity to engage in enriching activities such as the "Semaine Européenne," a series of workshops and conferences that allow students unparalleled access behind the scenes, to spaces that are not open to the public, while enabling them to connect with politicians and high-ranking officials.

The International Programs Committee determined that the institution is an excellent fit for Mount Allison and seeks Senate's approval for an exchange program partnership.



## **International cooperation agreement on student exchange**

**BETWEEN**

**Université de Strasbourg / UNISTRA (France),**

*Address: 4 rue Blaise Pascal – CS 90032, 67081 STRASBOURG Cedex - France,*

*Represented by its President, Michel Deneken,*

***Acting for the Institute of Political Studies (IEP)***

*Represented by its Director Gabriel Eckert,*

**on the one hand**

**AND**

**Mount Allison University / MTA (Canada),**

*Address: 62 York St. Sackville, New Brunswick, Canada, E4L 1E2,*

*Represented by its President, Dr. Jean-Paul Boudreau*

*Represented by Mount Allison University's International Affairs*

**on the other hand**

Given the French Education Code,

Given the deliberation of the Executive Board of Université de Strasbourg dated the March 26, 2013,

Given the deliberation of the Council of **the Institute of Political Studies** dated from October 28, 2018

**The Institute of Political Studies of Université de Strasbourg,**

And

### **International Affairs of Mount Allison University**

Decide by mutual agreement to establish an agreement for a student exchange in order to provide students with the opportunity to benefit from the undergraduate study programs offered by both partners in the following fields of study:

Political Science, Economics, International Relations, Contemporary History, Public Administration, and European Studies.

### **Article 1: Definitions**

The present International cooperation agreement designates “the partners” as **Institute of Political Studies** of Université de Strasbourg and International Affairs of Mount Allison University.

The university that sends students to the partner institution will be designated as the “home university”, and the university that receives these students will be designated as the “host university”.

### **Article 2: Exchange procedure**

#### ***Level and selection of students who participate in the exchange program:***

Exchange students from **Mount Allison University** shall have completed at least 2 years of studies when entering Université de Strasbourg.

Exchange students from the **Institute of Political Studies** of Université de Strasbourg shall have completed at least two years of studies when registering at Mount Allison University.

In addition, exchange students must have acquired the necessary language skills to pursue their study program.

The required level of language skills, as described in the “European Language Portfolio”<sup>1</sup> from the Council of Europe, for candidates coming to Université de Strasbourg as part of this exchange program is level B1. Level B2 is highly recommended for students coming to take classes taught in French.

Students attest their level of French according to one of the following supporting documents, which is attached to their application file:

|   |   |   |   |  |
|---|---|---|---|--|
| <p><i>Common European Framework of Reference for Languages</i></p> <p>Council of Europe</p> <p>Level B1</p> | <p><input type="checkbox"/> DELF - DALF (Diplôme d'Etudes en Langue Française - Diplôme Approfondi en Langue Française)</p> <p>Level B1</p> | <p><input type="checkbox"/> TCF (Test de Connaissance du Français)</p> <p>Level 3 (300 - 399)</p> <p>Validity : 2 years</p> | <p><input type="checkbox"/> TEF (Test d'Evaluation de Français)</p> <p>Level 3 (361-540)</p> <p>Validity : 1 year</p> | <p><input type="checkbox"/> between 330 and 550 hours of learning</p> <p>Certificate established by a professor from the partner university and transcript of grades</p> |
|---|---|---|---|--|

Exchange students selected for Mount Allison University must meet one of the following English language proficiency requirements:

- TOEFL score of 90 (internet test), 580 (paper test), 213 (computer test) (DI Code 0939) with no band score lower than 20
- International English Language Testing System – Academic (IELTS) score of 6.5 with no band score lower than 6\*

Each host university shall make the final decision to accept the candidates selected by the home university.

***Exchange period:***

The length of the exchange can be either one semester or one university year.

***Number of exchange program participants:***

For the entire duration of this agreement, **Mount Allison University** shall send up to two (2) students per year to the **Institute of Political Studies** of Université de Strasbourg, unless the number is changed by mutual agreement.

Likewise, **Institute of Political Studies** of Université de Strasbourg shall send up to two (2) students per year to Mount Allison University.

<sup>1</sup> Self-assessment grid: [http://www.coe.int/t/dg4/education/elp/elp-reg/Source/assessement\\_grid/assessement\\_grid\\_english.pdf](http://www.coe.int/t/dg4/education/elp/elp-reg/Source/assessement_grid/assessement_grid_english.pdf)

An exchange student for one university year is the equivalent to two exchange students for one semester.

***Registration:***

Students participating in this exchange program must register and pay registration/tuition fees at their home university. They are exempt from paying registration/tuition fees in the host university, where they will be registered as international exchange students. The exchange students will receive a student card by the host university. Exchange students will pay any other applicable ancillary and student services fees paid to the host university.

***Educational validation:***

The academic advisors identified under Article 3 shall exchange all relevant information about the courses offered in their respective universities before the application phase. They shall establish, by mutual agreement, a **provisional learning agreement** with each candidate applying in this exchange program.

Upon arrival in the host institution, the student will contact the academic advisor of the host University, in order to confirm his/her choice of course. In the case of modifications of the study program or schedule conflicts, the academic advisor of the host University shall inform its counterpart in the home University, so that in the two weeks following the beginning of the course, they have to come to a **final learning agreement** with the student. The **final learning agreement**, duly signed by both partners' academic advisors, is communicated to the mobility coordinators of the two institutions, identified in article 3.

The host university shall transfer the hosted student's grades hosted to the home university at the end of each semester as well as any additional information necessary to transpose these grades to the home university's grading system.

***Degrees:***

Exchange students shall continue to be candidates for a degree in their home institution and shall not request a degree in the host university.

***Obligations of both partners towards the students they send in the frame of this exchange program (home university):***

- recruit, select and prepare students who will participate in the exchange program;
- ensure that the students fulfill the requirements for admission in the host institution;
- transfer the applications of the selected candidates according to the instructions of the host university;
- register their own students in their university during the exchange program period;
- ensure that the students have taken out the required insurance policies (health, public liability).



**Obligations of both partners towards the students they receive in the frame of this exchange program (host university):**

- inform the accepted students about the visa application procedure <sup>2</sup>;
- exempt the exchange students from all registration fees;
- host and orientate the exchange students;
- help the exchange students find housing;
- provide support and academic advice to the exchange students;
- transmit a transcript of the hosted student's grades to the home university's student exchange administration:

IEP International Office for Université de Strasbourg and International Centre for Mount Allison University

**Obligations of the students participating in the exchange program:**

- obtain a visa, if needed;
- pay tuition fees at their home institution before the beginning of the exchange period;
- respect the rules and regulations of the host institution;
- pay for room and board during the exchange period;
- have the required insurance coverage, pay eventual medical costs and provide proof of civil liability insurance.<sup>3</sup>

**Article 3: Supervision of exchanges**

The students' advisors for the exchange program shall be:

|   |   |
|---|---|
| <p>For the <b>Institute of Political Studies</b><br/>of <b>Université de Strasbourg</b></p> <p>Academic advisor:</p> <p><b>Dr. Caroline Lehni</b><br/><b>Directrice déléguée aux Relations</b><br/><b>internationales - Sciences Po Strasbourg</b><br/>Maître de conférence en anglais, langue et<br/>civilisation britannique<br/><a href="mailto:caroline.lehni@unistra.fr">caroline.lehni@unistra.fr</a></p> | <p>For Mount Allison University</p> <p>Academic advisor:</p> <p><b>Christina Ionescu / Robin Walker</b><br/>International Programs Coordinator<br/>Mount Allison University<br/><a href="mailto:cionescu@mta.ca">cionescu@mta.ca</a> / <a href="mailto:rwalker@mta.ca">rwalker@mta.ca</a></p> |
|---|---|

<sup>2</sup> International students coming to Université de Strasbourg, from some countries, must register on the website <http://www.campusfrance.org> in order to apply for a student visa.

<sup>3</sup> Exchange students under the age of 28 and attending Université de Strasbourg are required to subscribe to the French Student Health Care ("Sécurité Sociale Etudiante"), except in the case of exemption on presentation of proof (exemption only possible for EU national students, under presentation of the European Health Insurance Card (EHIC).

|   |  |
|---|--|
| <p>+33 (0)3 68 8 58 095</p> <p>Université de Strasbourg<br/>Institut d'Etudes Politiques<br/>International Office<br/>47, avenue de la Forêt-Noire<br/>67082 Strasbourg, France</p> <p>Tel : + 33(03) 68 8 58 106</p> | <p>1-506-364-2176</p> <p>International Centre<br/>Mount Allison University<br/>62 York St.<br/>Sackville, New Brunswick,<br/>CANADA, E4L 1E2</p> |
|---|--|

The partners will be informed of any change of advisor while this agreement is valid.

The academic advisors will provide an assessment of the exchange program within the six (6) months prior to the termination of this agreement. This assessment will be taken into account in the decision to when deciding whether or not to continue the cooperation.

**Article 4: Non-Discrimination**

The Institutions agree that no person shall on the grounds of race, creed, colour, national origin, or gender be excluded from participation under the terms of this agreement.

**Article 5: Applicable law and settlement of disputes**

In case of difficulties on the interpretation or execution of this Agreement, the parties shall attempt to resolve their dispute amicably. Recourse to a jurisdiction will only be taken as a last resort after all other channels have been exhausted. In this case, the conflict shall be brought before the French court.

**Article 6: Duration and validity of the Agreement**

This International cooperation agreement has been drawn up in eight (8) original copies, four (4) in French and four (4) in English or in the partner language, both texts being equally authentic.

It shall go into effect from the date of the signature by both partners and remain valid for five (5) years. It may be renewed only if the competent authorities of each partner once again approve it.

The exchange program will start from the academic year 2018/2019.

A partner requesting to modify or terminate this International cooperation agreement must inform the other partner in writing six (6) months beforehand. In order to be valid, both partners must validate changes by means of an amendment.

In case of termination of the international cooperation agreement both partners must fulfill their commitments until the end of the academic year in progress.

Both partners ensure that students who have started their academic program under this agreement at the termination or expiry date, will finish their program under the same framework.

Strasbourg, (date .....)

Moncton, (date .....)

---

**Michel Deneken**

President of Université de Strasbourg

---

**Dr. Jean-Paul Boudreau**

President & Vice-Chancellor of Mount Allison University

---

**Gabriel Eckert**

Director of the Institute of Political Studies

---

**Dr. Jeff Ollerhead**

Vice-President Academic & Research

---

**Ms. Barb MacIntosh**

University Controller



## Academic Integrity Committee

*Report to Senate for 2017-18*

---

### **Members:**

Academic Dean delegated by Provost as the Academic Integrity Officer (Chair):

- Nauman Farooqi

Two faculty or librarians, elected by the Senate:

- Terrence Craig (Jan 01, 2018 – 30 June, 2020)
- Leslie Kern (2018-2021)

One alternate faculty or librarian, elected by the Senate:

Andrea Beverly (2018-2021)

Two students, elected by the Senate:

- Matthew Klohn
- Samuel Unger

One alternate student, elected by the Senate:

- Evert Patterson
- 

A total of thirty-one cases were submitted to the Academic Integrity Officer during the 2017-18 academic year, pertaining to 17/SS, 17/FA, and 18/WI terms.

- 22 cases were reported under 10.6.2 (a) dealing with plagiarism
- 3 cases were reported under 10.6.2 (b) dealing with submitting work for which academic credit has been received or which was reported for academic credit for another course without the written permission of the instructor/s.
- 2 cases reported under 10.6.2 (d) dealing with copying someone else's work on assignments, or exams.
- 1 case was reported under 10.6.2 (e) dealing with use of unauthorized aid or assistance in tests or exams.
- 1 case was reported under 10.6.2 (j) and (k) dealing with obtaining, viewing or sharing information about an assignment, test or exam (j), knowingly helping someone else engage in academically dishonest behavior (k). This case was dismissed due to a lack of supporting evidence.
- 1 case was reported under 10.6.2 (l) dealing with submitting false information or false medical documentation or misrepresenting personal circumstances to postpone or gain an advantage for any academic work.
- 1 case were reported under 10.6.2 (n) dealing with any other form of misrepresentation, cheating, fraudulent academic behavior or other improper academic conduct of comparable severity.

Sanctions imposed by instructors included:

- Reduced grade on assignment/lab
- Zero on the assignment/exam
- Zero on the paper
- Reviewing criminal code related to forgery
- Rewrite for the paper/assignment

Two students were placed on disciplinary probation due to academic misconduct. One student was placed on disciplinary suspension. Two cases involving disciplinary suspension (for the same student) were appealed to the Academic Appeals Committee. Both appeals were denied.

The committee met once during the academic year (September 28). The committee reviewed the draft report prepared for submission to Senate as well as discussed the request from the heads of departments to be informed of the results of decisions made for cases of academic misconduct in their respective departments. The committee also reviewed tutorial software for student education and received feedback from the library on its efficacy and cost/benefit. A review of information available concerning academic misconduct was conducted and access to policies, procedures and forms was streamlined.

Respectfully submitted.

Nauman Farooqi

Academic Integrity Officer

Dated: October 22, 2018



**Academic Appeals Committee  
Report to Senate  
September 2018**

Members of this committee in 2017-2018 were: J. Ollerhead, chair, B. Robertson, B. Walters, R. Howlett, student and K. Stel, student.

The Academic Appeals Committee met on December 1, 2017, January 22 and 25, 2018 to consider two (2) appeals. Both appeals were denied.

Respectfully submitted,

A handwritten signature in blue ink, appearing to be "JO", written over a faint, illegible printed name.

J. Ollerhead, PhD, PGeo  
Provost and Vice-President, Academic and Research  
Mount Allison University

## **Admissions and Re-admissions Committee Report to Senate –November 6, 2018**

Committee Members: T. Craig, N. Johnston (to June 30, 2018), K. Johnston (as of July 1, 2018) C. Lovekin, E. Patterson (to May 30, 2018) M. Klohn (as of June 1), E. Wells (Chair) C. Parker (secretary)

The Admissions and Re-admissions Committee met twelve times during the period from September, 2017 through September 2018, on the following dates:

- November 23 - by email – 1 application
- December 12 - by email – 1 application
- December 20 - by email – 1 application
- December 21 - by email – 1 application
- February 8 - by email – 1 application
- March 28 - by email - 4 applications
- April 24 - by email – 2 applications
- May 4 - by email – 1 application
- June 18 - 1 application, plus 46 academic standing appeals
- June 22 - by email – 1 application
- August 1 - by email – 4 applications
- September 7 - by email – 1 application (student who missed academic standing appeal notification)

### **Applications for Readmission following a period of Suspension or Dismissal**

From the period of September, 2017 through September 2018, the committee considered eighteen applications for re-admission following a period of Academic Suspension or Dismissal, plus one application from a student who was placed on suspension at the end of 17/FW but missed the appeal process. In four cases, students requested re-admission with permission to register for correspondence course(s) and or courses on LOP while on Probation. In all but one case, the students were re-admitted on Academic Probation for the term requested. One student was denied re-admission for 18/SS term because his academic standing for 17/FW would result in suspension and was advised to follow the appeals process for re-admission commencing in 18/FA.

### **Academic Standing Appeals at the end of the 17/SFW year**

The committee considered sixty-seven letters of appeal.

Thirteen students appealing Suspension or Dismissal had an account balance at time of appeal. Calendar regulation 4.4.4 stipulates that appeals to the Admissions and Re-admissions Committee will only be considered if there is no outstanding balance payable on the student's account. The committee considered the appeals but the outcome was not to be released until the account balance was paid. The students were informed of the deadline by which their account balance must be paid in order to appeal the decision of the Admissions and Re-admissions Committee should the outcome not be favourable.

Students recommended by the committee for re-admission on Academic Probation were re-admitted with the condition that they may register for no more than 15 credits per term and that they will remain on Academic Probation until the end of the 2018-2019 academic session at which time their academic standing will be re-assessed. To return to Good Standing they must achieve a Session GPA of at least 1.5 AND a CGPA of at least 1.5. During the probation period, students are not eligible to take courses on Letter of Permission at another university.

Students whose appeals were unsuccessful were advised that the committee's decision may be appealed to the Readmission Appeals Committee under one of the following grounds:

- a) the Admissions and Re-admissions Committee was biased;
- b) the Admissions and Re-admissions Committee made an error in interpreting a regulation;
- c) **new** information has been provided subsequent to the decision of the Admissions and Re-admissions Committee; (eg. Grade change in course(s), medical or other supporting documentation)
- d) the decision of the Admissions and Re-admissions Committee imposes undue or unreasonable hardship.

### **Group I - Academic Dismissal**

Three (3) of the six (6) students who ended the year on Academic Dismissal appealed. The committee recommended re-admission on probation for one student. The committee made no recommendation for re-admission for the other two students who remain on dismissal unless they appealed the committee's decision to the Re-admission Appeals Committee.

### **Group II - Academic Suspension from Good Standing**

Nineteen (19) of forty-seven (47) students who began the year in Good Standing but ended the year on Academic Suspension appealed. The committee recommended that fourteen (14) of the students be re-admitted to full-time studies on Academic Probation. The committee made no recommendation for re-admission for five (5) students who remain on suspension unless they appealed the committee's decision to the Re-admission Appeals Committee.

### **Group III - Academic Suspension from Academic Probation or Re-admission on Probation**

Twenty-four (24) of sixty (60) students who began the year on Academic Probation (13) or Re-admitted on Probation following previous suspension(11) appealed their placement on Academic Suspension. The committee recommended eighteen (18) of those students to be re-admitted to full-time studies on Academic Probation. The committee made no recommendation for re-admission for six (6) students and those students remain on suspension unless they appealed the committee's decision to the Re-admission Appeals Committee.

### **Review of status of students re-admitted on probation for 17/FW**

#### **Conditions for Readmission for 17/FW – Support Services**

Effective June 2016, students whose appeals were successful were re-admitted on probation with a requirement that they sign a 'conditions for re-admission' form whereby they agreed to meet with the student service provider(s) identified on the form as determined by the committee, before the end of September. There was further follow-up in January based on 17/FA term grades. Student service providers included: Meighen Centre, Wellness Centre, Academic Advisor, Program Advisors, Academic Support Services, International Advisor, Indigenous Affairs Coordinator, Financial Aid Counsellor, Director of Athletics, other Student Affairs staff.

Of the sixty-one (61) students who were re-admitted on probation for the 17/SFW session:

- Thirteen (13) students achieved Good Standing (~21%)
- Ten (10) students ended the year on Academic Probation (~16%)
- Thirty (30) students ended the year on Academic Suspension; (~49%)
  - eleven (11) of those submitted academic standing appeals; six (6) were successful and re-admitted again on probation for 18/FW.
- Eight (8) students did not return for 17/FW (~13%)



Re-admissions Appeals Committee  
Report to Senate, November 9 2018

Membership of the Committee:

- The Secretary of Senate (ex officio), Craig Brett, Chair
- An Academic Dean (ex officio), Amanda Cockshutt
- One Faculty Member or Librarian, Ardath Whynacht
- One Alternate Faculty Member or Librarian, Geoff Cruttwell

The Re-admissions Appeals Committee met once in the past year, on July 24, 2018, with Nauman Farooqi sitting in as the Academic Dean. It considered four appeals decisions of the Admissions and Re-admissions Committee, all from students who had been placed on Suspension, having previously been re-admitted on probation. Each appellant brought information to the Appeals Committee that was not available to the Admissions and Re-admissions Committee.

The Re-admissions Appeal Committee reversed the decisions of Admissions and Re-admissions Committee in three of the four cases. The three students were re-admitted, subject to conditions. These conditions were tailored to the circumstances of each case, but typically involved mandatory use of support services. In the fourth case, the committee upheld the decision of the Admissions and Re-admissions Committee because the committee deemed the new information did not support the appeal.

The number of appeals was the same as in 2017. There was a single appeal in 2016.

Respectfully Submitted,

Craig Brett  
Secretary of Senate and Committee Chair

## Mount Allison University

### Employment Equity Report to Senate

Information concerning term, sessional, tenure-track and tenured faculty and librarians is provided here. This concerns articles 16.05 and 19.05 of the Full Time Collective Agreement (2016-2019).

**As of October 15, 2018**

#### Term, Sessional, Tenure-Track and Tenured Faculty Breakdown

|                      | Male | % Male | Female | % Female | Total | % Total |
|----------------------|------|--------|--------|----------|-------|---------|
| Postdoctoral Fellows | 2    | 40%    | 3      | 60%      | 5     | 3%      |
| Lecturer             | 2    | 29%    | 5      | 71%      | 7     | 5%      |
| Assistant            | 13   | 50%    | 13     | 50%      | 26    | 18%     |
| Associate            | 38   | 57%    | 29     | 43%      | 67    | 47%     |
| Full                 | 23   | 61%    | 15     | 39%      | 38    | 27%     |
| All Ranks            |      | 0%     |        | 0%       | 143   | 100%    |

#### Term, Sessional, Tenure-Track and Tenured Librarians Breakdown

|           | Male | % Male | Female | % Female | Total | % Total |
|-----------|------|--------|--------|----------|-------|---------|
| General   | 0    |        | 0      |          | 0     | 0%      |
| Assistant | 0    |        | 2      | 100%     | 2     | 25%     |
| Associate | 1    | 33%    | 2      | 67%      | 3     | 38%     |
| Full      | 1    |        | 2      | 67%      | 3     | 38%     |
| All Ranks |      | 0%     |        | 0%       | 8     | 100%    |

## Mount Allison University

### Employment Equity Report to Senate

Information concerning tenure-track and tenured faculty and librarians is provided here. This concerns articles 16.05 and 19.05 of the Full Time Collective Agreement (2016-2019).

**As of October 15, 2018**

#### Tenure-Track and Tenured Faculty Breakdown

|           | Male | % Male | Female | % Female | Total | % Total |
|-----------|------|--------|--------|----------|-------|---------|
| Lecturer  | 1    |        | 0      |          | 1     | 1%      |
| Assistant | 4    | 29%    | 10     | 71%      | 14    | 12%     |
| Associate | 38   | 57%    | 29     | 43%      | 67    | 56%     |
| Full      | 24   | 63%    | 14     | 37%      | 38    | 32%     |
| All Ranks |      | 0%     |        | 0%       | 120   | 100%    |

#### Tenure-Track and Tenured Librarians Breakdown

|           | Male | % Male | Female | % Female | Total | % Total |
|-----------|------|--------|--------|----------|-------|---------|
| General   |      |        |        |          | 0     | 0%      |
| Assistant | 0    |        | 1      |          | 1     | 14%     |
| Associate | 1    | 33%    | 2      | 67%      | 3     | 43%     |
| Full      | 1    |        | 2      | 67%      | 3     | 43%     |
| All Ranks |      | 0%     |        | 0%       | 7     | 100%    |