



SENATE

Approved Minutes of the Meeting held on
Monday, January 28, 2019 at 3:00pm

Theatre A, Sir Charles Tupper Medical Building, Carleton Campus, Halifax

The Senate met in regular session on Monday, January 28, 2019 in Theatre A, Sir Charles Tupper Medical Building.

Present: K. Hewitt (Chair); R. Agu; A. Aiken; A. Almallah; M. Aston; T. Balsler; R. Barker; V. Bhargava; J. Blustein; C. Cameron; R. Chang; A. Cochrane; R. Croll; L. Cutmore; P. Cyrus; T. Cyrus; B. Davis; C. Diallo; C. Dieleman; P. Doyle-Bedwell; T. Duck; B. Foster; L. Goldberg; M. R. Goodday; D. Gray; D. Grujic; A. Habib; J. Hall; K. Harman; F. Harvey; S. Holmes; G. Horne; V. Howard; I. Joseph; D. Kelley; M. Khan; J.S. Kim; C. Kozey; M. Leonard; L. Macdonald; P. MacKinnon; C. Macy; C. Moore; N. Nadeem; V. Nams; J. Newhook; R. Orji; T. Packer; M. Pacurar; S. Patles; D. Patterson; J. Penney; W. Phillips; J. Phinney; S. Ponomarenko; A. Prosper; B. Rathgeber; A. Rau-Chaplin; C. Richardson; G. Scherkoske; A. Siegel; D. Silvio; L. Spiteri; S. Stackhouse; J. Stamp; A. Steenbeek; F. Taheri; D. Thomas; L. Turnbull; G. Warner; E. Welsh; D. Westwood; D. White; S. Wildeman

Regrets: G. Adolphe-Nazaire; V. Allen; D. Anderson; D. Bourne-Tyson; L. Diepeveen; L. Hackett; S. Theriault; I. Waldron

Absent: K. Dakin-Hache; A. Doucette; H. El Naggari; J. Fasuyi; N. Gear; F. Jones; K. Kesselring; W. Lahey; D. McKeen; A. Sarhan; S. Stone; P. Tyedmers; H. Xu

Guests: Isalean Harris (Project Coordinator, MA Women & Gender Studies, SMU); Ian Nason (Vice President, Finance and Administration); Lindie Colp-Rutley (Senior Workforce Analyst, HR); Alison Shea (Privacy Officer); David Weir (Technical Analyst, HR); Susan Brousseau (Secretary of Senate), Sundari Pashupathi (Acting Associate Secretary of Senate); Neny Kwasi (Student Minute Taker)

The Dalhousie University Senate acknowledges that this meeting is taking place in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People.

1. Approval of Agenda

Senator Hewitt reported that Item 5.3 – University Rankings will be removed from the agenda as the presenter, Susan Spence, Vice Provost, Planning and Analytics was unable to present. The agenda was **approved** with this amendment.

2. Consent Agenda

2.1 Approval of the Draft Minutes of December 10, 2018 Senate Meeting

THAT the draft minutes of the December 10, 2018 meeting be approved as circulated.

Approved by **CONSENT**.

3. Matters Arising from the December 10, 2018 Senate Meeting Minutes

There were no matters arising.

4. Steps to Make Diversity and Inclusion a Reality

Isalean Harris (Project Coordinator, MA Women & Gender Studies, Saint Mary's University) presented on this item, speaking to her research that indicates that universities' employment equity policies have not contributed to the progress of black Canadian women within academia. She noted that institutional whiteness has led to black women not benefitting from employment equity in the same way that white women have. She recounted quotes from black Canadian women faculty which portrayed their perception that they were not as valued as their white colleagues. She highlighted the need for universities to improve retention of Black faculty members through proactive retention practices, informed by tracking retention data, by talking to them and finding out their needs. Universities should also create opportunities for exposure and professional development and enable curriculum diversity by allowing racialized scholars to teach foundational courses.

In a brief discussion following the presentation, it was noted that black women representation may differ across disciplines, e.g. in the social sciences vs Science, technology, engineering, and mathematics (STEM) sciences. Universities are also encouraged to create an atmosphere of belonging by showing genuine interest in hearing and responding appropriately to the concerns of black women faculty.

5. For Discussion

5.1 Self ID Forms

Senator Hewitt introduced the item by reiterating Senate's commitment to equity, diversity and inclusion (EDI) and the reliance on the associated measurement on progress towards achieving equity in Senate's practices, policies and procedures. Collecting Self-ID information is central to tracking progress (e.g. as Dalhousie does under the Federal Contractors Program) and while progress has been measured with regard to overall Senate composition, there is a need for a mechanism to report adequately on the diversity of the many committees that Senate is asked to participate in. In support of this goal he requested that Senators review the Self ID form that was circulated in the meeting package and provide their concerns/opinions on the adoption of a self-ID process by Senate.

In his overview, Senator Hewitt explained that Senate officers had consulted with the Dalhousie Human Resources department and the Privacy Officer in the Legal Counsel Office to explore an easy yet confidential method to collect information regarding EDI from Senators for the purpose noted in the previous section.

Based on preliminary consultation with the ITS department, it was clarified that the form could appear as an additional folder in current Senators' Dal Online account, similar to how the "Be Counted" census currently appears for all current employees at the university. The same principles that apply to the collection, dissemination and use of personal information would apply to the Self ID form for Senators.

Responding to questions and observations, Senator Hewitt noted that instances when the information gathered will not be used in aggregate would be when electing Senators to ad-hoc committees (e.g. search committee membership under the Senior Admin appointments policy) by Senate Planning and Governance Committee and by the Senate Nominating Committee when making nominations to Senate Standing Committees.

On the suggestion of adding the question “Are you a senator?” to the Be Counted census and thereby removing the need to maintain a separate database for EDI information, representatives of the Dalhousie Human Resources Department noted that although it would be a simple and effective solution, some technical and data integration issues associated with the process prevents them from implementing it. On the question of information being kept indefinitely on Dal Online, it was clarified that the information on Senators would be kept only as long as the Senator was serving a term – once the term is over, the information will be deleted from the system. It was also clarified that the information, if taken from the Be Counted census, would stay on Dal Online as long as the employee is employed at Dalhousie. This decision is based on discussions that took place when the Be Counted census was being designed on Dal Online’s system.

In response to the question of those who do not fit in any of the named categories, it was agreed that a space would be created for Senators to enter specific information under the category “Other Identity” for each question. Specific comments and concerns on the various options under each question in the form were also noted: such as the Visible Minority category where some do not find they identify with the existing categories; the use of non-Caucasian, which was no longer acceptable because it was based on human skeletal differences; sexual identity which should also provide a section for Senators to provide specific information as the options were not all inclusive. The concerns were taken into consideration and the Chair clarified that although the draft form used nationally accepted employment equity descriptions, it can be adapted based on feedback from Senators.

Senators were concerned about the confidentiality of the form given that it is accessible to standing committee members. In response it was noted that committee members could be asked to sign a confidentiality statement before having access to the data collected.

Senator Hewitt noted that the form had been drafted in consultation with the Privacy Officer and representatives of the Dalhousie Human Resources department. The Privacy Officer responded that they had not foreseen any legal issues when the Be Counted census was first launched to gather information on equity seeking groups at the University as providing information in the form is purely voluntary; however, she assured that they would review this again.

Senator Hewitt advised that a revised form will come back to Senate for review.

5.2. Budget Advisory Committee (BAC) Report LVII

Teri Balsler (Provost and Vice President Academic) and Ian Nason (Vice President Finance and Administration) presented this item. Senator Balsler’s presentation was familiar to those who attended campus budget forums the week prior, and shared with Senators some of the core features of the budget: where funds come from (more than 90% from the government and tuition fees), how money is spent (nearly 75% on faculty/staff salaries and benefits) and some of the pressures on the operating budget (changing demographics, rising costs, limited government funding and more). The presentation considered Dalhousie in the context of higher education in Canada and globally. Options to balance the

operating budget potentially include hiring fewer faculty; increasing tuition; increase enrolment of international students with their attendant required support; or defer maintenance. In a bid to get answers, they held budget fora, a survey from which they received feedback and recommendations. A result of collating the suggestions showed that there should be no more silos and duplication of services, the importance of innovation, more summer programming and optimal space management and the importance of classroom facilities renewal even if general maintenance were deferred.

A concern was raised that many students had not received the survey link to provide feedback on the BAC report. In response the presenters acknowledged that they had received similar feedback on this issue and plans were underway to reopen the survey and have another budget forum at a time accessible to students.

On the issue of international student fee differential, Senators commented that this fee is already too high and instead of raising tuition, the university could increase international student enrolment with accommodations for them. Also, a Senator noted that a significant group that uses the Dalhousie Student Union's (DSU) food bank are international graduate students. Another point was made that international graduate students should be separated from international undergraduate students for purposes of considering tuition and financial support so that Dalhousie does not continue to lose graduate students to other schools with better graduate student funding. In response, the presenters noted that any increase in international student enrolment would be done responsibly and more attention would be given to financial support for international graduate students. A request was made to see figures of international student differential fees over the years at the next Senate meeting and the presenters agreed to make these available.

On the question of increasing government funding, the DSU has, in the past, expressed interest in working with University administration to lobby the government for increased e funding for universities.

6. Reports

6.1 Reports from Senate Standing Committees

Chair of Senate Academic Programs and Research Committee's Report

Senator Harman updated the Senate that the Senate Executive team along with SAPRC is in the early stages of planning a forum on supporting faculty and staff on prioritising diversification and innovation in the curriculum. This has been identified as a priority by Senate as faculty frequently highlight their need for greater support and assistance in order to move forward in this area.

Chair of Senate Teaching and Learning Committee's Report

Senator Packer reported that the Senate Executive team and SLTC is currently engaging with a small group on how to better integrate international students. They are also working on a document that addresses the definition of a "student".

Chair of Senate Planning and Governance Committee

Senator Hewitt shared that the Senate working group anticipates reporting to Senate shortly on its engagement with the Board on the review of fossil fuel investments

6.2. President's Report

Senator MacKinnon acknowledged the concerns raised about his most recent book, noting that the issues he wrote about were both contemporary and contentious in nature and that he wrote about them for purposes of discussion. He spoke particularly to the issue of blackface, noting that he does not condone blackface and he did not condone blackface in the book. He stated that he regrets any interpretation to the contrary and regrets the distress it has caused. Student senators noted their concerns about Senator MacKinnon's appointment and book. A student senator raised concerns about Senator MacKinnon's statement in his book in which he regards the 16th TRC call to action as "problematic". In addition, the student senators raised concerns about statements in his book which disregard the importance of the usage of appropriate gender pronouns and the dismissive statements made in the book about sexual misconduct in relation to the Dalhousie Dentistry incident. Senator MacKinnon noted Dalhousie's strategic priority 5.2 and stated that this goal and value has been part of his life for a very long time.

Senator MacKinnon reported on his activities as interim president to date, including meetings with various individuals and groups in both Halifax and Truro. He shared that undergraduate applications have increased 13.8% and admission offers are up by 3.3%. He noted the grand opening of the latest Dal Innovates sandbox this month and the successful conclusion of the Dal 200th celebration. He also noted his meeting with student-athletes at the Academic All-Canadians luncheon and the opportunity to help celebrate the opening of the new home for the Dal-led Imhotep's Legacy Academy outreach program on Sexton Campus.

6.3. Questions for Reports

During the question period, Senator MacKinnon responded to several questions on his book focused on references to the recommendations of the Truth and Reconciliation Commission of Canada (TRC), the Dalhousie University Dentistry incident, gender and gender pronoun related incidents at other campuses, and the role of student and faculty organizations. Senator MacKinnon acknowledged that there are risks involved with writing the type of book he wrote, which tackles contemporary and contentious topics and relies on contemporary research sources.

7. Question Period

There were no questions.

8. Other Business

There was no new business arising.

Adjournment

The meeting was adjourned at 5:05pm.