



## SENATE

**APPROVED Minutes of the Meeting held on  
Monday, February 22, 2016  
3:00 – 6:00 p.m.  
Theatre A, Sir Charles Tupper Medical Building,  
Carleton Campus, Halifax**

The Senate met in regular session on Monday, February 22, 2016 in Theatre A, Sir Charles Tupper Medical Building.

Present with Mr. K. Hewitt in the chair were the following: Ali, Anderson, Banks, Barrett, Baur, Baylis, Bhatia, Boran, Burton, Byers, Cameron, Cochrane, Cooper, Crago, Croll, Cutler, Dobson, Finley, Florizone, Gahagan, Gantar, Goldberg, Goodday, Gray, Harman, Hill, Holmes, Hunt, Hutton, Kesselring, Kirk, Kozey, Leach, Leon, Leonard, M. Macdonald, MacRae, Manuel, Mansour, Meynell, Mukhida, Nicholson, Noble, Pacurar, Parker, Rau-Chaplin, Roy, Smit, Smith, Stadnyk, Stanish, Stone, Tennessen, Watters, Webster, Wright, Zaiotti.

Regrets: Bodorik, Bourne-Tyson, Brown, Chen, DasGupta, Habib, Langille, Lu, Ma, B. MacDonald, C. MacDonald, Mazzanti, Quraishi, Wach.

Absent: Doman, Erdman, Grant, Khan, Kyrakiakidis, McCallum, Mopoho

Guests: S. Brousseau (Secretary of Senate), C. Plummer (Minute-Taker), A. Power (Recording Secretary), Kim Good, Debora Matthews

### **2016:10**

#### **Approval of Agenda**

The agenda was **APPROVED** with one edit. The Provost's Report was removed.

### **2016:11**

#### **Consent Agenda**

The following motions were approved by consent:

#### **Approval of Draft Minutes of January 11, 2016 Senate Meeting**

THAT the draft minutes of January 11, 2016 be approved as presented.

#### **Senate Nominating Committee: Nominations for Senate Discipline Committee members**

That Senate appoint Deborah Tamlyn, Faculty of Health Professions, for the term February 22, 2016 – February 28, 2017 and Holly Richardson, Faculty of Health Professions, for the term February 22, 2016 – June 30, 2016 to the Senate Discipline Committee.

## **2016:12**

### **Matters Arising from the January 11, 2016 Senate Minutes**

There were no matters arising from the January 11, 2016 Senate minutes.

## **2016:13.**

### **Chair of Senate's Report**

Chair of Senate, K. Hewitt, welcomed two new senators from the Faculty of Medicine: Karin Mukhida (Department of Anesthesia), and Roger Croll (Department of Physiology and Biophysics).

Senator Hewitt congratulated faculty members in the Faculty of Arts and Social Sciences on their initiation of a faculty-generated effort to establish a bursary/scholarship fund for Black/African Canadian and aboriginal students by way of individual payroll deductions. Mr. Hewitt also referred senators to various recent information items attached to the meeting package that may be of interest to them. Senator Hewitt highlighted items approved by the Senate standing committees on behalf of Senate, including the following:

#### Senate Planning and Governance Committee,

- The appointment of Lois Jackson as the Senate representative on the search committee for the Associate Vice President, Research;
- The appointment of the following faculty members to the Senate Review Committee for the Faculty of Dentistry: Tanya Packer, Faculty of Health Professions, (Committee Chair); Christian Blouin, Faculty of Computer Science; Lara Hazelton, Faculty of Medicine; and Marty Leonard, Faculty of Science and Faculty of Graduate Studies.

#### Senate Academic Programs and Research Committee

- The new Post Graduate Medicine program in Adult Interventional Cardiology, Faculty of Medicine;
- Program modifications for the Minor in Food Science, Faculty of Engineering;
- Program modifications for the Bachelor of Informatics, Faculty of Computer Science;
- Revised minors in the Faculty of Agriculture: Agricultural Business Management, Agricultural; and Economics, Animal Agriculture, Environmental Horticulture, Environmental Sciences, Food Bioscience, Plant Science.

Senator Hewitt spoke briefly to several items, including African Heritage month celebrations; planning for the statutory "6+6" joint meeting between the Senate and the Board of Governors and the form this might take over the next year; and anticipated agenda items for upcoming meetings of Senate. At the conclusion of his report, and in recognition of African Heritage month, Senator Hewitt asked Senate to observe a minute of silence for those lives lost in the Atlantic slave trade.

## **2016:14**

### **President's Report**

President Florizone highlighted several items in his written report, including progress on the strategic direction (particularly the four "R"s of retention, research, returns to society, and respect). He thanked all members of the community who participated in recognizing African Heritage month and encouraged senators to participate in the various activities offered on and off campus.

Following his report, Senator Florizone responded to questions and comments related to Dalhousie's strategic priorities (and particularly the need to (i) ensure that education and educational scholarship are highlighted in the four "R"s and (ii) address faculty recruitment and retention as a priority), upcoming BAC student consultations, communication of the November 2015 Culture of Respect Progress on Report Recommendations, and the University's initiatives around lobbying government for increased funding.

## **2016:15**

### **Senate Nominating Committee: Nomination for Chair of Senate, Term 2016-2019**

Senator Harman assumed the chair to present the report of the Senate Nominating Committee. Senator Hewitt withdrew from the meeting for this agenda item.

On behalf of the Senate Nominating Committee, Senator Harman **MOVED**:

**THAT** Senate appoint Mr. Kevin Hewitt, Faculty of Science, as Chair of Senate for the term July 1, 2016 to June 30, 2019.

The motion **CARRIED**.

Senator Hewitt then resumed the chair.

## **2016:16**

### **Senate Academic Programs and Research Committee: New Program Proposal: Master of Science, Psychiatry**

Senator David Anderson, Dean, Faculty of Medicine introduced Kim Good, Department of Psychiatry, Faculty of Medicine, to present the proposal to Senate. Dr. Good outlined the rationale for a Master of Science in Psychiatry, highlighting the primary objectives of the proposed program. She noted that no new resources are necessary to implement the program.

On behalf of the Senate Academic Programs and Research Committee, Senator Hewitt **MOVED**:

**THAT** Senate approve the new program proposal for a Master of Science in Psychiatry, Faculty of Medicine.

In discussion of the motion it was noted that no new facilities or supports are anticipated for running the program and that an evaluation framework may be requested by the Maritime Provinces Higher Education Committee, prior to final approval.

The motion **CARRIED**.

**2016:17**

**Senate Planning and Governance Committee: DSU Senate membership reform proposal**

Senator Hewitt reminded senators that a motion to amend the Constitution requires a 2/3 majority vote in order to be approved. Once approved by Senate, the revised Constitution will be presented to the Board of Governors Governance and Nominating Committee and then to the full Board for approval. Mr. Hewitt proposed that the two motions presented be considered as an omnibus motion; however, he noted that if one member of Senate opposed this, the motions would be considered separately.

On behalf of the Senate Planning and Governance Committee, Senator Hewitt **MOVED**:

**Motion 1:** SPGC establish an ad hoc committee to:

- a) Examine, in light of the Dalhousie Student Union proposal to increase their representation, the appropriate number of faculty seats on Senate.
- b) Examine means to enhance the proportion of equity seeking groups on Senate, consistent with the Principles and Values espoused in our constitution.
- c) Present the results of their examination to the Senate Planning and Governance Committee by March 16, 2016.

**Motion 2:** 3.4(b) Students: Twenty-two (22) students elected for one-year terms using a process as defined in the Dalhousie Student Union (DSU) Constitution and in keeping with Senate's principles to advance diversity, equity, and inclusiveness. The student members shall consist of:

- President, DSU
- Vice President, Academic and External, DSU
- Fourteen (14) students to represent each of the Faculties. One each from: Agriculture Campus, Architecture and Planning, Arts and Social Sciences, Computer Science, Continuing Education, Dentistry, Engineering, Health Professions, Law, Management, Medicine, and Science and two (2) students from the Faculty of Graduate Studies.
- Six (6) students with one student to represent each of the following constituencies: international students, LGBTQ students, women students, Black/African Canadian students, indigenous students, students with disabilities.

Senator Hutton, DSU Vice President, Academic and External, spoke to the two motions, highlighting the revisions that were made following the earlier discussion in Senate. He noted that the Senate Planning and Governance Committee (SPGC) took Senate's feedback into consideration and has addressed faculty representation and relationships within Senate through the proposed creation of an ad hoc committee to look at Senate membership generally. He noted that the goal of the proposal is to increase student representation, not reduce the balance of faculty power in Senate. If approved, Dalhousie will be first Senate in Canada to incorporate equity representation.

Senator Hewitt spoke to Motion 1, noting that the SPGC, in light of the student motion, recommended the motion for the establishment of an ad hoc committee to consider appropriate faculty representation on Senate. To ensure that a review of the faculty numbers is done in a timely manner, the motion provides for a report to SPGC by March 16, 2016.

Senator Barrett requested that the motions not be considered together as an omnibus motion. The two motions were then separated and considered independently. There was discussion on the first motion. It was noted that the proposed ad hoc committee should also consider the appropriate number of administrator seats on Senate.

Senator Banks **MOVED**, seconded by Senator Bauer:

**THAT** motion 1(a) be amended to read:

- a) Examine, in light of the Dalhousie Student Union proposal to increase their representation, the appropriate number of faculty, **student, and administrator seats** on Senate.

Discussion followed on the proposed amendment. It was noted that as the number of student seats has already been determined in motion 2, “students” should be removed from motion 1. An amendment to the amendment was proposed.

Senator Nicholson **MOVED**, seconded by Senator Dobson:

**THAT** the amendment to motion 1(a) be amended to read:

- a) Examine, in light of the Dalhousie Student Union proposal to increase their representation, the appropriate number of faculty **and administrator seats** on Senate.

There was discussion on the proposed amendment to the amendment. It was noted that it would be more appropriate for the ad hoc committee to consider the ratios of the respective constituencies on Senate, rather than the number of seats.

The amendment to the amended motion was **DEFEATED**.

The initial amendment was **also DEFEATED**.

Senator Hill **MOVED**, seconded by Senator Banks:

**THAT** motion 1(a) be amended to read:

- a) Examine, in light of the Dalhousie Student Union proposal to increase their representation, the appropriate **ratios of faculty to student to administrator** seats on Senate.

There was a brief discussion on the new proposed amendment.

Senator Banks called the question.

The amendment **CARRIED**.

There was discussion on motion 1, as amended.

**Motion 1:** SPGC establish an ad hoc committee to:

- a) Examine, in light of the Dalhousie Student Union proposal to increase their representation, the appropriate ratios of faculty to student to administrative seats on Senate.

- b) Examine means to enhance the proportion of equity seeking groups on Senate, consistent with the Principles and Values espoused in our constitution.
- c) Present the results of their examination to the Senate Planning and Governance Committee by March 16, 2016.

The main motion, as amended **CARRIED**.

There was discussion on motion 2.

**Motion 2:** 3.4(b) Students: Twenty-two (22) students elected for one-year terms using a process as defined in the Dalhousie Student Union (DSU) Constitution and in keeping with Senate's principles to advance diversity, equity and inclusiveness. The student members shall consist of:

- President, DSU
- Vice President, Academic and External, DSU
- Fourteen (14) students to represent each of the Faculties. One each from: Agriculture Campus, Architecture and Planning, Arts and Social Sciences, Computer Science, Continuing Education, Dentistry, Engineering, Health Professions, Law, Management, Medicine, and Science and two (2) students from the Faculty of Graduate Studies
- Six (6) students with one student to represent each of the following constituencies: international students, LGBTQ students, women students, Black/African Canadian students, indigenous students, students with disabilities.

In discussion of the motion there was concern for having the equity seats only within the student representation and a proposal that a full review of equity seats be undertaken by the ad hoc committee approved in motion #1. Concern was also expressed about increasing the size of Senate significantly and it was proposed that the six equity seats could be left open to be filled by students, faculty or administrators within the current number of senators.

Senator Leon **MOVED**, seconded by Senator Gantar:

**THAT** Senate approve that motion 2 be amended by removing the last bullet "Six (6) students with one student to represent each of the following constituencies: international students, LGBTQ students, women students, Black/African Canadian students, indigenous students, students with disabilities." which would result in electing 16 students, rather than 22.

There was discussion on the proposed amendment. Concerns were raised about equity representation and the respective voices not being heard. Senate discussed the possibility of having the ad hoc committee consider these equity seats within the parameters of motion 1. It was noted that the number of student seats has been well researched and considered and that the ad hoc committee was intended to examine faculty and administrator representation. The six student equity seats are intended to reflect student diversity and increase student representation on Senate, in particular.

Senator Banks called the question on the vote, seconded by Senator Nicholson. The vote requires 2/3 majority.

The motion on calling the question was **APPROVED**.

The amendment proposed to motion 2 was **DEFEATED**.

There was further discussion on motion #2. Concern was raised for the one-year term of students, with the suggestion that some seats could be for a two-year term. Senator Hutton responded that this would be difficult to implement; however, students are encouraged to run for re-election so many students could potentially be a senator for more than one year.

Senator Banks called the question.

The motion **CARRIED**.

**2016:18.**

**Task Force on Misogyny, Sexism and Homophobia in the Faculty of Dentistry – Update #2 on Dentistry Recommendations**

Senator Hewitt noted that the Faculty of Dentistry provided the first update to Senate on September 28, 2015 and there have been other updates provided to the University community. Additionally, another written report is expected by the end of the spring semester.

Senator Tom Boran, Dean, Faculty of Dentistry provided a brief opening statement, noting that the Task Force has been working hard, bringing forward change, and emphasizing the importance of inclusiveness. He introduced Debora Matthews, Assistant Dean, Research, and Chair, Next Steps Committee, who outlined the changes that have occurred as a result of the recommendations. She emphasized that there is universal agreement in the Faculty of Dentistry that fundamental changes were required and that there is an intention to fully commit to those changes. The Faculty has accepted advice, insights, and recommendations from the various processes and reports and are actively engaged in implementing these. Dr. Matthews noted that it is an ongoing process to implement all proposed changes. She highlighted the primary steps they have taken since September, including improving communication in the reporting processes, making services more accessible for both faculty and students, and emphasizing professionalism and ethical responsibility.

Dr. Matthews noted that the Faculty of Dentistry underwent an accreditation visit in early February 2016, and the Faculty is also undergoing a review by the Faculty of Graduate Studies and a review by Senate. The accreditation staff met with students, staff, and faculty. Students universally reported that they were aware of avenues to report their concerns and that they felt their voices were being heard and their concerns acted upon.

Senator Hewitt requested that Senators refer to a particular recommendation in the report when asking questions or making comments. Questions and comments focused on the timing around an external independent review of the effectiveness of restorative justice (#13); whether Dentistry is engaging scholars and expertise from other departments to assist them in moving forward; work on reviewing the formal complaint process, and the broader university framework of policies and procedures. With respect to the review of restorative justice, Senator Florizone responded that he is committed to this external review and he expects that Administration will turn its mind to this later in the spring. He noted that it has been important to allow some time for Dentistry to use the tool in terms of then assessing whether it is effective. Additionally, reviews of other related university policies are also in progress. Senator Watters noted that a review of the Office of the Human Rights, Equity, and Harassment Prevention will be undertaken; additional advisors have been added in the interim and a renewed ombudsperson position is anticipated.

Several senators noted that a written report would be helpful in advance of any update at Senate. Senator Smit noted that one recommendation in the report was to “Adopt a required statement on inclusion to be inserted in all Dalhousie course syllabi, in the same spirit as the required statement on accommodations and academic integrity” and the November 30, 2015 written report indicated this had been implemented in Dentistry; he asked if Ms. Matthews might be willing to share their wording so other faculty members could voluntarily adopt the statement while committees of Senate consider a university-wide policy. Ms. Matthews noted that she would make available the new statement in the Faculty of Dentistry syllabus which speaks to inclusion and diversity.

At the conclusion of the discussion, Senator Baylis requested a discussion of the progress report (dated November 30) distributed with the meeting materials, with a focus on the recommendations related to the University administration (19-30) and the wider community (31-39) and, in particular, recommendations 26, 28, 29, 32, and 35. She also requested written information in advance of this discussion.

#### **2016:19**

##### **Senate Learning and Teaching Committee: Draft Academic Schedule Policy**

This item was deferred until the next meeting of Senate.

#### **2016:20**

##### **The Budget Advisory Committee (BAC) Draft Operating Budget Plan, 2016-2017**

Senator Watters presented the Draft BAC Report to Senate, which will be starting University consultations tomorrow. She outlined the four principles that guide the BAC. The BAC is recommending four additional expenditures for 2016-17 – FASS initiatives, facilities renewal, IT services, and strategic initiative base reallocations.

The provincial government asked all universities this year to propose programs they might put forward for a reset of tuitions. With the tuition increase and market adjustments of 3 programs (15% fee increase to Engineering and Pharmacy classes over a three year period and an 18.9% fee increase to Agriculture classes over a three year period), a 2.5% faculty and unit budget reduction is still required to balance the budget. She spoke to the new FASS Initiatives Fund due to the downturn in enrolment and completion rates for students in that Faculty at Dalhousie and throughout universities in North America. She spoke to facilities renewal, IT infrastructure, and strategic initiative base reallocations, the four areas of new expenditure for the upcoming year.

As it was 6:00 pm, there was a request to extend the meeting time to conclude the remaining agenda items.

Senator Florizone **MOVED**, seconded by Senator Harman:

**THAT** Senate approve the extension of the Senate meeting for an additional 15 minutes.

The motion **CARRIED**.

#### **2016:21**



**Report of the Independent Inquiry: Into the Situations of Drs. Gabrielle Horne, Michael Goodyear & Bassam A. Nassar at the Capital District Health Authority & Dalhousie University, January 2016**

Senator Florizone spoke to the Report of the Independent Inquiry. He outlined the key principles and recommendations of the report, emphasizing concern for people, academic freedom, and fair policy and processes. He noted that many of policies have changed since the report was written. Some of the policy changes addressed the issues.

Questions and discussion following Senator Florizone's remarks focused on the Senate committee formed in 2007 to hear Dr. Horne's matter and the grievance processes in place in the Faculty of Medicine. With respect to the Senate committee, Senator Hewitt noted that it is his understanding that the committee proposed to hear the matter in 2007 did not meet and did not report to Senate. Senator Anderson confirmed that there is currently a pilot grievance process in place in the Faculty of Medicine; however, it has not been tested as no cases have come forward under the process. Several senators noted the complexity of the issues and the importance of the affiliation agreements between Dalhousie and the health authority and how these define the relationship between the parties (and particularly how researchers work within that structure).

The Dean of Medicine was asked to review the report and to provide Senate with an analysis. Senator Florizone noted that this can be done once the legal cases associated with the doctors has concluded.

There was discussion regarding past Senate minutes and if the matter involving Dr. Horne was ever concluded within Senate. Senator Hewitt noted that the matter did not move forward within Senate as the Special Committee of Inquiry was discharged of their duties because the matter had been resolved to the parties' satisfaction in 2005.

**2016:22**

**Question Period**

There were no questions.

**2016:23**

**Other Business**

There was no other business.

**2016:24**

**Adjournment**

The meeting adjourned at 6:20 p.m.