



SENATE

**Approved Minutes of the Meeting held on
Monday, October 23, 2017**

3:00pm – 5:00pm

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

The Senate met in regular session on Monday, October 23, 2017 in Theatre A, Sir Charles Tupper Medical Building.

Present with Kevin Hewitt in the chair were the following: A. Abawajy, M. Ashton, R. Agu, J. Blustein, V. Bhargava, D. Bourne-Tyson, C. Brown, C. Cameron, A. Cochrane, T. Cyrus, B. Davis, M. Denike, C. Dieleman, T. Duck, S. Faridi, B. Foster, J. Gahagan, J. Gantar, N. Gear, M. Ghasemi, R. Goodday, J. Graham, D. Gray, D. Grujic, L. Hackett, J. Hall, C. Helland, S. Holmes, J. Hoyle, E. Johnson, D. Kelley, Muhammad, Khan, Masuma Khan, J. Leon, M. Leonard, C. MacDonald, L. Macdonald, C. Macy, C. Moore, R. Mopoho, T. Packer, M. Pacurar, R. Parker, D. Patterson, J. Penney, S. Ponomarenko, A. Prosper, C. Richardson, N. Savage, S. Somogyi, L. Spiteri, F. Taheri, L. Turnbull, G. Wang-Pruski, C. Watters, E. Welsh, D. White, H. Xu

Regrets: S. Adamo, N. Ali, A. Aiken, D. Anderson, S. Charlebois, L. Diepeveen, R. Florizone, L. Goldberg, F. Harvey, K. Sherren, A. Steenbeek,

Absent: R. Croll, K. Dakin-Hache, G.A.Finley, S. Kuzak, W. Lahey, B. Merritt, N. Nadeem, A. Rau-Chaplin, J. White

Guests: Arig al Shaibah (Vice-Provost, Student Affairs), Susan Brousseau (Secretary of Senate), Sarah Boucaud (Student Minute Taker), Michael Johnston (Director, Beatrice Hunter Cancer Research Institute), Andrea Power (Recording Secretary), Nigel Scott (Principal, St. Vincent and Grenadines Community College)

2017:122

Approval of Agenda

A motion to amend the agenda was presented, to discuss recent events as they relate to a complaint pursuant to the Student Code of Conduct.

Senator Graham **MOVED**, seconded by Senator Helland:

THAT the agenda item titled “Relationship of Dalhousie to its Students and Neighbours” be added after item #4, Steps to Make Diversity and Inclusion a Reality, and twenty minutes be allocated for this item.

The motion **CARRIED**.

The agenda **was approved**, with the one addition. Senator Kevin Hewitt conceded the time dedicated to the Chair of Senate’s Report (item #7.1) and the time allotted to the question period (item #8) for the twenty minute discussion of this additional item.

2017:123

Consent Agenda

Approval of Draft Minutes of September 11, 2017 Senate Meeting

THAT the minutes of the September 11, 2017 Senate meeting be approved as circulated.

Approved by **CONSENT**.

Approval of Draft Minutes of September 25, 2017 Senate Meeting

THAT the minutes of the September 25, 2017 Senate meeting be approved as circulated.

Approved by **CONSENT**.

Senate Planning and Governance Committee: Appointment of Senate Nominating Committee Members

THAT the Senate approve Senate Nominating Committee nominations for the term July 1, 2017 – June 30, 2020 - Richard Devlin, Schulich School of Law (renewal); David Black, Arts and Social Sciences (renewal); and Marilyn MacDonald, Health (renewal) and, for the term July 1, 2017 – June 30, 2019 - Steve Kuzak, Engineering.

Approved by **CONSENT**.

Senate Learning and Teaching Committee: Academic Dates for 2018-2019

THAT the Senate approve the schedule of academic dates for 2018-19, as presented.

Approved by **CONSENT**.

2017:124

Matters Arising from the September 11 and 25, 2017 Senate Meeting Minutes

There were no new matters arising.

2017:125

Steps to Make Diversity and Inclusion a Reality

Mr. Howard Ramos presented on “Racialization and Representation in Canadian Universities”, providing an overview of his research. His research investigated whether the proportion of racialized faculty are representative in universities and the reasons for underrepresentation, if it exists. He found that minority representation has actually been decreasing. A survey of eight Canadian universities led to the following conclusions:

- The representation of racialized minorities in university faculties has actually become worse, despite more diverse communities and equity policies.
- Racialized professors are sceptical of equity policies.
- Racialized faculty were found to work harder than non-racialized populations as it relates to several indicators of professional output.
- The evidence supports that employment equity practices are not working.

2017:126

Relationship of Dalhousie University to its Students and Neighbours

Ms. Arig al Shaibah read a statement and provided some additional specifics on this matter, noting that the concern related to a current Student Code of Conduct complaint filed against a Dalhousie University student has drawn significant community and public attention. Ms. al Shaibah addressed current inaccuracies as they related to the nature of the case and investigation. She further spoke to Dalhousie University’s ongoing commitment to education, coalition building, and to creating a culture of inclusion that is free from discrimination and harassment. The Code intends to support freedom of speech, while also ensuring access and inclusion by preventing demeaning and intimidating behaviour which may adversely interfere with another person’s

reasonable participation in University programs and activities; however, it has become evident that the Code, as written, may not place these two core institutional values in sufficient and proper context;

Concerns were expressed regarding the impact of today's discussion on the integrity of the discipline process and the potential for bias due to the high level of publicity around this case. Others noted that as public discussions are ongoing, it is important to address misunderstandings. Furthermore, measures were taken to advise Senators on the Senate Discipline Committee of the likelihood of discussion of this matter today.

It was expressed that issues of systemic racism, white privilege, and administrative failures be addressed beyond this individual case, and that the focus be on addressing structural issues, rather than managing crises. Comparisons to previous code cases and apparent inconsistencies in application were suggested. Support was shown for political and minority speech, especially as it relates to challenging systemic racism. Concerns were also raised that the Student Code of Conduct should not be used as a tool to create further harm and to protect transgressors. It was offered that there is an underlying process of reconciliation that should be considered in light of recent events and that this is for non-Indigenous as well as Indigenous people

2017:127

Senate Planning and Governance Committee:

New Institute Proposal: Beatrice Hunter Cancer Research Institute

Mr. Michael Johnston, Director, Beatrice Hunter Cancer Research Institute, presented briefly on the proposal for the Beatrice Hunter Cancer Research Institute to become a Dalhousie University institute. In 1999, Beatrice Hunter made a bequest to the Dalhousie Medical Research Foundation for cancer research. This sparked the creation of the Dalhousie Cancer Research Program (DCRP). DCRP was incorporated into the Beatrice Hunter Cancer Research Institute in 2009.

The Institute provides a key entry point for members of the public who want to learn more about cancer research in the region, for people seeking training and careers in cancer research, and for those interested in supporting cancer research.

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

THAT Senate approve the institute proposal for the Beatrice Hunter Cancer Research Institute, effective immediately.

The motion **CARRIED**.

Senator Hoyle abstained.

Draft Proposal to Modify and Diversify Senate Composition

Senator Hewitt presented the proposal to modify and diversify Senate. The number of student seats will be increased to eleven (11) seats, while the number of faculty seats increased, but the ration of faculty to all other Senators was retained at 67%. The ratio in the Constitution of three (3) faculty seats to one (1) administrator seat will continue to be met. To increase diversity, a number of proposals have been brought forward, including: seats for historically disadvantaged groups; the addition of three administrative seats; and the addition of two seats senators- at-large to provide some flexibility to add voices that may be missing at Senate from time to time.

Mr. Hewitt noted that the Senate was provided with these motions on Thursday, October 19, which did not meet the required five (5) working days notice, as per the Senate Constitution. In order to properly follow Senate procedure, Mr. Hewitt asked Senators if they would like to vote on these motions. If they did then Senate would need to suspend the five days working notice in the Constitution.

Senator Pacurar **MOVED**, seconded by Senator Mopoho:

THAT Senate approve the suspension of the requirement under Section 1.3 of the Constitution to give 5 working days notice of motion solely for the purpose of considering the motions for amendment of the Senate Constitution presented today.

Some concerns were expressed regarding the implications of not adhering to a constitutional procedural mechanism. The Chair proposed that the motion was worth considering due to the time-sensitive nature of the next steps that will need to be taken related to this matter.

The motion **CARRIED**.

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

WHEREAS, on February 22, 2016, Senate approved the following two motions:

Motion A

That the Senate Planning and Governance Committee 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 Senate Planning and Governance Committee by March 16, 2016.*

Motion B

That Senate approve the DSU proposal to increase their representation to 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.*

AND WHEREAS, on April 11, 2016, Senate approved the following motion:

Motion C

THAT the Senate approve that the faculty membership on Senate constitutes a 2/3 majority of all Senators.

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

1. THAT the Senate repeal the motion approved by it on February 22, 2016 respecting a proposal to increase student representation on Senate.
2. THAT the Senate revise Sections 3 of the Senate Constitution (SENATE MEMBERSHIP) as follows:

- a. Amend section 3.1(a) by inserting “and appointed” so that it now reads:

3.1(a) Total Senate Members: The membership of the Senate shall consist of elected **and appointed** members from the Faculties (with the exception of the Faculty of Graduate Studies) and the Libraries (hereafter collectively “Academic Units”), elected student representatives, representatives from affiliated institutions (as described below), and senior academic administrators as ex-officio members.

- b. Amend section 3.1(c) (Number of elected senators) by replacing “51” with “58”.

- c. Amend section 3.1(d) by removing “Elected” and renumber as 3.1(f), to now read:

3.1(f) Limitation on Eligible Academic Unit Senators: The right to vote and to be a member of Senate is limited to those with an academic appointment of 50% full-time equivalent or more in an Academic Unit.

- d. Add a new section 3.1(d) as follows:

3.1(d) Appointed Academic Unit Senators: There shall be one faculty member with an academic appointment of 50% full time equivalent or greater appointed as a Senator by each of the following groups as determined by such groups:

- (i) Indigenous Advisory Council; and
- (ii) Black Faculty and Staff Caucus.

- e. Add a new section 3.1(e) as follows:

3.1(e) Academic Unit Senators at Large: There shall be two Senators appointed by the Senate Planning and Governance Committee on criteria established by the Senate Planning and Governance Committee from time to time. The limitation set out in section 3.1(f) does not apply to these appointments.

- f. Add three ex-officio positions to the list outlined in section 3.4(a) (Ex-officio: The ex-officio members of Senate shall consist of:) as follows:

3.4(a)

(vi) Vice-Provost Student Affairs

(vii) Associate Vice-President Academic

(viii) University Advisor and Assistant Vice-President Equity and Inclusion

3. That the Senate give effect to a motion approved by it on April 11, 2016 by amending Section 3.1(b) of the Senate Constitution (Ratio of Academic Unit Senators to Administrators) to read:

3.1(b) Ratio of Academic Unit Senators to Other Members: The number of members from the Academic Units shall be at least three times the number of ex-officio academic administrators who sit as Senators. The number of members from the Academic Units shall constitute a two-third majority of all Senators.

In discussion of the motion, it was noted that there are plans to ensure full debates will take place at Senate despite its increase in size. More Senate meetings, or a lengthened meeting time, may be other possible solutions. Another concern considered was the potential difficulties in obtaining quorum with the increasing size of Senate. The Constitution does allow for attendance to be reviewed and concerns can be addressed with Senators who have missed multiple meetings.

A question was raised regarding the implications of increased administrative seats on Senate. However, Senators were reminded that the ratio of administrative to faculty seats has not changed.

It was further acknowledged that students had initiated this membership review as a result of the proposal brought forward by student senators several years ago. Appreciation was noted for the cooperation and collaboration of students this past year in adjusting their request for additional seats during this review process. The original request for twenty-two (22) student seats has been reduced to eleven (11).

Senator Prosper **MOVED**, seconded by Senator Pacurar:

THAT the question be called.

The motion **CARRIED**.

The question was called. The motion was considered as presented.

The motion **CARRIED**.

Senators Brown, Gahagan, and Faridi abstained from the vote.

Mr. Hewitt noted thanks to all the Senators and administrators, over the past three years, who worked to generate reports and bring this final motion to Senate.

2017:128

Presentation: Nigel Scott, Principal of the St. Vincent and the Grenadines Community College (SVGCC)

Mr. Nigel Scott stated that the purpose of his visit to Senate today was with a view of encouraging Senators to interface with him during his visit to Halifax. Mr. Scott is the Principal of the St. Vincent and the Grenadines Community College (SVGCC), which is located on an island chain of approximately 32 islands in the Caribbean. It has a student population of just over 2,000 and the education system is based on the British model.

Mr. Scott is looking forward to speaking with as many people as possible during his visit. He believes there are six ways to deepen the relationship between Dalhousie University and SVGCC: (1) the development of articulation agreements; (2) student exchanges and internships; (3) faculty exchanges; (4) project and research collaborations; (5) scholarships; and (6) distance learning initiatives. This will support both institutions and countries to further advance their respective initiatives.

2017:129

Reports

Senator Hewitt asked whether there was support for the extension of the Senate meeting in order to receive the presentation from the DSU President's Report.

Senator Abawajy **MOVED**, seconded by Senator Blustein:

THAT the Senate meeting be extended by ten (10) minutes.

The motion **CARRIED**.

Chair of Senate's Report

This time was dedicated to discussion of item #4.2.

DSU President's Report

Senator Abawajy, DSU President, provided an overview of her report. A glossary of terms was circulated to Senators and a written report will be made available following the meeting. The DSU seeks to honour the treaty process in its conversations. The theme for this report was systemic racism. Students have been at the forefront of raising these issues and it should not always fall on racialized persons to educate others. The recommendations of the Student Senate Caucus included:

- Mandating anti-oppression training for Senators.
- Providing learning opportunities on historical and systemic racism.
- Reviewing new policies through an equity framework.
- Providing reading lists and learning modules on systemic racism, which demonstrate how to integrate anti-oppressive practices.

It was noted by the chair that plans were already underway for Diversity training sessions for Senators.

Questions for Reports

In response to a question, Senator Abawajy explained that information in the DSU President's Report was brought forward for information and discussion. It was suggested that this report be brought to the Senate Planning and Governance Committee for further consideration as a next step.

2017:130

Question Period

This time was dedicated to discussion of item #4.2.

2017:131

Other Business

There was no other business arising.

2017:132

Adjournment

The meeting adjourned at 5:10pm.