



## SENATE

**APPROVED Minutes of the Meeting held on  
Monday, September 26, 2016  
3:00 – 5:00 p.m.  
Theatre A, Sir Charles Tupper Medical Building  
Carleton Campus, Halifax**

The Senate met in regular session on Monday, September 26, 2016 in Theatre A, Sir Charles Tupper Medical Building.

**Present** with Kevin Hewitt in the chair were the following: A. Abawajy, N. Ali, A. Aiken, D. Anderson, M. Aston, F. Baylis, P. Bodorik, T. Boran, D. Bourne-Tyson, C. Brown, C. Cameron, S. Charlebois, J. Chen, A. Cochrane, M. Crago, R. Croll, M. Denike, L. Diepeveen, D. Doman, J. Erdman, S. Faridi, R. Florizone, J. Gahagan, N. Gear, J. Grant, D. Gray, L. Hackett, K. Harman, F. Harvey, J. Hoyle, J. Hughes, E. Johnson, K. Kesselring, S. Kirk, Y. Kotlyarova, D. Langille, W. Lahey, E. Leach, Y. Ma, C. Macdonald, M. Macdonald, C. Macy, L. Meynell, C. Moore, B. Noble, M. Pacurar, R. Parker, D. Patterson, K. Reid, C. Richardson, N. Savage, L. Spiteri, J. Stamp, T. Tennessen, P. Tyedmers, G. Wach, D. White

**Regrets:** R. Chang, C. Cutler, C. Dielman, G.A. Finley, R. Goodday, J. Leon, M. Leonard, C. MacDonald, T. MacRae, R. Mopoho, K. Mukhida, A. Rau-Chaplin, A. Stadnyk, C. Watters

**Absent:** M. Khan, A. Quraishi, J. White

**Guests:** Susan Brousseau (Secretary of Senate), Neale Ridgeway, Andrea Power (Associate Secretary, Senate), Bob Mann (University Secretariat), Marlo Shinyei, Caitlin Plummer (Student Minute Taker)

**2016:100**

### **Approval of Agenda**

The agenda was **adopted** with one edit.

**2016:101**

### **Consent Agenda**

The draft minutes of the September 12, 2016 Senate meeting were removed from the consent agenda. The following items were approved by consent.

Senate Planning and Governance Committee: Senate faculty representative on the Budget Advisory Committee

**THAT** Senate appoint Mr. Christopher Hartt, Faculty of Agriculture, to the Budget Advisory Committee for the term September 2016 – June 2019.

**APPROVED** by CONSENT.

Senate Planning and Governance Committee: Draft Senator Questions Protocol

**THAT** Senate approve the draft Senator Questions Protocol, effective immediately.

**APPROVED** by CONSENT.

**2016:102**

**Approval of Draft Minutes of September 12, 2016 Senate Meeting**

Senator Noble proposed two additions to the minutes.

On page 3, directly after the following, “Additional questions regarding the funding and fund-raising for the MIT program were deferred for response to Senator Florizone.” **Add:** It was requested that a dedicated agenda item on MIT REAP be included on the agenda for the Sept 26th meeting, given understanding of several outstanding questions and the significant level of community concern being raised about this initiative. The chair responded that Senator Florizone would address questions at the Sept 26 Senate meeting, during his report or during question period as related questions had been submitted to the Senate Secretariat prior to the Sept. 12 meeting.

On page 4, directly after “.... provided an update on the status of the search for an ombudsperson.” **Add:** Dr. al Shaibah noted that conversations had taken place with several parties, including Senators, regarding concerns over the best accountability structures for such a position, and about widening the scope of the Ombuds role to include Faculty and Staff. She indicated that these discussions would continue, but that for the current post addressed to students, the line of reporting would be to the Provost, via an Ombuds Advisory Council.”

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

**THAT** Senate approve the draft minutes of the September 12, 2016 Senate meeting with the noted edits.

The revised minutes were **adopted**.

**2016:103**

**Matters Arising from the September 12, 2016 Senate Minutes**

Senator Hewitt noted that the question on MIT REAP would be addressed during Senator Florizone’s report.

**2016:104**

**Chair of Senate’s Report**

Senator Hewitt spoke briefly to Respect Week (September 26-30, 2016), and highlighted some key events on campus. He referred Senators to the list of events on the website and encouraged participation. He noted the items attached for information, highlighting the Honorary Degree call for nominations and encouraging nominations to be submitted by November 25, 2016.

Senator Hewitt provided an update from SPGC, speaking to three motions that were approved at a meeting of SPGC with Senators from the Faculty of Medicine on May 18, 2016.

Motion 1: THAT the Senate Planning and Governance committee commission the creation of a white paper on academic freedom, including a proposed definition, for presentation to SPGC by November 2016.

Motion 2: THAT the Senate Planning and Governance committee call upon Deans whose Academic units contain non-bargaining unit faculty to propose a grievance process for their Faculty, and report to SPGC by January 2017.

Motion 3: THAT the Senate Planning and Governance committee call upon the Dean of the Faculty of Medicine to report, to SPGC by January 2017, on his response to the recommendations in the “Report of

the Independent Inquiry into the Situations of Drs. Gabrielle Horne, Michael Goodyear & Bassam Nassar at the Capital District Health Authority & Dalhousie University, January 2016”.

Senator Hewitt explained that the three motions were considered time-sensitive in terms of moving these matters forward before the end of the Senate year and were therefore approved through SPGC. He outlined the progress with respect to the motions, speaking to upcoming meetings. He further noted that the non-bargaining unit grievance process is an item of interest to Senate, but is not clearly within Senate’s jurisdiction per se. However, the impact on Academic unit members is of great interest to Senate. He noted in particular that a draft grievance process for Faculty was being considered by Deans’ Council, and that it is likely that the timeline for the related motion 2 above would be met.

Senator Langille spoke to the progress to date for motion #1, stating that an ad hoc group composed of individuals from various disciplines met on September 22, 2016. He noted that they developed an outline for the white paper, stating that it will focus on the definition of academic freedom based on three primary documents: the CAUT policy statement on academic freedom, the Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans, and the Society for Academic Freedom and Scholarship Document Academic Freedom Clauses in the Collective Agreements of Canadian Universities. Senator Florizone requested that they also consider the Universities Canada statement on academic freedom.

Senator Hewitt spoke to upcoming meetings regarding Senate engagement with the Board, DFA, and Deans Council, consistent with the desire to keep building of relationships with key university stakeholders. He noted that the next Senate meeting will be held on October 24, 2016 and will be chaired by Senator Hoyle.

Questions following the report focused on the Senate Discipline Committee annual report for 2015-16 that was attached for information, with queries on the high rate of repeat offenders, the seemingly “skewed” number of cases by Faculty, and confidence in the reporting process. Bob Mann, Manager, Discipline and Appeals, responded to the questions. The higher number of repeat offenders is the result of the way the system is designed in that repeat offenders are required to have their matter presented to the SDC, whereas students without a prior offence who accept the recommended penalty from the AIO do not appear in the summary report. Students without a prior offence, who go to the SDC, do so primarily because they did not engage with the AIO process, did not accept the recommended penalty from the AIO, or it was a particularly egregious alleged offence. Regarding the reporting process, B. Mann noted that AIOs are encouraged to touch base with their Faculty and that reporting has been increasing every year. It was clarified that the reporting of allegations is mandatory and that any penalties given to a student must go through the AIO or the SDC.

Senator Hewitt concluded his address by welcoming two new student Senators: Lisa Hackett and Christina Macdonald.

**2016:105**  
**President’s Report**

Senator Florizone provided an update regarding the issues and opportunities for the upcoming year, noting Dalhousie’s threefold mission of teaching, research, and service. He also spoke to the values of academic freedom, collegial self-governance, diversity, and inclusiveness. In providing the update, he spoke to the four Rs that form the basis of the University’s Strategic Direction: retention, research, returns to society, and respect. He noted the recruitment and retention numbers and spoke to the challenges surrounding FASS enrolment. He spoke to the work being done in the four priority areas of research (Ocean Science, Advanced Materials and Clean Technology, Health and Wellness, and Governance, Society & Culture) and to the Canada First Research Excellence Fund (CFREF) success.

He spoke to MIT REAP, providing a brief background and noting the alignment with Strategic Priority 3.1. He also spoke to the particular areas of concern of funding and diversity. He stated that the commitment is that the program be externally funded, noting that private sector donors have stepped forward to contribute to the cost

and to lead the fundraising efforts. He further indicated that the lack of diversity on the REAP team is a problem as it is not consistent with Dalhousie's values; however, the members were chosen to meet the profile set by MIT. He noted that efforts are being made to address this through other elements of the initiative. Senator Florizone proposed that the co-leads of the 3.1 project team present to Senate and provide an opportunity for them to respond to questions and concerns.

He spoke briefly to respect, highlighting recent progress and plans for this fall. He concluded his report by briefly speaking to relations with the federal government and noting two important panels that are in place now to consider innovation and a review of fundamental science.

Senator Hewitt read the following question submitted to the University Secretariat by Senator Baylis:

*Last Spring, Afua Cooper introduced Senate to the Dalhousie Black Faculty and Staff Caucus. At that time, she explained that the JRJ Chair, which she holds, and which was established in 1991, is still not fully funded. I have two questions. First, can an explanation be provided as regards the process for prioritizing fundraising initiatives such that funding for participation in the MIT REAP can take precedence over a 25-year-old commitment that has not yet been met? Second, can assurances be provided that the JRJ Chair will be fully funded by the end of the 2016-2017 academic year (i.e., June 30, 2017)?*

Senator Florizone responded by noting that successful fundraising depends on university priority and donor interest. In recent years, fundraising for endowed faculty chairs have become more challenging, particularly in a low-interest rate environment where donors are more sceptical of endowments; he noted the Spatz Visiting Chair in Jewish Studies as another Chair that is also not totally funded. While the endowment for the JRJ Chair is incomplete (he reported that the endowment stands at \$2.6M, in excess of the \$2.5M commitment), the university has committed to operating budget support that exceeds the original endowment proposal. This strong operating budget commitment reflects the high priority the university places on this Chair. He also noted that Provost Watters can speak to the full financial story and operating commitment to Senate.

There was further discussion on how MIT REAP helps serve Dalhousie's academic mission and whether there will be other programs like this in the future. Senator Florizone referred to the threefold mission of teaching, research, and service, stating that this program falls into Dalhousie's interpretation of service. He believes that there will be other future initiatives that fall under Dalhousie's commitment to service. He further stated that the 3.1 team will present to Senate on their reflections on this.

#### **2016:106**

##### **Steps to Make Diversity and Inclusion a Reality**

Marlo Shinyei, Academic Recruitment Advisor, Human Resources, presented on the diversity of Search Committees, as it relates to Strategic Priority 5.2 to "foster a collegial culture grounded in diversity and inclusiveness".

#### **2016:107**

##### **Senate Learning and Teaching Committee: Academic Syllabus Policy**

Senator Hewitt provided a brief background on this item, speaking to the formation of the work group and the consultation process, which he noted was extensive. He further noted that the policy will go back to SLTC to incorporate any suggestions from Senate and will then return to Senate for approval.

Senator Harman, Chair, SLTC presented the draft Syllabus Policy. She acknowledged the members of the working group. She spoke briefly to the Draft Grading Policy that is currently being prepared, stating that these two policies both make up the current Grading Practices, Statement of Principles and Procedures. Senator Harman noted that a revision was missed in the attached document: the recognition of Mi'kmaq territory under university statements in the course syllabus guide should be listed as mandatory, not suggested.

Questions and discussion focused on the syllabus repository and intellectual property rights. Senator Harman noted that the proposal is to have the syllabi in a password protected repository that would be available only to those with a Dalhousie NetID. Concerns were raised about the repository and the impact for the intellectual property rights of the faculty member creating the syllabi. There were also several objections to faculty being required to submit their syllabi to an online repository. Further discussion centered on the rationale for having syllabi available to prior students, the need for strict guidelines if a repository was created, and the consideration of what a syllabus actually is. Senator Harman noted that it may be possible to remove the parts of a syllabus seen as having intellectual property protections, submitting only the basic components to the repository.

It was noted that there was strong opposition to the repository during the consultation phase. The question was raised as to why the repository was still included in the policy in light of such opposition. David Byers, Chair of the working group, responded that one of the primary objectives was to give students more information regarding course selection, including assessment of a course. The working group explored various iterations of a repository, noting that most Faculties have some form of their own repository. He stated that they are open to suggestions for providing this information to students.

Support of the repository was also voiced. It was noted that once syllabi are given to students, they are essentially public documents and students are known to share them. Students should have this transparency about the courses they are registering for.

Senator Harman encouraged further comments to be submitted, stating that SLTC will discuss these concerns and ideas.

#### **2016:108**

##### **Senate Planning and Senate Review of the Faculty of Science**

Mr. Neale Ridgway, Chair, Senate Review Committee, presented the review of the Faculty of Science highlighting the process and some of the key recommendations. Senator Moore, Dean, Faculty of Science, spoke briefly to the review and the Faculty's responses on some of the recommendations.

A comment was requested on recommendation 5 regarding Canadian Foundation for Innovation (CFI) funding. Mr. Ridgway stated that there is a process in place through Research Services to allocate CFI funding to faculty within each Faculty, with a process in place for applications in 2017 and onwards.

There were questions regarding recommendation 1 on the College of Arts and Sciences. Questions centered on the College in relation to its history and Dalhousie's relationship with King's. N. Ridgway noted that it was difficult to get information on the College and its function; it appeared as though other Faculties were virtually unaware of the College. Mr. Moore further stated that the relationship with King's can exist with or without the College. He spoke to the use of the word College across Dalhousie, noting that it has been varied and mixed. Senator Hewitt noted that SPGC recently received a report on the relationship between Dalhousie and King's, which will also be brought to Senate.

#### **2016:109**

##### **Senate Academic Programs and Research Committee**

This item was deferred.

#### **2016:110**

##### **Presentation: Equity and Diversity in Faculty Recruitment**

Marlo Shinyei, Academic Recruitment Advisor, Human Resources presented on faculty recruitment, as it relates to Strategic Priority 5.2 and 2.2. She outlined faculty hiring statistics and updated Senate on the institutional work

and recent enhancements to the faculty recruitment procedures, including a plan to close gaps over the next several years with specific numbers assigned to each designated group. This plan is being discussed with Deans, and will be presented to the Board of Governors.

Questions and discussion focused on the statistics, diversity and equity training, representation of LGBTQ+ groups, and issues of intersectionality. It was suggested that the Chairs of search committees take diversity and equity training. M. Shinyei stated that this is encouraged and it is hoped that that over time most faculty will have had the training. There was a discussion on whether Dalhousie intends to move past the Federal Contractors Program data, including with the representation of LGBTQ+ groups and addressing intersectionality. M. Shinyei stated that steps are moving in this direction to be more inclusive. She also noted that there are individuals at Dalhousie looking more deeply into the data in these areas.

#### **2016:111**

##### **Question Period**

Senator Hewitt read the following question submitted to the University Secretariat by Senator Baylis:

*This summer we learned that the University of Waterloo had identified and corrected a gender pay gap. In response to a query about the situation at Dalhousie, Jasmine Walsh has indicated that the University last engaged a pay equity exercise in the 1980s at which time systemic adjustments were made. Ms. Walsh also indicated that Dalhousie is currently engaged in a similar exercise. When will this exercise be completed and will Senate be apprised of the findings?*

Senator Florizone's responded that the Department of Human Resources is currently engaged in a pay equity analysis, in preparation for collective bargaining in 2017. Bargaining is expected to commence in the coming months. Employer bargaining research is held confidential during negotiations, however the university will release a pay equity analysis at an appropriate time, either during or at the completion of collective bargaining.

Senator Baylis asked for clarification regarding the scope of the pay equity analysis as not all faculty are part of collective bargaining. Assuming the Department of Human Resources is analyzing this in terms of all groups, including those who are not part of the Dalhousie Faculty Association (DFA), how does this data apply to them? Senator Florizone will take this question back to Jasmine Walsh and will follow up at a subsequent Senate meeting.

Senator Noble spoke to question period, stating that previous discussions gave the impression that a full 15 minutes would be available for question period at each Senate meeting. He also inquired as to what Senators should do regarding questions they could not ask on various items due to time constraints.

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

**THAT** Senate extend the meeting by 15 minutes.

Senator Hewitt noted that this motion requires a 2/3 majority for approval.

The motion was **DEFEATED**.

Senator Hewitt stated that he will endeavor to protect question period by ensuring that agenda items are on time in future Senate meetings.

#### **2016:112**

##### **Other Business**

There was no other business.

**2016:113**

**Adjournment**

The meeting adjourned at 5:00 p.m.