



**DALHOUSIE UNIVERSITY
APPROVED MINUTES
OF SENATE MEETING**

Senate met in regular session on Monday, January 26, 2015, at 4:00 p.m. in University Hall, Macdonald Building.

Present with Mr. Alan Pinder in the chair were the following: Ali, Aziz, Gaur, Bodorik, Bourne-Tyson, Bucci, Burton, Calladine, Cochrane, Cooper, Crago, Cunningham, Cutler, Denike, Diepeveen, Erdman, Florizone, Goodday, Harman, Herder, Holmes, Hughes, Kirk, Kozey, Letendre, C. MacDonald, M. Macdonald, MacRae, Macy, Mansour, Mazzanti, McLarney, Meynell, Mitchell, Moore, Mopoho, Noble, Persaud, Quinn, Quraishi, Roy, Shepherd, Skiptunis, Smit, Stanish, Steeves, Summerby-Murray, Watters, Wright.

Regrets: Baylis, Boran, Brooks, Byers, DasGupta, Gahagan, Gray, Kesselring, Langille, Leach, Leonard, MacLennan, Marrie, Shukla, Smirnov, Stadnyk, Wach, Webster.

Absent: Barrett, Becke, Doman, Grant, Habib, Hewitt, Hoyle, Khan, Leon, Ma.

Guest: Marjorie Stone

2015:12

Approval of Agenda

The January 26, 2015 agenda was **adopted**.

2015:13

Consent Agenda

Approval of Draft Minutes of January 12, 2015 Senate Meeting

THAT Senate approve the draft Senate minutes of January 12, 2015.

Approved by **Consent**.

2015:14

Matters Arising from the Meeting of January 12, 2015

SPGC re Fossil Fuel Divestment Membership: Update

Mr. Pinder reported that the Senate Planning and Governance Committee (SPGC) met to discuss the membership for the ad hoc committee of Senate on fossil fuel divestment. A call for nominations for the five positions will be sent out shortly and will close on February 27, 2015. Nominations will then be reviewed by SPGC and a recommendation on membership forwarded to Senate for approval.

2015:15

Chair of Senate's Report

Mr. Pinder began his report by stating that Ms. Harman has been invited by the Academic Standards Class Committee (ASCC) to be an independent observer during the hearings of the suspended Dentistry students. He noted that the invitation to serve in this role arose from Ms. Harman's experience related to discipline, ethics and professional suitability, here at the University and in the regulatory environment, not from her being vice chair of Senate. As such, the role of the observer is independent of Senate as well as the Faculty of Dentistry, and Ms. Harman is not representing Senate at the ASCC. Ms. Harman then responded to several questions, noting that her role as an independent observer is to attend the proceedings, to raise any concerns regarding conflict of interest or other matters, to voice any concerns to the President and the Chair of Senate and to inform the Chair of the ASCC of these; this is the extent of her role.

Mr. Pinder congratulated Mr. Tom Marrie, Dean, Faculty of Medicine, on his recent appointment to the Order of Canada, which celebrates his achievements as an infectious disease specialist, researcher and medical educator.

2015:16

President's Report

Mr. Florizone reported on the Dentistry matter, the review of the Provost Carolyn Watters, and the recently ratified collective agreement with the Dalhousie Faculty Association (DFA).

In regards to the Dentistry matter, Mr. Florizone noted that the response is twofold: the first relates specifically to the Facebook posts, and the second to the broader issues of sexism and misogyny in Dentistry, and respect and inclusiveness on campus. With respect to the specific incident, a restorative justice process is underway with 29 students participating; it is anticipated that this process will conclude before the end of the semester. He noted that the ASCC and restorative justice processes are connected in the sense that the restorative justice process will report in to the ASCC process on a regular basis. The ASCC has met a few times to date and those meetings will continue. Mr. Florizone noted that two students have objected to the interim suspension and one of these students has requested a full hearing on professional unsuitability.

Mr. Florizone reported that, as a result of recent events and consultation with the DSU, two professional counsellors have been appointed to the Counselling and Psychological Services unit in Student Services for ten-month terms; this is intended to provide additional resources for students in the coming months.

Mr. Florizone reported that the Task Force on Misogyny, Sexism and Homophobia, to be chaired by Constance Backhouse, is examining the broader issues. Two additional members of the task force were announced last Thursday and they are Don McRae, a faculty member and former Dean of Law at University of Ottawa, and Nitya Iyer, a lawyer with expertise in human rights and professional regulation in private practice in B.C. The Task Force will be scheduling consultations at Dalhousie in the coming months, and will be reviewing policies, standards and practices at other Canadian universities in how they address sexism, misogyny and sexual discrimination.

The second broader initiative relates to Dalhousie's strategic direction to foster a culture of inclusiveness and diversity; this work will be led by the Dean of Law, Ms. Kim Brooks, and will involve a team of students, faculty, and staff working in partnership with Senate to come forward with recommendations on concrete steps to foster diversity and inclusiveness on campus.

Mr. Florizone reported that a review committee has been struck to review the reappointment of Provost and Vice-President Academic Carolyn Watters. Ms. Watters' current appointment expires on June 30, 2015. An email to all faculty and staff was sent to invite feedback on Ms. Watters' performance.

A new collective agreement between the university and the DFA has been ratified. The new three-year agreement is effective July 1, 2014 and includes 900 faculty, instructors, librarians, and counsellors. Mr. Florizone noted that he heard clearly through the *100 Days of Listening* process that members of the community wanted respectful and transparent bargaining. He commented that this result is great news for Dalhousie and he extended thanks to all members of the bargaining teams for their principled approach. The challenge going forward will be to keep faculty salaries as competitive as possible in a constrained financial environment of a 0-1% increase. He noted too the agreement, through the bargaining process, to expand the Diversity Faculty Award program.

Comments following the President's report focused on the importance of the Diversity Faculty Award program in addressing issues such as Dalhousie's need to increase First Nations hiring and programs (where it currently lags the U15 group of peer institutions). There was also note of comments coming out of the recent forum sponsored by Gender and Women's Studies and the DSU supporting the need to strengthen gender and women's studies across the disciplines. It was proposed that this needs to be one of the fundamental aspects of the University's response to current issues regarding misogyny and sexism on campus.

2015:17

Provost's Report

Ms. Watters reported that the remaining 15 charters for the strategic priorities have been submitted to the Provost Committee. All of these charters should be posted on the DalForward website by the end of January. She noted that none of these priorities has preference over the others; ten priorities were initially identified as having some momentum and the identification of these ten was essentially to encourage additional momentum. Ms. Watters also noted that planning documents and timelines for each charter will be set by the working group assigned to each priority and it will be important to make sure that the teams are working with the appropriate Senate committees, where applicable.

With respect to Priority 1.1 – Increase Retention and Degree Completion, Ms. Watters reported that the consultants returned to campus last week to hold consultation sessions with the strategy teams and the campus community; a report with recommendations from the consultants is expected before the end of March 2015. She noted that the Diversity & Inclusiveness working group is well underway, with a report also expected sometime in March.

Ms. Watters reported briefly on several projects underway, including the phased implementation of Infosilem, the new classroom scheduling system which was installed in the summer and used to complete the Fall 2014/15 exam schedule. The steering committee for this project will be holding consultations and will consider the policies and procedures that will be needed moving forward. She

also noted that the Fitness Centre project will be proceeding to the Board of Governors for approval on February 10th.

Ms. Watters noted that the Budget Advisory Committee (BAC) plans to have a first draft of the budget report to Senate in late February or early March. Consultations will commence following the release of the report. She noted the projections on enrolment and the assumptions regarding government funding that BAC is currently using in building the budget plan.

2015:18

DSU President's Report

Mr. Aziz reported briefly on a range of recent DSU initiatives, including facilitating arrangements for pool time for women and transgendered students at Dalplex, a presentation to the Board Student Experience Committee on the Ombudsperson position, and the Student Day of Action on February 4th. With respect to the Dentistry matter, DSU Council recently approved a motion proposing some form of equity program as an educational requirement for all students (either as part of the curriculum or a separate program). Mr. Aziz spoke briefly to a number of other items, including medical students' concerns about tuition, student support for the WiFi upgrade project, the SUB renovation project and accessibility improvements for South House.

2015:19

Dalhousie Student Union: Academic Amnesty Motion

Ms. Calladine, DSU Student Senator, introduced the motion, noting that the Day of Action occurs every four years and normally involves participation by thousands of students. The motion presented is to request that all professors show academic leniency for students attending the Day of Action event on February 4, 2015. She noted that other institutions in Halifax, such as NSCAD and SMU, have approved academic amnesty for their students.

Ms. Calladine **MOVED**, seconded by Mr. Aziz:

Whereas the average student debt in Nova Scotia after a 4 year undergraduate degree is \$33,000; and

Whereas funding cutbacks from the provincial government will force universities to raise tuition to cover costs; and

Whereas funding cutbacks from the provincial government will force universities to cut costs to cover expenses; and

Whereas further cutbacks would serve to compromise the quality of education at Dalhousie University; and

Whereas students have been steadfast in their support of faculty; and

Whereas cutbacks in government funding have negatively impacted the working conditions of faculty at our institution; therefore

Be It Resolved THAT the Dalhousie Senate hereby requests all individuals involved in teaching at Dalhousie on February 4, 2015, from 11:00 to 4:00, to allow students who wish to participate in the province-wide Student Day of Action to do so without academic penalty due to their absence.

Be it further resolved that professors show leniency to students on that day regarding readings and in-class tests and assignments.

During discussion, it was proposed that it would be helpful to “operationalize” leniency to convey what this means in practical terms. It was also proposed that it would be appropriate for students to provide advance notice to faculty of their intention to participate, rather than after the event. An amendment to the main motion was proposed, suggesting a 48-hour period of notice.

Ms. Wright **MOVED**, seconded by Ms. Skiptunis:

Be It Resolved THAT the Dalhousie Senate hereby requests all individuals involved in teaching at Dalhousie on February 4, 2015, from 11:00 to 4:00, to allow and accommodate students who wish to participate in the province-wide Student Day of Action to do so without academic penalty due to their absence where advance written notice (48 hours) of the absence has been given.

Be it further resolved that professors show leniency to students on that day regarding academic commitments.

During further discussion it was noted that this is a voluntary request for professors to accommodate students and that interpretation of the motion should be left open. The proposed amendment was subsequently withdrawn.

A subsequent amendment of the main motion was proposed, eliminating the second paragraph of the main motion.

Ms. Calladine **MOVED**, seconded by Mr. Aziz:

Be It Resolved THAT the Dalhousie Senate hereby requests all individuals involved in teaching at Dalhousie on February 4, 2015, from 11:00 to 4:00, to allow students who wish to participate in the province-wide Student Day of Action to do so without academic penalty due to their absence.

The motion **CARRIED**.

The approved motion will be communicated to broadly to faculty, staff and students ahead of the February 4th date for the event.

2015:20

Senate Planning and Governance Committee: Institute Proposal: MacEachen Institute for Public Policy and Governance

Mr. Summerby-Murray introduced the matter, noting that the proposed MacEachen Institute for Public Policy and Governance is a joint initiative between the Faculties of Management, Law and Arts and Social Sciences. The intention of the Institute is for a non-partisan, national focused forum for public policy inquiry. Under the terms of a gift agreement, a \$2 million dollar endowment has been made from the original MacEachen Institute to support the MacEachen Institute for Public Policy and Governance as a Dalhousie institute.

There was discussion around the intention of the institute which is to focus on broader societal themes of public policy and governance and that space for the institute is under negotiation at the present time.

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

THAT Senate approve the proposal for the new MacEachen Institute for Public Policy & Governance.

The motion **CARRIED**.

2015:21

Motion: Strategic Priorities: 2.2 Attract and Retain Outstanding Professors

Ms. Stone, former Senator and Professor, Faculty of Arts and Social Sciences, introduced the motion, noting that events have transpired since she first proposed the motion in December and the Provost has clarified that there is not a hierarchy of strategic priorities. At the same time, she wanted to bring the motion forward to underscore the importance of the issue of recruiting and retaining excellent professors and to ensure that it has some prominence in the strategic directions. She noted that, in her view, and given that faculty members are a primary resource of Dalhousie, priority 2.2 should have been connected to the other “ top ten” priorities from the beginning (particularly Priorities 2.1 – attracting resources to priority research areas, and Priority 2.3 – attracting excellent graduate students). She is concerned that Senate may not have the numbers on faculty attrition over the past few years, but it is clear that faculty are leaving or retiring and are not being replaced with career-stream faculty. In her view, it is important for Senate to know how this decline is affecting the quality and integrity of Dalhousie’s programs and its ability to attract graduate students and research funding. She noted that she is not tied to the wording of her motion, but she would like to see Senate have some information on this and some sort of summary report that will provide a snapshot of the University. She noted that the timeline in the motion was based on presenting this motion last December and could be adjusted.

Ms. Stone **MOVED, seconded** by Ms. Harman:

Given that:

- (1) The research and teaching expertise of highly educated faculty members constitutes the primary resource of Dalhousie, as it does for any other U15 university, and is the engine that drives both the quality of its academic programs and the capacities to attract research funding and students (especially graduate students);
- (2) Constraints on Faculty budgets have resulted in policies of non-replacement or virtual non-replacement of faculty who have left the university or retired over the last seven years;

(3) This attrition in many instances has compounded the difficulties of strategic and academic planning for Deans, Departments, Schools, and programs, and resulted in haphazard effects on their size, research profiles, capacities to attract funding and graduate students, enrolments, and the delivery, quality and range of their graduate and undergraduate curriculum;

(4) A primary responsibility of Senate is to exercise oversight of the quality and delivery of Dalhousie's academic programs.

THAT Senate approve:

- (i) 2.2 be added to the ten priorities currently included in the immediate implementation timeline;**
- (ii) to assist Senate in its comprehensive oversight functions and to facilitate the work of the Provost Committee in implementation of 2.2, Deans, working in consultation with the departments, schools and programs in their Faculties, prepare summary reports for Senate on reductions or changes in faculty numbers over the past seven years (the normal cycle for unit reviews). These summary reports should include 1-2 page summaries for each unit that:
 - a. identify the most significant effects that changes in tenure-track faculty numbers have had on graduate and undergraduate programs;**
 - b. note further effects to these programs that may be posed by known retirements over the next three years;**
 - c. note revisions in the strategic priorities of the units and the Faculty occasioned by reductions in tenure-track faculty in the context of a changing research and educational environment.****
- (iii) these summary reports be brought to Senate for review and discussion by April, 2015 and, in the interests of transparency, be made available to all Dalhousie faculty members, the DSU, and the Dalhousie Association of Graduate Students.**

In discussion of the motion, Ms. Watters noted that she agrees with Ms. Stone on much of what she has said and believes her suggestion to be very reasonable. She proposed, however, that rather than trying to manage this from the Senate floor, that this needs to link up with the appropriate Senate committee (SAPRC), and that the work proposed in the motion be given the working group for this priority and SAPRC. Ms. Crago noted that she and Ms. Watters are both members of SAPRC and would encourage summary and annual reports regarding reduction or changes in faculty numbers over the past seven years be presented to Senate by SAPRC. The data for the reports would still be sought from the Deans. Ms. Stone noted that she agrees that this would acknowledge Senate's process for handling business and she would support an adjustment to her motion to reflect this.

An amendment of the motion was proposed.

Ms. Crago **MOVED**, seconded by Ms. Kozey:

THAT Senate approve:

- (i) 2.2 be added to the ten priorities currently included in the immediate implementation timeline;
- (ii) to assist Senate in its comprehensive oversight functions including implementation of charter 2.2, that Senate instruct SAPRC to prepare summary reports for Senate on the reduction or changes in faculty numbers over the past seven years (the normal cycle for unit reviews). These summary reports should include 1-2 page summaries for each unit that:
 - a. identify the most significant effects that changes in tenure-track faculty numbers have had on graduate and undergraduate programs
 - b. note further effects to these programs that may be posed by known retirements over the next three years;
 - c. note revisions in the strategic priorities of the units and the Faculty occasioned by reductions in tenure-track faculty in the context of a changing research and educational environment.
- (iii) That SAPRC report back to Senate on an annual basis beginning in April 2015 and in the interests of transparency, the report be made available to all Dalhousie faculty members, the DSU, and the Dalhousie Association of Graduate Students.

The amended motion **CARRIED**.

2015:22

Presentation on E-Learning at Dalhousie University

This item was deferred.

2015:23

Question Period

It was requested that the presentation on E-Learning be the first item on the agenda for the next Senate meeting.

2015:24

Other Business

There was no other business.

2015:25

Adjournment

The meeting adjourned at 6:00 p.m.