



SENATE

**APPROVED Minutes of the Meeting held on
Monday, April 25, 2016
4:00 – 6:00 p.m.
Theatre A, Sir Charles Tupper Medical Building
Carleton Campus, Halifax**

The Senate met in regular session on Monday, April 25, 2016 in Theatre A, Sir Charles Tupper Medical Building.

Present with Kevin Hewitt in the chair were the following: Anderson, Baur, Baylis, Bodorik, Boran, Brown, Burton, Byers, Cameron, Cochrane, Croll, Cutler, Finley, Gahagan, Gantar, Goldberg, Gray, Habib, Holmes, Hutton, Kesselring, Leonard, B. MacDonald, M. Macdonald, Mazzanti, Meynell, Nicholson, Noble, Parker, Rau-Chaplin, Roy, Smit, Smith, Stadnyk, Stanish, Stone, Tennessen, Watters, Wright

Regrets: Banks, Bourne-Tyson, Burnay, Crago, Florizone, Goodday, Harman, Kirk, Kozey, Langille, MacRae, Mansour, Mukhida, Pacurar, Wach, Zaiotti

Absent: Ali, Barrett, Bhatia, Chen, Cooper, DasGupta, Dobson, Doman, Erdman, Grant, Hill, Hunt, Khan, Kyriakidis, Leach, Leon, Lu, Ma, C. MacDonald, McCallum, Mopoho, Quraishi, Webster

Guests: Abby Barton, Susan Brousseau, Kewoba Carter, Afua Cooper, Sarah Grant, Ferne Kraglund, Robert Loney, Debora Matthews, Said Msabaha, Caitlin Plummer (Student Minute-Taker), Andrea Power (Recording Secretary), Denis Riordan, David Ropson, Isaac Saney, Bryce Tung

2016:49

Approval of Agenda

The agenda was **approved** with one revision: Draft policy on policies was removed from the agenda. It will be on a subsequent meeting agenda for discussion and then for approval at another later meeting.

Senator Stadnyk **MOVED**, seconded by Senator Cameron:

THAT Senate approve the revised agenda.

The motion **CARRIED**.

2016:50

Introduction of the Black Faculty and Staff Caucus

Afua Cooper, Faculty Co-Chair of the Dalhousie Black Faculty and Staff Caucus (DBFSC) and the James Robinson Johnson (JRJ) Chair of Black Canadian studies - joined by Staff Co-chair Michelle Patrick, Secretary/Historian Isaac Saney, Treasurer Kewoba Carter and Member-at-large Said Msabaha - presented to Senate, outlining their aims and objectives. She spoke briefly to the March for Peace that took place in Halifax on April 24, 2016. She outlined the DBFSC website and spoke to the key ways in which the DBFSC can assist Dalhousie, primarily through the hiring and retention of Black faculty and staff, the recruitment and retention of Black students, and assisting in diversity plans. DBFSC can also assist in the recruitment of the next JRJ Chair, by engaging in active recruitment for the next year. There was a brief discussion on the search for the next JRJ Chair. Senator Watters noted that a timeline is in place for the search.

2016:51

Approval of Draft Minutes of March 28, 2016 Senate Meeting

The draft minutes of March 28, 2016 were **APPROVED**.

2016:52

Approval of Draft Minutes of April 11, 2016 Senate Meeting

The draft minutes of April 11, 2016 were **APPROVED**.

2016:53

Matters Arising from the April 11, 2016 Senate Minutes

Senator Baylis requested that FASS assess and report back to Senate by October 15, 2016 as to whether the cutting of FASS summer classes had a negative impact to students. Senator Gantar agreed to the assessment and report.

Senator Baylis asked for clarification with respect to the Chair of Senate's report in regards to the official media spokesperson of the Senate. Senator Hewitt confirmed that Senators are free to speak to the media on their own behalf. The reference in his report is to encourage the media to also approach the Chair of Senate or to ask Senators to request that the media contact the Chair of Senate as the official spokesperson for Senate.

Senator Stone commented on the letter from DASS that was included in the DSU President's Report at the last meeting of Senate and requested clarification on SAPRC's upcoming presentation to Senate on the faculty reports regarding priority 2.2. Senator Burton responded, stating that he will present a summary of the reports to Senate and that the individual reports can be included in the meeting package.

There were questions and comments with respect to the Ombudsperson regarding jurisdiction and oversight. An approximate timeline was requested as to when this issue will be addressed. The current plan is to have the Ombudsperson start for September 2016 and to contemplate expansion at a later date. A report will come back to Senate in the Fall of 2016 on the jurisdiction and the potential of expanding the role beyond the students.

2016:54

Chair of Senate's Report

Senator Hewitt congratulated Kim Brooks, former Dean, Schulich School of Law, on her appointment as Vice-Chair of the Canadian government panel on Offshore Tax Evasion and Dr. Axel Becke on being this year's recipient of the Killam Prize in the Natural Sciences.

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

THAT Senate recognize and applaud Dr. Axel Becke (Department of Chemistry) in celebration of his receipt of the prestigious Killam Prize in the Natural Sciences (2016).

The motion **CARRIED**.

Senator Hewitt briefly outlined the items attached for information and spoke to the next Senate meetings and events. He noted the Spring Senator Feedback survey, which seeks Senators' opinions on a number of issues, particularly Senate meeting times, the presence of media cameras in Senate chambers before business begins, and future diversity and inclusion meeting agenda items.

2016:55

Provost's Report

Senator Watters spoke briefly to the budget, stating that the tuition fees were approved and noting that several changes to the BAC report were made as a result of the consultations. She spoke to the U15 Provost's conference, noting that there were particularly engaging discussions on several topics, including the use of open access textbooks. In response to an earlier request for data on DFA and sessionals, she spoke to the 90-10 rule, stating that Dalhousie is again in compliance. In response to an earlier request for data on faculty recruitment, she stated that data is being compiled and a full report is underway that will be discussed at SAPRC and then Senate.

There was a brief discussion on the BAC report and the consideration of revisiting the ERBA formula. Senator Watters noted that it was partially revisited last year and stated that she will report back on this. There was further discussion on the U15 conference, particularly regarding the use of open access textbooks, including the benefits, implications, and trends in Canada.

2016:56

Dentistry update on the Taskforce Recommendations

Tom Boran, Dean, Faculty of Dentistry, introduced Debora Matthews, Chair, Next Steps Committee, who presented the report to Senate. She outlined the updated initiatives that have taken place since the last report on November 30, 2015 and emphasized the work that the students have done.

Abby Barton, outgoing President, Dalhousie Dental Student Society spoke to the work that the students have done, emphasizing the values of inclusivity, responsibility and accountability, safety, and transparency. She outlined the changes they have made thus far to further these values and bring about a diverse and safe community. Student Representatives Sarah Grant, Dave Ropson, and Bryce Tung spoke to the three objectives put in place by the students of governance and leadership, social hosting, and social space.

The students were thanked for their work on the climate and culture in their Faculty and for developing a plan for how to make and sustain change to achieve the welcoming, inclusive, and safe community at the Faculty of Dentistry.

There were questions and comments with respect to the recommendations. Under Recommendation 1, it was clarified that the Next Steps Committee was formed in January 2015 before the reports were received. Under Recommendation 10, there was a request for more information with respect to the interaction with the Dalhousie Diversity Faculty Awards program. D. Matthews stated that this was a university initiative, not a Dentistry initiative and there were no plans for a new hire using the Dalhousie Diversity Faculty Awards. When asked whether there would be any new appointments other than those listed under Recommendation 15, for instance, those who teach in ethics, D. Matthews stated that there are no additional cross-appointments at this time.

There was discussion on Recommendation 13 and it was suggested that a public conference does not constitute an independent external review and, after some discussion, D. Matthews confirmed that the planned conference is not an independent external review. In response to a further question regarding plans for an independent external review, D. Matthews suggested that the conference could contribute to a later independent external review.

Senator Bauer spoke to his questions that he submitted in advance, specifically pertaining to the conference and how it fulfills the mandate of Recommendation 13.

1. What was the process by which the conference speakers were selected and by whom?
2. How many of the speakers selected for the conference program were involved with the administration of RJ in the case of the DDS Gentlemen's Facebook group?
3. How much is the conference costing the University and/or the Faculty of Dentistry, including fees paid to conference speakers?
4. How does the conference constitute an "independent, external review" as called for by Recommendation 13?

D. Matthews responded, speaking directly to questions 1 and 3. They were selected by an organizing committee, comprised of three sub-committees. The speakers have expertise in work place professionalism and education, sexism, and rape culture. The committee extended invitations to experts across the globe. The speakers are not being paid, nor are the members of the organizing committee. There was further discussion on the conference with respect to what reports the experts will have access to. D. Matthews noted that all the reports are public, so they will be available to the speakers; however, they will not have access to the confidential reports of the process taken by the faculty. She emphasized that the conference is not to look at what has been done at Dalhousie in the last 18 months and whether it works, but to look at the larger issues and consider what can be done to address them; including best practices.

2016:57

Equity and Diversity Presentation: collegiality and culture

Senator Andrew Rau-Chaplin, Dean, Faculty of Computer Science, introduced Senator Susan Holmes, College of Continuing Education. She presented to Senate on improving the collegiality and culture at Dalhousie. She spoke to the negative impact of statements of everyday discrimination and provided an overview of her experience, including highlighting the approaches taken and presenting a change

management model. She outlined the ADKAR model (awareness, desire, knowledge, ability, and enforcement) and applied it to Dalhousie.

Senator Cochrane **MOVED**, seconded by Senator Broderick:

THAT Senate extend the meeting for an additional 15 minutes.

The motion **CARRIED**.

Denis Riordan, Faculty of Computer Science, presented to Senate, speaking to the culture in Computer Science, particularly in respect to the small number of women faculty in the program. He framed the issue not as a gender issue, but as a power imbalance of an under-represented group.

There was a brief discussion on how to improve the culture to achieve a gender and power balance in the program and the importance of outreach in attracting more female students.

2016:58

Question Period

There were no questions.

2016:59

Other Business

There was no other business.

2016:60

Adjournment

The meeting adjourned at 6:15 p.m.