



SENATE

**DRAFT Minutes of the Meeting held on
Monday, March 14, 2016
3:00pm – 5:00 p.m.
Theatre A, Sir Charles Tupper Medical Building
Carleton Campus, Halifax**

The Senate met in regular session on Monday, March 14, 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, Bodorik, Bourne-Tyson, Burton, Byers, Cameron, Chen, Cochrane, Cooper, Crago, Croll, Cutler, Erdman, Florizone, Gahagan, Gantar, Goodday, Grant, Habib, Harman, Hill, Holmes, Hutton, Kozey, Kesselring, Langille, Leach, Leon, Leonard, Ma, B. MacDonald, C. MacDonald, M. Macdonald, MacRae, Manuel, Mansour, Mazzanti, Meynell, Nicholson, Pacurar, Parker, Quraishi, Rau-Chaplin, Roy, Smit, Smith, Stadnyk, Stanish, Stone, Wach, Watters, Webster, Wright, Zaiotti.

Regrets: Boran, Brown, Cooper, DasGupta, Dobson, Finley, Goldberg, Gray, Hunt, Kirk, McCallum, Muhkida, Noble.

Absent: Bhatia, Doman, Khan, Kyriakidis, Lu, Mopoho, Tennessen.

Guests: M. Barry, M. McAllister, J. Walsh, A.M. Delorey, Mr. M. Doelle and Mr. K. Taylor, Mr. T. Duck, Ms. R. Forsdyke, A. Forrestall, Andrea Power (Recording Secretary), Susan Brousseau (Secretary of Senate)

2016:25

Approval of Agenda

The agenda was **APPROVED** with one amendment: the addition of the- ad hoc committee of Senate on Senate Composition under “Other Business”.

2016:26

Consent Agenda

Approval of Draft Minutes of February 22, 2016 Senate Meeting

There was a request to remove the draft minutes from the consent agenda. Senator Baylis requested that two clarifications be made to the minutes regarding the President’s Report and the update on the Dentistry Recommendations. The amended sections of the minutes will read as follows (amendments underlined and italicized):

“...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)...”

“...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.”

Senator Wach **MOVED**, seconded by Senator Croll:

THAT Senate approve the draft minutes of the February 22, 2016 Senate meeting as amended.

The motion **CARRIED**.

In light of the approved amendments, Senator Florizone requested confirmation of his understanding from the last meeting that he had committed to providing a written submission with respect to recommendations 26, 28, 29, 32 and 35 in the Backhouse Report at the next meeting of Senate on March 28, 2016, whereas an update on all recommendations will be provided later in the spring. Senator Baylis agreed that she had requested a discussion of the report recommendations, but was not attempting to direct how the report was made.

2016:27

Matters Arising from the February 22, 2016 Senate Minutes

At the meeting on March 14th, Dr. Debra Matthews had noted that the Faculty of Dentistry would make available a statement on diversity and inclusion in their course syllabi; however, the statement has not yet been implemented. She issued the following correction which was relayed to Senate: “We would like to correct an error in the Faculty of Dentistry’s November 30th response to the BELONG document, regarding including a statement on diversity and inclusion in our course syllabi. This has, in fact, not yet been implemented. Our curriculum committee has been looking at this, and we understand there is now a Senate Working Group, chaired by David Byers, tasked with drafting policies and statements on inclusiveness. We look forward to coordinating our efforts with those of the Working Group.”

Department of English Presentation on the Scholarships/Bursaries for Black/African Canadian and Aboriginal Students initiative

Senator Hewitt introduced Drs. Leonard Diepeveen and Jason Haslem to provide a brief update on the Bursary/Scholarships for Black/African Canadian and Aboriginal Students. They advised senators of an information session on March 21, 2016 to provide further information to interested faculty and units on creating more needs based bursaries through faculty contributions.

There were no further matters arising.

2016:28

Chair of Senate’s Report

Senator Hewitt congratulated Senator Pacurar on being named the recipient of the A. Gordon Archibald Award for Excellence in Teaching. Senator Hewitt spoke briefly to the items attached for information to

the meeting package and the upcoming meetings of Senate. He noted that the deadline for submission of Honorary Degree nominations is March 31, 2016.

2016:29

Provost's Report

Senator Watters presented her report, providing an overview of recent items considered by the Provost Committee, including the formation of two working groups, one of which will look to develop a university wide policy that will address matters currently covered by four policies (sexual harassment, prohibited discrimination, personal harassment and the Code of Student Conduct), and the second to develop an appropriate intellectual property policy. Senator Watters reported that the Provost Committee also recently approved the ombudsperson position to start in September 2016, and a three-year pilot project for video-streaming and lecture-capture. Additionally, a review of the Human Rights, Equity and Harassment Prevention Office is nearing completion and proposed staffing changes, including a new position to focus on sexual harassment, will be implemented shortly.

Senator Watters reported briefly on a number of other matters of interest, including: a recent Universities Canada workshop on the Future of the Liberal Arts, the recent Education Advisory Board presentation on campus, consultation sessions currently underway for the Budget Advisory Committee, workshops recently given by Maggie Kovach (University of Saskatchewan) around indigenizing the curriculum, the launch of the "Dal Thrive mental health initiative and an update on recent decanal and other senior administrative searches. She also noted the lecture later in the evening by Nobel Prize laureate and Dalhousie alumnus Dr. Arthur McDonald.

Senator Watters responded to questions and comments, particularly regarding the Dean of Health Professions search, the Education Advisory Board presentation, the BAC sub-committee considering the ERBA (Enrolment Related Budget Allocations) formula, and the cancellation of summer classes in the Faculty of Arts and Social Sciences. Senator Gantar, the Acting Dean of FASS, provided additional information and clarification with respect to the last matter on class cancellation.

2016:30

Senate Learning and Teaching Committee: Draft Academic Schedule Policy

On behalf of the Senate Learning and Teaching Committee, Senator Hewitt **MOVED:**

THAT Senate approve the Draft Academic Schedule Policy, as presented.

Ms. Barry, Acting University Registrar, and Mr. McAllister, Co-Chairs of the Academic Schedule work group, outlined the policy, highlighting the key elements of the document, particularly the identification of the roles and responsibilities of each unit involved in scheduling and the priorities of the academic schedule. They also briefly outlined other features of the policy, including process, mechanisms for conflict resolution, and reporting and oversight.

A concern was raised about the definition of "Academic Unit". Non-credit lectures are specifically listed under "resources" in relation to scheduling constraints (p. 11); however, there is no reference to non-credit programs or courses within the definition of an academic unit. It was suggested that academic unit be defined as "a unit of the university, whether *an academic* department, Faculty, school, college,

or otherwise, that offers a course as part of a non-credit, technical, undergraduate, or graduate program at the university.”

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

THAT the Draft Academic Schedule Policy be amended to define “academic unit” as “a unit of the university, whether an academic department, Faculty, school, college, or otherwise, that offers a course as part of a non-credit, technical, undergraduate, or graduate program at the university.”

There was a brief discussion on the amendment. M. Barry noted that it was not intended to exclude non-credit programs from the definition of an academic unit.

The amendment **CARRIED**.

A second concern was raised about the definition of “Mandatory adjustment” on page 3, particularly in relation to the examples listed under the definition. There is potential for the listed examples to be in conflict with one another. To avoid this, it was suggested that the examples be removed so that the definition of mandatory adjustment would read as “an adjustment that the university has a legal obligation to meet”.

Senator Bodrick **MOVED**, seconded by Senator Stanish:

THAT Senate approve the amended Draft Academic Schedule Policy, as further amended.

The amendment **CARRIED**.

A concern was raised regarding whether the University has a policy on professors scheduling exams outside of their class time. M. Barry responded that there is no policy, but this matter is covered in the Academic Regulations. She noted that this could perhaps come to SLTC to consider whether there is a need for updating or improved enforcement.

2016:31

Senate Planning and Governance Committee:

Final Report of the ad hoc Committee of Senate on Fossil Fuel Divestment

Mr. Doelle and Mr. Taylor introduced the members present from the ad hoc Committee of Senate on Fossil Fuel Divestment: Jeremy Banks (student representative, Faculty of Architecture and Planning), Tom Duck (Faculty of Science), and Ruth Forsdyke (Faculty of Science). Mr. Doelle and Mr. Taylor then presented the Committee’s final report to Senate, highlighting the Committee’s process, the key conclusions reached and the recommendation identified. Essentially, the Committee concluded that the University should work to develop ethical investing guidelines and that the approach should be nuanced, transparent and considered. He noted that the Committee spent significant time thinking about many issues connected to the consideration of divestment and so there are other reflections in the report that may be helpful.

Senate Planning and Governance Committee motion re Fossil Fuel Divestment

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

THAT the Senate Planning and Governance Committee recommend to Senate that the co-chairs of the ad hoc Committee of Senate on Fossil Fuel Divestment and the Chair of Senate pursue the recommendations in the report of the ad hoc committee of Senate on Fossil Fuel Divestment through engagement with the Board of Governors and report back to Senate by October 2016.

It was proposed that while Senate cannot give a mandate to the Board of Governors, the motion could be amended to reflect a stronger need for action and to increase student and Senate representation.

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

THAT Senate amend the motion, as follows:

THAT Senate approve the co-chairs of the ad hoc Committee of Senate on Fossil Fuel Divestment and the Chair of Senate and 2 additional Senate representatives, including 1 student Senator pursue the recommendations in the report of the ad hoc committee of Senate on Fossil Fuel Divestment through engagement with the Board of Governors with the intention of developing formal institutional policy on ethical investment and other strategic initiatives to address climate change and report back to Senate by October 2016.”

There was discussion on the amendment. It was noted that the Board has existing policy on ESG factors. As such, it may be more accurate if the motion referred to reviewing or refining existing policy, rather than developing it. It was also proposed to strike the word “formal”.

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

THAT Senate amend the proposed amendment, as follows:

THAT Senate approve the co-chairs of the ad hoc Committee of Senate on Fossil Fuel Divestment and the Chair of Senate and 2 additional Senate representatives, including 1 student Senator pursue the recommendations in the report of the ad hoc committee of Senate on Fossil Fuel Divestment through engagement with the Board of Governors with the intention of reviewing institutional policy and practice on ethical investment and other strategic initiatives to address climate change and report back to Senate by October 2016.”

There was brief discussion on the second amendment.

The amendment to the amendment **CARRIED**.

There was further discussion on the motion, as amended.

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

Senator Wach proposed an amendment to consider reviewing all Dalhousie University investments for ethical issues, not just one sector. He suggested that “and other strategic initiatives to address climate change” be removed from the motion. There was no seconder for the proposed amendment.

2016:32**Senate Learning and Teaching Committee: Annual Report for the Code of Student Conduct 2013-14 and 2014-15**

Senator Harman, Chair of the Senate Learning and Teaching Committee, provided an update prior to the presentation on the work that SLTC has been doing in relation to the Code of Student Conduct. She stated that there are a number of initiatives across the university that aim to address the recommendations in the various reports. The external taskforce recommended that the university make clear how codes of conduct apply to social media activity. SLTC plans to review the university's social media guidelines; however, that was set aside in anticipation of the appointment of the Executive Director of Diversity and Inclusiveness. There will be comprehensive work done on the Student Code of Conduct, social media guidelines, as well as other policies. There are numerous policies that are interconnected and need to be reviewed together, rather than in isolation.

Ms. Forrestall, Acting Vice-Provost (Student Services), gave a brief presentation on the Code of Student Conduct annual report of the last two years. She responded to a question about violations in residence, stating that they are not included in the Student Code of Conduct and are therefore not recorded in this report. There are separate residence processes and procedures and matters dealt with under these are reported internally within Student Services.

2016:33**Census Presentation**

Ms. Walsh, Acting Associate Vice President Human Resources, and Ms. Delorey, Acting Advisor, Human Rights, Harassment and Equity Office, presented an update on the census following the fall 2015 campaign. The data was collected in the context of strategic initiative 5.2 to foster a collegial culture grounded in diversity and inclusiveness. They highlighted the response rates and the percentage of individuals who self-identified as members of the designated groups. They outlined the Federal Contractors Program, which requires workforce analysis, reporting that progress is being made. They illustrated the areas of significant concern, areas of concern, and areas of no concern for each designated group across the different occupational groups at the University. They outlined the short term (1-3 years) and the long term (4-10 years) goals. The overall goal is to ensure that all work is representative work. The role of Senate is to provide support for strong equity practices and departmental hiring committees, create partnerships for faculty training, and to create a representative Senate.

The presenters responded to questions and comments regarding the hiring process, response rates, and student data. It was noted that the census data is critical as a starting point, but that it must be considered in relation to other information, including budget recommendations, to allow for meaningful discussion and progress. Senate support for strong equity processes and departmental hiring committees is particularly beneficial as this is where the most resistance has occurred. It is not unique to academic hiring; it is the hiring process itself. Survey response rates were quite low for CUPE and non-union part time employees. It was asked whether there is indication that these groups are growing in numbers. The number is not growing, as there is a restriction in the DFA Collective Agreement that 90% of employees must be DFA members. There is data for students; however, there are low response rates from the census itself. Most students self-identify in their admission applications. They are still in the process of going through the student data and will report this data to Senate at a later date.

Concerns were raised about using 30% FTE as the baseline for faculty because designated groups are often overrepresented among part time faculty; hence the need to present data for employees who work >50% FTE.

2016:34

Question Period

There were no questions.

2016:35

Other Business

The ad hoc committee of Senate on Senate Composition briefly addressed Senate regarding the recently approved increase in student representation. With this taken into consideration, there are three options of how to proceed regarding the current composition of Senate.

1. Weight votes differently;
2. Substantially increase the size of Senate; or
3. Eliminate the 2/3 faculty majority requirement

The ad hoc committee conducted a rough straw poll for guidance on how to proceed with the discussion. The option to eliminate the 2/3 faculty majority requirement received the most votes. It was noted that all the options consider the ratio of faculty, students, and administration. It was emphasized that the purpose of this poll is to give the ad hoc committee further direction in their discussions; it does not decide anything at this time.

2016:36

Adjournment

The meeting adjourned at 5:05 p.m.