

Item: Board of Governors Minutes, January 1981

Call Number: UA-1 27.3

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CONFIDENTIAL

Minutes of a Meeting of the Executive Committee of the Board of Governors held on this date in the Board and Senate Room at 4 p.m.

Dalhousie University
Halifax, Nova Scotia
January 23, 1981

PRESENT: Dr. A. Gordon Archibald,
 Chairman
 Miss Zilpha Linkletter,
 Vice-Chairman
 Dr. W. Andrew MacKay
 Mr. W. Struan Robertson,
 Honorary Treasurer
 Mr. G.E.C. Brown
 Dr. J. McD. Corston

 Mr. James S. Cowan
 Mr. John W. Graham
 His Honour,
 Judge Nathan Green
 Dr. Lorraine Laurence
 Mr. Atul Sharma
 Mr. R.G. Smith
 Dr. Edwin F. Ross,
 Honorary Secretary

Also present were Mr. L.R. Shaw (Vice-President, Administration and Finance), Dr. D.M. Cameron (Executive Director of Policy and Planning), Dr. A.M. Sinclair (Chairman, Dalhousie Senate), Dr. Edgar Friedenber (President, Dalhousie Faculty Association) and Mr. Derek Mann (Director of Information). Dr. Archibald welcomed Dr. Lorraine Laurence to her first meeting. Dr. Laurence is the new president of the Women's Division of the Alumni Association.

Minutes

The minutes of a meeting of the Executive Committee of the Board held on December 11, 1980 were approved as circulated.

Governors:
Approval of
Committees

A list of committees of the Board which had been distributed to the Governors beforehand was approved.

Investment
Changes

Investment changes as distributed to the members earlier were approved with Mr. Robertson responding to questions from the other Governors.

A question was asked whether consideration was being given to selling some of the University stock in order to reduce the debt. The Chairman replied that such a move was under advisement but he indicated there were many considerations, including legal advice, that required thorough consideration.

Staff Matters

Changes in appointments as per the list distributed to the Governors were presented by the President and were approved on motion (Judge Green/MacKay) after Dr. MacKay had noted that the new Staff Relations Committee under its Chairman, Judge Green, had reviewed the Staff Matters Report at a meeting on the previous afternoon.

Among other changes the President noted the appointment of Dr. L.B. Macpherson, retired Dean of the Faculty of Medicine, as a Professor Emeritus. He also mentioned that a professionally

trained Director of Personnel, Mr. Michael Roughneen, had been appointed to assume duties on April 6, 1981.

It was agreed that resolutions of sympathy should be sent to the widows of Dr. H.L. Stewart, a part-time member of the Department of Surgery since 1952, and of Mr. Clement Norwood, the Dean of Howe Hall, both of whom had died since the last meeting.

Buildings and
Grounds

On motion (Brown/MacKay) the Executive Committee approved that signing officers of the Board sign a contract with the City of Halifax concerning the development of the Dalhousie rink site.

With respect to the financing of the rink, it was indicated that there was "some reasonable expectation" of assistance from the Provincial Government.

Mr. Brown said that tenders for contract management of the construction of the rink would be opened in the near future. He also announced that the new Dental School facilities had been occupied and were virtually complete.

New Programmes

The following new programmes were approved.

- (a) Part-time Study for an M.Sc. in Biochemistry
- (b) A revised programme in Engineering

With regard to the latter, the President explained that under the revised programme engineering students would attend Dalhousie (or some other qualified Maritime University), for the first two years of their course and then would proceed to the Technical University of Nova Scotia for the remaining three years (possibly two years for exceptional students).

The total number of classes to earn Dalhousie's Diploma in Engineering will be reduced from 11 1/2 to 11.

Arrangements for
Installation of
the New
President

Dr. MacKay referred to a memorandum to Members of the Board, which had been mailed to them earlier, outlining the plans for his installation on February 7 and for other events marking the occasion. He said that he was very pleased that the Honourable Robert L. Stanfield, formerly leader of the Conservative Opposition in the Federal Government and Premier of Nova Scotia, had agreed to accept an honorary degree from Dalhousie at the Convocation.

Report of the
Faculty of Law

In the same mailing as the memorandum on the installation, the Governors had received a copy of the annual report of the Faculty of Law to which Dr. MacKay referred briefly.

MPHEC Financial
Plan

Members of the Executive Committee and the Finance and Budget Committee had received as well a copy of the recently published Maritime Provinces Higher Education Commission Financial Plan. It was estimated, Dr. MacKay said, that if the Government of Nova Scotia agreed to the MPHEC's recommendations for an increase in grants, there would be a 7% overall increase in Dalhousie's revenues for the year 1981-82.

The President went on to say that there would need to be serious consideration of the need for fee increases even if the recommended grant were approved. He suggested drafting of a policy which would link fee increases to advances in the cost of living.

Mr. Atul Sharma, representing the Student Union on the Board, asked whether the Administration and the Board were putting pressure on the Government of the Province to improve the financial situation of the University and Dr. MacKay said there were no such efforts at present. When Mr. Sharma stated that the Provincial Government was believed not to be using as much of the Federal grant for post secondary education for universities as it should, Dr. MacKay said this was a very difficult statement to prove.

Staff Relations

With the commencement of a discussion of the proposed second Collective Agreement with the Dalhousie Faculty Association, Dr. Friedenberg left the meeting. The President said that the Agreement which had been placed in the hands of the Members at this meeting, had already been reviewed by a joint meeting of the Finance and Budget and the Staff Relations Committees earlier in the week. The Governors also had, along with their copies of the Agreement, copies of two resolutions passed at meetings of the Senate in December and January. These resolutions related to Clause 7.03 of the Agreement and Judge Green, Chairman of the Staff Relations Committee, explained what the problem was about. He said that under the Rand Formula, all members of the legally established bargaining unit must pay dues to the Union whether they wish to be members of it or not. In the Dalhousie Agreement, there is a provision for conscientious objectors to appeal to the Committee to Administer the Collective Agreement, on which the Administration is represented as well as the Union. In their two resolutions, the Senate had expressed dissatisfaction with the need to justify conscientious objection in this way and in the second resolution had informed the Board of Governors and the Dalhousie Faculty Association that they would be ratifying the proposed Collective Agreement contrary to the wishes of Senate if Clause 7.03 was ratified (copies of the two resolutions are attached to these minutes for those who were not in attendance at the meeting).

Judge Green and other Governors felt that the Board was being pressured to take the Senate's side in its difference with the Faculty Association over the resolution, which it should not do. Judge Green said that although he sympathized with those who did not feel that they should have to justify conscientious objection

to payment of dues to the Union, he considered that the Board should sign the Agreement.

In the discussion it was disclosed by Dr. Cameron, Executive Director for Policy and Planning in the President's Office and chief negotiator for the Board's side, that Senate's concern over this Clause had been expressed very late in the negotiations. Since the second resolution of the Senate there had been an effort to do something about the matter through further discussions with the D.F.A. negotiating team but the latter had said that if the negotiations are reopened on this item then they would open discussions on other items as well which would present an intolerable situation in view of the length of the negotiations for the second Agreement. Dr. Cameron also said that the D.F.A. had declined to discuss further with them and the Senate what might be done to reach an acceptable resolution of the matter.

With regard to what should be done to prepare for the next Agreement, some Members of the Board were against making decisions this far ahead which might hinder negotiations later on.

When attention was drawn to the small number at Senate meetings who voted on the above mentioned resolutions, Dr. Sinclair, the Chairman of Senate, pointed out that the meetings of Senate were announced and the topics disclosed in advance so that in his opinion it was very dangerous to begin questioning Senate decisions on this basis.

At this point of the meeting, Dr. Cameron went over a summary of the significant changes in the second Agreement, a copy of the three page summary was in the hands of those present (and will be attached to copies of these minutes for those who were not present).

Concern Over
Increased
Tuition Fees
and Reduced
Services

Mr. Graham, as a representative of the Student Union on the Board, expressed the concern of the students which had been relayed to him by Mr. Gordon Owen, the President of the Student Union (who was unable to be present at the meeting) over the increase in tuition fees and reduction in services which may result because of the University's financial difficulties. The students would like to see sufficient flexibility in the employment of faculty to make possible reductions to relieve pressure on fees and services. The discussion thereupon turned to consideration of Clause 23.03 which had been a very difficult one during the negotiations as upon it hinged the ability of the Board to determine staff complement and whether to fill vacancies created by retirements or resignations.

From the discussion it would appear that the ultimate decision making would be in the hands of Senate regarding the academic needs of the University, with the Board having the final power on the spending of money. It was finally agreed on motion (MacKay/Green) that the signing officers of the University should

sign the Agreement if the vote of the Dalhousie Faculty Association, to be held in another week, supported ratification of the Agreement. The Chairman cautioned the Members that this decision should be kept confidential in the meantime.

If the Agreement is ratified, the President is to write to both the Senate and the D.F.A., in consultation with the Chairman, the Vice-Chairman and Judge Green, a letter which will indicate the very serious concern of the Board over the Senate's objections to Clause 7.03 but that, in view of the late stage at which the matter was raised by Senate and the unwillingness of the D.F.A. to negotiate this Clause, the Executive Committee was prepared to authorize signature of the Collective Agreement as negotiated. However, the Board would invite representatives of Senate and of the D.F.A. to discuss the matter further with a view to amending the Agreement, and if this were not accomplished if the position of Senate remained unchanged when negotiations were initiated for a new contract that position would be kept in mind by representatives of the Board in negotiations.

Before closing the meeting, the Governors asked the President to thank the members of the Board's negotiating team for the many months of hard and conscientious work which they had put in in an effort to secure an agreement which would serve the best interests of Dalhousie.

The meeting adjourned at 6 p.m.

Edwin F. Ross, M.D.
Honorary Secretary