

Item: Senate Minutes, January 2006
Call Number: Senate fonds, UA-5

Additional Notes:

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DALHOUSIE UNIVERSITY

APPROVED MINUTES

OF

SENATE MEETING

Senate met in regular session on Monday, January 9, 2006 at 4:00 p.m., in University Hall, Macdonald Building.

Present with Mr. Mo El-Hawary in the chair were the following: Adshade, Ben-Abdallah, Binkley, Bond, Breckenridge, Camfield, Cercone, Chowdhury, Cleave, Cochrane, Cook, Dawson, Dunphy (Recording Secretary), Fraser, Gray, Hicks, Hubert, Johnson, Kwak, Lane, Leon, Livingston, Maes, McMullen, McNeil, Oppong, Pelzer, Rosson, Saunders, Schroeder, Scrimger, Scully, Shelkovyy, Slonim, B. Smith, K.E. Smith, Stone, Sullivan, Swanston, Taylor, Thornhill, Traves, Urbanowski, Wallace, Wanzel, Webster, Whyte, Wright, Zuck.

Regrets: Beazley, Butler, Caron, Coughlan, Jordan, Klein, Murphy, Phillips, Precious, Rutherford, Salmon, Wien.

Absent: Barker, Edelstein, El-Masry, Finbow, Geldenhuys, Horackova, Morgunov, Pegg, Plug, Stroink, Yeung.

Invitees: E. Townsend, J. Vibert.

The Chair of Senate welcomed Ms. Marina Adshade a new Senator from the Department of Economics, Faculty of Science.

2006:01

Adoption of Agenda

The agenda was **ADOPTED** as circulated.

2006:02

Draft Minutes of Previous Meeting

a) Approval

The minutes of the meeting of December 12, 2005 were **ADOPTED** as circulated.

b) Matters Arising

- The terms of reference for the Senate Discipline Committee, SDC, were reviewed by the Senate Steering Committee, SSC, on December 21, 2005 to determine if the academic discipline process applied to faculty as well as students. The SSC has determined that the mandate for the SDC pertains only to students and not to faculty. When the excerpt from the December 21, 2005 SSC meeting is approved the Chair of Senate will ensure that the excerpt will be circulated to Senate for information. Further discussion on this topic should be reserved for question period later in the agenda.
- The Senate Office has been working on a more efficient system for the dissemination

of electronic Senate meeting packages and a memo will be distributed in the next few weeks outlining the new process.

2006:03

Senate Academic Priorities and Budget Committee (SAPBC)

- a) Revised Dalhousie Strategic Research Plan for the Canada Foundation for Innovation and the Canada Research Chairs Program

On behalf of SAPBC Mr. El-Hawary **MOVED:**

THAT the Senate approve the revisions to the Dalhousie University Strategic Research Plan for the Canada Foundation for Innovation and Canada Research Chairs program.

The Chair welcomed Mr. Carl Breckenridge, Vice-President (Research). Mr. Breckenridge indicated that the revised plan incorporated elements from two separate plans—for the Canada Foundation for Innovation Program (CFI) and for the Canada Research Chairs Program (CRC). The proposed Revised Plan is an update of the Canada Research Chairs plan which was previously approved by Senate. The revisions are intended to create one combined plan and provides an update of established themes where new initiatives and recruitment have been underway; a change of the theme originally identified as Oil and Gas to Energy, with oil and gas as a sub-theme; the inclusion of a section entitled Society and Culture; and the addition of two crosscutting themes entitled Environmental Studies and High Performance Computing (HPC). The latter is necessary as a result of CFI's move to flowing most funding for HPC through the HPC networks. The first and last parts of the plan are requirements to preparing the plan whereby the objectives of the plan need to be outlined, how we will assess the success of our plan as well as where the Chairs have been allocated; issues around gender balance.

Mr. Cercone realized what a difficult time it has been to put the entire research plan for the university in one plan, and he would like to apologize in advance for not providing feedback in advance, but the ICT section appears to be outdated and he would like to volunteer to update the section. Section 3 may appear uneven in the description. Mr. Breckenridge noted that this plan had been presented several times to the Deans. However, once the plan is approved it must be reduced to 5 pages and put on the web. Therefore, the amount of detail that can be accommodated is limited.

Mr. Slonim echoed what Mr. Cercone has said and noted that to succeed in the future we need to show what we are very strong in and also what new areas we are strong in. We must have something to sell in order to get the funds. It must be shown that you have new areas that are established and that Canada needs these areas to increase our probability of getting the funds. Mr. Breckenridge covered the areas that are required by the Canada Research Chair Program. Also, Dalhousie University has appointed about 80% of the Chairs and we are in the final phases of the Program. We could be more aggressive in the plan but the real aggression must come from each research application.

Ms. Stone asked how Dalhousie University compares to other universities in terms of the percentage of Chairs allocated to women: where we are now and the objective of achieving 24% of women as compared to other universities. Mr. Scully noted that the overall national average shows less than 20% of Chairs go to women. 24% was chosen for Dalhousie University based on the experience in the first three years of the program and taking into account where the Chairs have been allocated across the three council granting areas. Mr. Scully stated that Dalhousie University will achieve this target.

The motion was **CARRIED**.

- b) Proposal to change the Designation of the Master of Science (Occupational Therapy) degree program to Master of Science (Occupational Therapy – Post-Professional)

On behalf of SAPBC Mr. El-Hawary **MOVED:**

THAT Senate approve the change in the designation of the current Master of Science (Occupational Therapy) degree to Master of Science (Occupational Therapy – Post-Professional).

The Chair invited Mr. Kwak, Dean of the Faculty of Graduate Studies and Ms. Townsend, Director, School of Occupational Therapy, to comment on the name change request. Mr. Kwak reminded Senators that earlier in 2005 Senate had approved the new Master of Science (Occupational Therapy) program—to replace the existing BSc (OT) program, which is to be phased out. The degree designation of the original Master of Science (Occupational Therapy) will be changed to Master of Science (Occupational Therapy–Post-Professional), abbreviated as MSc (OTPP), to distinguish it from the new “entry to practice” Master’s program. The Master of Science (Occupational Therapy–Post-Professional) program is for the thesis or non-thesis stream for the existing MSc program.

Ms. Binkley asked Ms. Townsend if she could explain what Post-Professional means. Post-Professional denotes that it is not entry level into the profession. It would be for licensed occupational therapists who would like to move to an advanced Masters level.

The motion was **CARRIED**.

- c) Financial Components for the new program proposals: Master of Science (Occupational Therapy) and Master of Science (Physiotherapy)

On behalf of SAPBC Mr. El-Hawary **MOVED:**

THAT Senate give final approval of the proposed programs for the Master of Science (Occupational Therapy) and the Master of Science (Physiotherapy).

The Chair invited Mr. Kwak, Dean, Faculty of Graduate Studies, Ms. Townsend, Director, School of Occupational Therapy, and Mr. Scully to speak to the budget information for the proposed entry-level Master’s programs in Occupational Therapy and Physiotherapy. Mr. Kwak wanted to confirm that both programs would be done in one motion. Mr. El-Hawary noted that both would be considered together. Mr. Scully noted that, because of the unique circumstances relating to the introduction of these new programs, the university had approached both the Department of Health and the Department of Education for funding. Both departments have indicated their interest in funding the programs. The Department of Education funds on a year-by-year basis; ultimately, however, he would expect funding for the two programs to be built into an ongoing grant from the Department. At this point, it is not known if the government will approve the proposed final financial structure for the programs. If Senate and the Board of Governors approve the present proposal and when funding is finalized there is a significant variance in the funding received, SAPBC will need to review the situation in consultation with the Faculty of Health Professions to determine the appropriate course of action.

Mr. Cochrane asked if these were in fact the two degrees that Senate had already conditionally agreed to earlier in 2005; pending financial approval. Mr. Scully clarified that previously Senate had approved the academic content only for the programs and it is just the financial or resource component of the programs that is coming forward for approval today. Mr. Scully noted that this is a complicated process of approval which has never been done before and it is remarkable that two departments within government are prepared to fund the programs.

Ms. Dawson referred to the SAPBC excerpt dated March 7, 2005 where Senators were told that the start up costs will be \$1M and approx. \$900,000 annually after the first year. If these programs qualify for the share of the existing Faculty of Graduate Studies budget what happens if Dalhousie University does not get the money from the government. Is it possible that there could be an increase in the Faculty of Graduate Studies budget to offset the burden that other programs might bear? Mr. Scully indicated that this is money that would go to the Faculty of Health Professions and not to the Faculty of Graduate Studies. The Faculty of Graduate Studies does not hold program funds. The numbers that are in the 2005 budget estimate are round numbers and the numbers that you have in front of you today are the precise numbers that have been calculated within the School of Occupational Therapy and the School of Physiotherapy and have been presented to governments. The budgets projected will be in addition to the funds already received in each program.

Ms. Stone noted that Ms. Dawson's comment could be interpreted to mean the Faculty of Graduate Studies Scholarship Fund. The Faculty of Graduate Scholarship Fund is already limited. What would be the implications of approving these two programs for students who qualify for FGS scholarship funds? Would additional funds be put into this fund? Mr. Kwak responded that this discussion is ongoing within FGS at this time. The additional graduate students from the two programs could be approximately 150. The larger discussion is who should have equal merit within the system for the funds. Also, this is not the only licensing programs within the Faculty of Health Professions and nor will they be the last to be added.

The motion was **CARRIED**.

2006:04

Report of the Chair

The Board of Governors and Senate meet on Monday, December 19, 2005. The basis for the discussion was a report titled Undergraduate Studies and Programs at Dalhousie University which was prepared by Mr. Scully. The Senate Steering Committee has invited Mr. Scully to their next meeting on January 18, 2006 to further discuss the report.

On January 5, 2006 the Chair of Senate, in conjunction with the Registrar of the University and the Dean of Graduate Studies, approved Ms. Tanya Cook's Graduate Diploma in Prosthodontics and Master of Applied Science (Biomedical Engineering). Ms. Cook required awarding of the degree to obtain licensure as a Prosthodontic from the Provincial Dental Board of Nova Scotia. The signed motion and supporting documentation was distributed at the beginning of the meeting.

On January 5, 2006 the Chair of Senate received a copy of a letter from MPHEC in regard to their approval of the combined Master of Business Administration and Master of Engineering Program.

2006:05

Report of the President

No Report.

2006:06

Reputation Management Presentation

Mr. El-Hawary welcomed Mr. Jim Vibert, Director, Communications and Marketing, to give a presentation on reputation management for Dalhousie University. Mr. Vibert's presentation can be found on the Senate website at

http://senate.dal.ca/Files/presentations/2005_Jan_9_Reputation_Management_Presentation.ppt

The Integrated Undergraduate Enrolment Planning Committee, of which reputation management is one component, is lead by a Steering Committee in combination with the Deans. Reputation management is often one component that is often over looked but is considered to be one of the most valuable assets the university has to offer. Like many organizations our reputation is one of the least managed assets. Reputation has often come to the front when there is a business issue and is often defended resulting in the business being in a position of weakness rather than a position of strength. We must have active, consistent, management of communications throughout the organization combined with the goals of the university. Reputation management is something that we each have a vested interest in and each of us has a part to play. Reputation is also not an infinite resource it is a finite resource. Reputation is earned and reputation is spent. Today, realty is perception. We must walk our talk. The model that is being proposed for Dalhousie University is to mänge our reputation from a position of strength.

The brand initiative that was launched earlier was a great start to reputation management. It helped identify the guiding principles that the university subscribed to and what Dalhousie University is all about. We have developed a consistent message with clear values. Surveys have been done to access the reputation of Dalhousie University. In Atlantic Canada Dalhousie University has the best reputation of any university. We also asked survey respondents what are Dalhousie University's greatest strengths. This area posed a measure of difficulty for the respondents. We are not particularly known for anything but we are good at what we do. This indicates that we have our work cut out for us.

Segmenting the audience is key for reputation management. Communication and messages will need to be focused for each audience. Also, each message must be sharp and pointed to each audience. The reputation management group has identified several key audiences to approach – prospective students, students, parents (key influencers), peers, and faculty and staff. Research shows that the selection of a university is not a systematic weighing of options but rather can be a whimsical action based on emotions.

In 2002, 1,071 Nova Scotians entered Dalhousie University from High School this figure represented 17% of Nova Scotian children who entered university. In September 2005, Dalhousie University had a 15% market share. This does not suggest that we are losing market share but rather that our market share is in the range of 15%-17%. In order to maintain the same enrolment numbers in 2008 we would need to attain 25% of the market share.

The website is critical to the success for enrolment and the new website still has a way to go. Marketing material is continuing to grow and internal communications are critical to effective and successful enrolment management. We must strive for consistency in materials. It doesn't need to say the same thing but rather carry a consistent message.

Mr. El-Hawary thanked Mr. Vibert for an excellent presentation and noted that Mr. Vibert's presentation, as well as all other past presentations, is available for viewing on the Senate website.

Mr. El-Hawary asked how our letterhead and website can be consistent throughout Dalhousie University. Mr. Vibert noted that the students that we are recruiting see Dalhousie University as one academic unit or entity. We need to present ourselves to each audience with a consistent theme to ensure that when they are viewing the Dalhousie University website that they do not have to question if they are still on the Dalhousie University website when they move through the pages.

Mr. Slonim noted that for those individuals who do not know us we must ensure that we market ourselves in numerous areas. One example would be that we do not have a football team; which can be an excellent marketing tool. Mr. Traves gave an example of a Globe and Mail survey that spoke of a reputation survey for several medical and law schools. It was important to note that, despite the fact that some of the universities did well in the rankings, they did not even have a medical or law school.

Mr. Chowdhury asked how Dalhousie University measures reputation. Dalhousie University has employed several mechanisms and one of the tools is the CCL Omnibus Reporter.

Mr. McNeil noted that guidance counselors did not make the list of individuals who are key influencers. Mr. McNeil noted that certain guidance counselors make recommendations that can be considered to be quite influential to a student's decision. It would be prudent to add them into the mix for recruitment. Mr. Scully added that it was the belief that guidance counselors were key influencers however when the students were asked guidance counselors did not rank very high. There appears to be a broad disconnect. We recognize that they can participate in the whimsical decisions that students can make.

Ms. Lane asked what effect the Mclean's survey has on Dalhousie University reputation. Mr. Vibert felt that students under played the impact of the Mclean's survey in the data reported and felt that the survey does have a fairly significant impact. Mr. Vibert also felt that people do not understand the Mclean's survey. Dalhousie University is being included in the best 15 schools of the country. If Dalhousie University is managing reputation all the time then the negative factors that come along will not have as great an impact.

Ms. Stone questioned if the teaching component and strong bonds with teachers have been presented in the research for reputation management and are we doing anything about this? Mr. Vibert answered that this component is fundamental and goes without saying. It is a very important factor – the quality of the teaching and programs are key brand components for Dalhousie University. Ms. Stone also asked if the research component for Dalhousie University was being communicated and if Communications and Marketing was responsible for this section. Mr. Vibert responded that Mr. Breckenridge and Communications and Marketing have been attempting to construct a consistent strategic research plan. Communications and Marketing have increased the resources to this end by 100% (1 person) to this end. Ms. Stone also asked if integrated brand management can sometimes appear in a monolithic way to certain audiences and thereby missing certain audiences. Mr. Vibert responded that we cannot be all things to all audiences. The university must be primarily concerned with the reputation of the university as a whole.

Mr. Cercone challenged the notion of a whimsy approach of selecting a university. In particular, he felt that very few individuals would choose to come to the Dalhousie University law school on a whimsical approach. Mr. Vibert indicated that whimsy could have been a poor choice of words (the word was borrowed from a company called Staymat in the USA) but the intent was to stress that students are looking for a way to make a personal connection with the university and sometimes emotion comes into play when making these key decisions as well as logic.

Ms. Camfield wondered how children with special needs could be included in the recruitment mix and how we can entice them to come to Dalhousie University. She noted that in her work she has dealt with students who appeared to have great potential but did not have a goal to attend university. We need to get to these students and encourage them to think of attending Dalhousie University. Mr. Vibert agreed with Ms. Camfield and it was his opinion that the foundation of Dalhousie University was built on the fact that any student with the ability to achieve the proper

benchmarks to attend, we would be pleased to extend an offer to them. This is something for us to ensure we portray in all of our communications.

Mr. Dunphy asked about the balance of Dalhousie University's reputation and students' self perception of academic ability. If Dalhousie University has a strong academic reputation, and students are questioning their own academic strength then they may question if they will qualify if they apply. Mr. Vibert noted that we do have anecdotal evidence to prove this fact and yes, some students do feel that Dalhousie University is too hard. We have tried to address this in a number of ways. A new slogan reads: Good students come here and do great things!

Mr. Saunders agreed with much of what has been said and in particular with the monolithic image. The image of a 'University Avenue Law School' would not do well and it is important to keep in mind that we can be different things to different groups of people. The research done to date is primarily centered on undergraduate education but this is also critical to other populations in the university.

Ms. Binkley noted that we must ensure that we market ourselves to various market segments as each group can know Dalhousie University in a different way. Also, Dalhousie University has recruited top students over the years and Ms. Binkley has concerns that we may lose our upper edge. It is important to tell students that they can gain excellence in Atlantic Canada and they do not have to go out west to get an education that will ensure they get a Rhodes scholarship. We must also focus on students who want to come to Dalhousie University to get a good education.

Mr. Traves stated that we must be strategic on how we move forward in doing the research associated with recruiting in market segments. This type of research is expensive and it is more than we currently spend. We know that we will have to spend more in this area. Success in recruitment will improve moral and self confidence throughout the university. It is critical for Dalhousie University to use words centered on 'successes rather than 'remediation'. Also, we have a highly competitive environment and the recruitment that we must do to increase our enrolments are a tremendous challenge. We are going to have to be innovative and flexible. One example would be to make an offer to high school students prior to receiving their final marks; based on their Christmas marks. We could also offer students in grade 11 acceptance if they are strong students and foster this relationship through grade 12. We must be prepared to take a chance. We also have to marry the excellence of Dalhousie University with the fact that we care about them as well.

2006:07

Question Period

Ms. Bond asked that since the Senate Discipline Committee is only responsible for adjudicating student academic issues then where do faculty allegations get reported. Mr. Traves indicated that each Collective Agreement or contract would contain a section on academic integrity and how an allegation of academic integrity would be handled.

Mr. Whyte asked if question period could be moved back to an earlier section of the Senate agenda as it was previously. Mr. El-Hawary indicated that this would be a matter for the Senate Steering Committee to consider. The Senate Steering Committee will report back once they have considered the request.

2006:08

Other Business

There was no other business.

2006:09

Adjournment

The meeting adjourned at 6:00 p.m.

DALHOUSIE UNIVERSITY

APPROVED MINUTES

OF

SENATE MEETING

Senate met in regular session on Monday, January 23, 2006 at 4:00 p.m., in University Hall, Macdonald Building.

Present with Mr. Mo El-Hawary in the chair were the following: Adshade, Barker, Beazley, Binkley, Bond, Breckenridge, Camfield, Caron, Cleave, Cochrane, Dunphy (Recording Secretary), Edelstein, Finbow, Fraser, Hicks, Horackova, Johnson, Jordan, Klein, Kwak, Lane, Leon, Livingston, McMullen, McNeil, Opong, Plug, Rosson, Saunders, Schroeder, Scrimger, Scully, Slonim, B. Smith, K.E. Smith, Stroink, Sullivan, Swanston, Thornhill, Traves, Wanzel, Whyte, Wright, Zuck.

Regrets: Butler, Chowdhury, Coughlan, Geldenhuys, Phillips, Rutherford, Salmon, Shelkovyy, Stone, Urbanowski, Wallace, Webster, Wien.

Absent: Ben-Abdallah, Cercone, Cook, Dawson, El-Masry, Gray, Hubert, Morgunov, Murphy, Pegg, Pelzer, Precious, Taylor, Yeung.

Invitees: B. Mason, A. Power

The Chair of Senate noted that the Canada Elections Act provides that employees who qualify as electors in a federal election are entitled to three consecutive hours, while the polls are open, during which to vote. It would therefore be prudent of Senate to conclude by 5:30pm to comply with the Federal Election Act.

2006:10

Adoption of Agenda

The Senate Steering Committee would like to add an additional item under Other Business: Nominations – Senate Representatives for Vice-President Selection Committees. The memo containing the nominations is available at the front entrance for review.

With this one addition the agenda was **ADOPTED**.

2006:11

Draft Minutes of January 9, 2006 Meeting

a) Approval

The minutes of the meeting of January 9, 2006 were **ADOPTED** as circulated.

b) Matters Arising

The Senate Steering Committee met on January 18, 2006 and the placement of Question Period on the Senate agenda was discussed. The Senate Steering Committee concluded that for each Senate meeting it is wise to review the agenda and ensure that the business of Senate be addressed followed by Question Period. Mr. Whyte noted that Senate's opportunity to raise questions is really important

and he would have preferred the matter to have been debated by Senate itself. Mr. Whyte would have preferred to have Question Period returned to its original position following Matters Arising. Mr. El-Hawary indicated that this should be a matter for discussion at Question Period.

2006:12

Honorary Degrees Committee

In Camera - Voting on Honorary Degree Candidates, Fall 2006

The assembly moved *in camera* to consider and vote on two honorary degree candidates for Fall 2006. On return to open session, the Chair reported that the honorary degree candidates had been approved.

2006:13

Report of the Chair

The Dalhousie Student Union has extended an invitation to the university community for "Imagine DSU" on January 27th from 1:00pm to 5:00pm, McInnes Room, 2nd Floor, Student Union Building, to discuss the potential of students and their involvement in the community.

2006:14

Report of the President

The Federal Election is perhaps a more significant event this year as a result of the engagement of the Federal Government in research and development, the in-direct cost of research, and a variety of scholarship and student aid issues. The Federal Government has assumed a much larger presence in university affairs than ever before. The pending Budget Advisory Committee Report highlights the scale of the federal government investment.

The selection for the next leader of the provincial conservative party leader and eventual Premier is ongoing and this as well is of considerable importance to the university. With this in mind, Mr. Traves and Ms. Gillian Wood, Director, Government Relations for Dalhousie University, have met with each candidate privately and explored a number of issues that are significant not only for Dalhousie University but for other universities as well. Each candidate expressed the importance of the university, the university system and an appreciation of the importance of higher education.

A memo was sent out today by Mr. Scully in his capacity as Chair of the Budget Advisory Committee outlining the budget situation of the university and inviting discussion from the university community. It points out our general situation and poses a number of questions to the community. There will certainly be some challenges as the committee indicates and both the committee and I look forward to any response you may have to the report. The BAC Report is a year over year review of the university financial situation, and the Board of Governors has a committee that is reviewing the long term financial strategy that will hopefully carry the university forward over the next 5-10 years.

2006:15

University Pension Plan Presentation

Mr. Bryan Mason, Vice-President, Finance and Administration, was invited to give a presentation to Senators on the University Pension Plan. Mr. Mason's presentation is available in hard copy format at the entrance and on the Senate Website at http://senate.dal.ca/Files/presentations/Pension_Plan_2006.ppt. Mr. Traves wrote to the University community in the fall of 2005 outlining a budget situation the university was facing. Three factors contributed to the situation – enrolment not meeting our expectations, the cost of utilities going up beyond our expectations and the cost of the pension plan being

higher than it had been earlier. It is important to note that the recent pension shortfalls are not a threat and the 2005 shortfall was actually less than 4% and is definitely recoverable over time.

When the Dalhousie University pension plan is compared to other Canadian University pension plans and 200+ Canadian pension funds the Dalhousie University plan does well and is in fact in the 1st quartile when comparing both sectors.

The Dalhousie University pension plan costs more than two times the employee contributions – since 2002. When we have a deficit in the plan the regulations state that the deficit must be retired by no later than 15 years. The Dalhousie University pension plan has particular features and one feature that is of particular interest is when someone terminates there are two options: leave his/her money in the Plan and receive a deferred pension; or transfer his/her money to another pension plan or locked-in RRSP. A terminating member who chooses to transfer out the SOCC value, where this is greater than the commuted amount required to provide the pension promised by the Dalhousie University Plan, receives more money than the Plan is holding on behalf of that member. Such a transfer results in the University having to make extra contributions to the Plan.

Also, Revenue Canada had a fixed specified \$86,000 as the maximum annual salary which was pensionable. If Dalhousie University did not have this cash out feature for the pension plan then \$1.5M savings could have been realized for the 2004-2005 year. About 3 years ago the federal government decided to take the cap off and increased the amount. It is now at approximately \$100,000 and they plan on increasing this amount. The amount of the pension payable is therefore higher as the plan has not had the opportunity to catch up to the revised maximum pension amount.

Mr. El-Hawary thanked Mr. Mason for his enlightening presentation and opened the floor to questions. Mr. El-Hawary asked the first question and asked how the Dalhousie University plan compares to the PSSA – several of the Technical University employees opted to remain in the PSSA plan. There are a lot of differences in the two plans. One difference is that all private pension plans, if they have a deficit, must make extra contributions and retire that deficit within 15 years. The Provincial plan is exempt from that requirement.

Mr. Stroink asked if Dalhousie University was looking for ways to get out of the SOCC? Mr. Mason noted that he was really only explaining why there is an extra cost associated with the plan and why it is growing. Mr. Mason noted, speaking personally, if the pension plan was rising dramatically each year then Dalhousie University may have to review the plan similar to other private companies – who have plans that are more similar to an RRSP. If Dalhousie University can find a way to manage our situation and are comfortable with the situation then we will continue with the status quo. If the burden becomes too great then we will have to talk about this.

Ms. Binkley commented that with new faculty coming on board Dalhousie University is coming into a very competitive environment. It is also predicted that academics coming on board will switch between institutions throughout their career and what impact will this will have on the pension plan. Ms. Binkley's second question is the 'white elephant' – if mandatory retirement goes what effect will that have on the pension plan? Mr. Mason indicated that he will evade the second question as this is being studied right now. In terms of new faculty and their mobility, Dalhousie University has far fewer reciprocal agreements than in the past. This could result in individuals leaving their money in a plan and take it out later. However, this can be a personal choice and the university may be forced to review who comes into the plan but if it becomes a major recruitment tool than the pendulum could swing back. Also, pension could become a more important issue resulting in individuals becoming less mobile.

Mr. Slonim noted that if we do not manage the pension fund properly then the funds must come from somewhere and it will be the student who suffers. With so many faculty getting older we don't want to disadvantage the students too much. Faculty now must give one years' notice prior to taking their money

out of the plan. The number of individuals taking their money out of the plan in their later years has declined and this issue may soften over time. The Board of Governors has also implemented a long term planning committee and they will undoubtedly address this issue.

Ms. Lane asked if it is known how much the federal maximum pension amount will rise. Mr. Mason indicated that the amount is capped for 3-4 years and when it reaches \$120,000, it will rise with the average industrial wage in Canada.

Mr. Sullivan asked, if when the pension was reduced early in 2000, how much of the surplus was used up in the surplus use agreement? The surplus went into making the plan a better plan and the total amount of the surplus used was approx. \$65M. Mr. Mason will confirm the exact amount at a later date.

2006:16

Question Period

Ms. Bond spoke to an issue that has arisen in regard to the resignation of the two Senate Discipline Co-chairs as of April 1, 2006. The two co-chairs identified a lack of communication between the Senate Officers and the SDC and as well as perception of a systemic undermining of the SDC and its processes. If these perceptions are valid or not it points to a larger problem within this body that is not isolated to this one event, in that there seems to be a lack of communication between the Senate Officers, the Senate and its committees; especially SDC. This lack of communication hinders the evolution and betterment of the SDC and its processes. All parties around the table have been working hard to increase awareness of academic integrity at Dalhousie University. Will the Senate Officers take the lead in encouraging an open and frank dialogue with all stakeholders in the senate discipline process and the promotion of academic integrity? Mr. El-Hawary responded that the Senate, Senate Officers and the university community value the SDC as their efforts are held in high regard as their contributions are immense. There is a lot of work that goes on with each discipline hearing and we thank them. The Senate Officers have taken the proper action and have attempted to coordinate a meeting of SDC and the Co-chairs as soon as possible. However, Mr. Phil Cox, co-chair for SDC, will be unavailable for a meeting until his return from holidays after February 28. A meeting, chaired by Ms. Karen Crombie, University Legal Counsel, is now organized for Mr. Cox's return. The purpose of the meeting is to try to understand some of the underlying issues. Mr. El-Hawary noted that he does not have a full appreciation for all the matters and it is critical to meet in person to understand the extent of the concerns of the SDC co-chairs. Ms. Bond noted her concern, as a member of SDC for two years, that the process is not perfect but there has been a distinct evolution in the process and she does not think that the efforts of the SDC have been fully appreciated by Senate. It is important for Senate to have an open and frank dialogue about this issue. If the highest academic body is not going to talk about the issues then who is suppose to talk about them? Mr. El-Hawary agreed with Ms. Bond in that Dalhousie University needs to have academic integrity in the forefront of our reputation management and Senate does need to be more engaged, however; the in availability of one of the co-chairs until February 28, 2006 means that the concerns cannot be dealt with until that time. Mr. El-Hawary thanked Ms. Bond for alerting the Senate body to this important issue. Mr. Whyte noted that now that he is alerted he would like to know if there is some way for Senate to be informed. Mr. El-Hawary noted that the issues with SDC cannot be discussed at this point as it is important to meet with the SDC co-chairs first to understand the extent of the issues.

Mr. Whyte gave notice that at the next meeting of Senate he will make a motion to change the position of Question Period, on the regular Senate agenda, back to its original position following Matters Arising from within the minutes. Mr. El-Hawary confirmed that notice had been given that at the next Senate meeting the motion to consider the position of Question Period, on the regular Senate agenda, back to its original position following Matters Arising from the minutes, will be presented.

2006:17

Other Business

Senate Steering Committee: Senate Representatives for Vice-President Selection Committees

On behalf of the Senate Steering Committee, Mr. El-Hawary **MOVED**:

THAT Mr. Peter Butler be named as the Senate representative on the Search Committee for the Vice-President, External Relations.

After the requisite three calls for further nominations, Mr. Peter Butler was declared elected to the Search Committee for the Vice-President, External Relations.

The motion was **CARRIED**.

Mr. El-Hawary asked Mr. Fraser to leave the room prior to presenting the nomination.

On behalf of the Senate Steering Committee, Mr. El-Hawary **MOVED**:

THAT Mr. Lloyd Fraser be named as the Senate representative on the Search Committee for the Vice-President, Finance and Administration.

After the requisite three calls for further nominations, Mr. Lloyd Fraser was declared elected to the Search Committee for the Vice-President, Finance and Administration.

The motion was **CARRIED**.

2006:18

Adjournment

The meeting adjourned at 5:20 p.m.