



SENATE

Approved Minutes of the Meeting held on
Monday, January 13, 2020 at 3:00pm

Theatre A, Sir Charles Tupper Medical Building, Dalhousie University

The Senate met in regular session on Monday, January 13, 2020.

Present: K. Hewitt (Chair), A. Abawajy, G. Adolphe-Nazaire, R. Agu, A. Aiken, D. Anderson, F. Annan, M. Aston, T. Balsler, M. Campbell-Yeo, T. Cyrus, B. Davis, C. Diallo, T. Duck, Y. El Hiani, H. El Nagggar, B. Foster, M. Fournier, D. Gray, D. Grujic, A. Haiye, J. Hall, S. Holmes, G. Horne, N. Isaac-Pictou, I. Joseph, D. Kelley, J. S. Kim, S. Kirk, M. Leonard, L. Macdonald, J. Macedo, N. Maymandi, B. Merritt, C. Moore, F. Naghibi, V. Nams, B. Nassar, J. Newhook, P. Nnoka, P. Owen, M. Pacurar, J. Phinney, T. Rajack-Talley, A. Rau-Chaplin, C. Richardson, H-S. Ro, G. Scherkoske, S. Seth, A. Siegel, D. Silvio, H. Sinan, L. Spiteri, S. Stackhouse, S. Stone, F. Taheri, G. Warner, E. Welsh, D. Westwood, D. White, S. Wildeman, E. Wunker, A. Yahia, I. Yakovenko

Regrets: V. Allen, J. Blustein, D. Bourne-Tyson, O. Dryden, K. Brooks, C. Cameron, L. Goldberg, K. Harman, V. Howard, A. Kermanshahi-Pour, D. McKeen, K. Rosen, P. Tyedmers, D. Tyers

Absent: P. Allen, N. Blinn, A. Doucette, P. Doyle-Bedwell, A. Habib, F. Harvey, W. Lahey, R. Orji, J. Penney, L. Perez, S. Ponomarenko, B. Rathgeber, R. Rendon, C. Sandham, A. Sarhan, I. Waldron, S. Yurgel

Guests: Laura Neals (Director, Academic Staff Relations, Human Resources); Susan Brousseau (Secretary of Senate); Sundari Pashupathi (Associate Secretary of Senate); Joseph Behl (Student Minute Taker)

The Chair called on Senator Moore to make the Mi'kmaq land acknowledgement statement. C. Moore then provided a brief overview of some initiatives underway in the Faculty of Science to incorporate the perspectives of underrepresented /marginalized communities in their curricula and program delivery practices. C. Moore particularly highlighted the hiring of a new faculty member, Jonathan Ferrier, through the Diversity Faculty Award program and his work around indigenizing the curriculum.

1. Approval of Agenda

Senator Hewitt reported that item 5 would be removed from the agenda pending a further small amendment to the Criteria and Procedures document which will be presented to the Senate Honorary Degrees Committee (SHDC) for approval by electronic vote; after this approval, it will be brought back to Senate for decision. The agenda was **approved** with this amendment.

2. Consent Agenda

2.1 Approval of Draft Minutes of December 9, 2019 Senate Meeting

Approved by **CONSENT**.

3. Matters Arising from the December 9, 2019 Senate Meeting Minutes

There were no matters arising.

4. Senate Planning and Governance Committee (SPGC)

4.1 Senate nomination to the Search Committee for Vice-President, Finance and Administration

Senator Hewitt presented the motion from SPGC. He noted that after seeking nominations from among current and past Academic Unit Senators for a position on the search committee for Vice-President, Finance and Administration, the SPGC is recommending Senator Maria Pacurar to represent Senate on the search committee.

MOVED by Senator Hewitt on behalf of the Senate Planning and Governance Committee:

THAT the Senate approve the nomination of Senator Maria Pacurar to represent Senate on the Search committee to hire the Vice-President, Finance and Administration.

The motion **CARRIED**.

FOR DISCUSSION

5. Grievance process for Non-bargaining unit members

L. Neals presented this item, making reference to the revised procedures document in the package. She noted that a committee had been struck to review the grievance process for academic staff who are not in the DFA bargaining unit. This committee's work included testing the process with hypothetical cases. The process was originally created in 2014, but no grievances came forward in the following period that allowed for this testing.

The committee's report highlights the changes and their objectives. One intended goal was to provide clearer instructions for those with grievances and to make the process easier for those who are new to grievance processes. A more robust review at the provost stage was also added. This review, at the final stage, would be conducted by a "provost panel" of three, comprised of the Assistant Vice-President, Human Resources, the Provost, and the Chair of Senate. Other changes were the addition of more detailed processes for addressing conflicts of interest, greater flexibility with timelines and the intention to better communicate the process. L. Neals added that, to increase visibility, the process would be entered in the University policy repository maintained by the University Secretariat and that link would be circulated to non-DFA faculty.

Following this report, L. Neals responded to questions on the membership of the Academic Staff Grievance Process Review Committee and the consultation undertaken. She reported that the membership included one faculty member each from the Faculties of Law and Dentistry who are not administrators. Membership also included a faculty member who is an Associate Dean in the Faculty of Medicine. The intention was to include individuals from Faculties with high numbers of non-unionized academic staff. She also noted that since the process is intended for non-DFA faculty members, the DFA was not consulted.

Some concern was voiced that the report of the Committee referenced in the cover memo was not circulated and that there were fundamental process flaws, particularly in that the Committee had no

members from among physicians working in the Faculty of Medicine who are impacted by the process. The difficulty of eliminating conflicts of interest in some cases was also noted. Senator Anderson, Dean of the Faculty of Medicine, responded that the Faculty of Medicine, at the request of the President and the Chair of Senate, was asked to respond to the CAUT recommendations and report back to Senate. He noted that he reported to Senate in September 2017. Senator Hewitt added that this report could be made available to senators after the meeting.

With respect to whether this is a process or a policy, L. Neals clarified that the document is a process rather than a separate university policy because it has its origin in the Senate Regulations. The intent is essentially to clarify the process for academic non bargaining unit members.

6. Reports:

6.1 Chair of Senate's Report

Senator Hewitt presented the Chair of Senate's Report, highlighting several items, including an update on the planning for the upcoming "think tank" sessions scheduled for January 27 (student experience and student success), February 24 (future of teaching and learning), March 23 (research future), and April 27 (culture & climate, and Dalhousie's purpose/our social responsibility).

Senator Hewitt also reported on the current calls for nomination for the two Senate vice-chair roles and spoke to recent items considered by the Senate Planning and Governance Committee. He also referenced his proposal for an upcoming project which would involve creating a procedures document for the Senate committee terms of reference to assist Senate officers and members in understanding how Senate and its committee carries out Senate's responsibilities. .

6.2 DSU Report to Senate

Senators Yahia and Abawajy presented the DSU Report to Senate. Senator Yahia provided an overview of the different identities and intersectionalities represented within the Student Caucus that comprises student senators, noting that the majority of student caucus members are from marginalized communities. Senator Abawajy noted that there is also significant diversity in Faculty representation in the Student Caucus, with students from 5 different Faculties represented.

Senator Abawajy continued by discussing the mandate for Equity Diversity and Inclusiveness (EDI) and how it looks in practice. She emphasized the importance of an anti-oppressive framework, of structural competency, and of putting people first in achieving the university's academic mission.

Senator Abawajy summarized the priorities for the DSU Council, including mental health, food security, a safe and equitable culture and facilities, and strategic planning on how to embed EDI, social justice, cultural competency, etc. into the work of the institution.

Senator Yahia presented a "new deal" for Dalhousie, which would focus on making good on historic injustices, elevating the student experience, and closing the gap in historical disadvantages between faculty, staff, and students. He added that a comprehensive plan on the subject of reconciling the EDI agenda with the retention of existing talent will be released in the coming months.

Senators discussed the relationship between the topics addressed in the presentation and the university-wide strategic planning efforts taking place, the importance of having the EDI office, the Provost and Faculties collaborating and partnering to implement EDI work alongside the DSU.

6.3 Vice President, Research and Innovation's Report

Senator Aiken presented the report, highlighting key figures regarding research funding, research chairs, awards, etc., as well as a breakdown of research funding sources.

Senator Aiken noted how the research strategy is aligned with EDI principles, and added that Dalhousie is an affiliate institution in the Tri-Agency's Dimensions EDI Charter and will work toward meeting all the requirements of the charter. She also commented on how research directions have been grounded in UN Sustainable Development Goals.

Senator Aiken went on to discuss recognition of research excellence at Dalhousie, noting the nominations and renewals of several Canada Research Chairs, as well as external and internal prizes. She also presented several key performance indicators regarding the strategic direction of research and innovation.

Senator Aiken noted several additions to Dalhousie's programming for innovation and entrepreneurship, including the Emera Idea Hub in the Faculty of Engineering, the Minor in Innovation and Entrepreneurship, the Law and Technology clinic, the third cohort of the Creative Destruction Lab, and the four sandboxes in agriculture, computer science, engineering, and sciences (with an additional sandbox in health opening later in the year). She also provided an update on Research Nova Scotia, noting that Dalhousie has a permanent seat on the board of Research NS, and that a research strategy is currently being worked on.

In response to a question about current challenges she sees for research at Dalhousie, Senator Aiken noted that one concern is that Dalhousie may not fully embrace its role as a research-focused institution, and added that the low number of PhD students relative to other U15 institutions is also a concern.

Senators discussed the reasons for and solutions to the lower relative number of PhD students, the importance of allocating workloads evenly between teaching, research and service, and how these topics tie in to the work of the self-study group on the future of research.

6.4 Provost's Report

Senator Balser presented the Provost's report. She noted the outpouring of nationwide support after the tragic Flight 752 incident and the loss of many members of Canadian university communities across the country. She also thanked the student and external societies such as the Dalhousie International Student Society, the Iranian Cultural Society, and other volunteers for organizing the recent memorial vigil event. She added that a memo would follow regarding the national minute of silence for the victims on Wednesday at 2 pm.

Senator Balser provided an update on the strategic planning process and the progress of the self-study teams who have been exploring the global context, emerging trends, and challenges in higher education, adding that the groups are now moving into looking at solutions.

Senator Balser also provided an update on the annual budget process, noting that the Budget Advisory Committee (BAC) has been working on finding ways to solicit additional input. She noted that the BAC

has two goals: to make recommendations based on predictions of costs, revenues, etc., and to recommend allocation for discretionary funds.

Senator Balsler briefly discussed the findings of the Rapid Task Force on International Student Support. She summarized the recommendations and next steps. These include establishing a continuing working group, adding a Mandarin speaker for the International Centre, as well as another advisor for the Writing Centre. Other recommendations include training in intercultural competency and pilot projects, such as peer mentoring and interdisciplinary writing courses. The working group will provide oversight and monitoring for the initiatives and activities implemented and will report regularly to the Provost.

Senator Balsler provided some information on upcoming teaching and learning conferences and awards.

In response to a question, Senator Balsler noted that there is no formal plan to publicize the report of the Rapid Task Force on International Student Support, but it can be made available to senators. In response to a question on whether there would be international student representation on the working group, Senator Moore noted that there will be three international students in the working group: one graduate student, one student from the Agricultural Campus, and one from the Halifax Campus.

A robust discussion on the topics of supporting teaching faculty, the importance of retaining talented teachers and plans for increasing revenue ensued.

6.5 Questions for Reports

There were no further questions on the reports.

7. Question Period

There were no other questions.

8. Other Business

There was no other business.

Adjournment

The meeting was adjourned at 4:55 pm.