

Item: Board of Governors Minutes, March 1995
Call Number: Board of Governors Fonds UA-1, 54.5

Additional Notes:

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**AGENDA
BOARD OF GOVERNORS
DALHOUSIE UNIVERSITY
Tuesday, March 21, 1995
University Hall, Macdonald Building**

- 4:00 1) Approval of Agenda
 2) Minutes of Board Meeting of February 21, 1995
 (enclosure)
 3) President's Report (to be distributed at the meeting)
- 4:10 **Items for decision**
 4) The Herbert Lamb Chair in Business Education (Clark)
 (enclosure)
 a) Establishment of the Chair
 b) Appointment of first holder of the Chair
 5) Amendments to By-laws of the Board of Governors (Clark)
 (enclosure)
 6) Proposed joint M.A. Programme in Women's Studies (Hobson)
 (enclosure)
 7) 1995-96 Residence Fees (enclosure) (Walker)
 8) 1995-96 Student Assistance Programme Allocations (Walker)
 (enclosure)
 9) 1995-96 Finance and Budget Committee recommen- (Risley)
 dations for interim spending approval (information
 to be distributed at the meeting)
- 4:30 **Items for discussion**
 10) President's Response to the Report on Employee (Clark)
 Morale (enclosure)
 11) Rationalization (Clark)
- 5:15 **Items for information**
 12) Senate Reform (enclosure) (Dunn)
 13) Reports from Standing Committees
 a) Staff Relations (enclosure) (Roscoe)
 b) Investment Committee (Mason)
 - Pension Trust Audited Financial Statements
 (enclosure)
 - Annual Report Pension Trust Fund (enclosure)
 - Interim Report : Endowments (enclosure)
 14) Retirees' Trust Fund (enclosure) (Mason)
 - Audited Financial Statements
 - Annual Report
- 5:45 **In-Camera**
 15) Nominating Committee recommendations (Piercey)
 16) Appointment of Chancellor Emeritus (Clark)
- 5:55 **Adjournment**
- 6:00 All Board Members are reminded of the invitation to be present
 for the unveiling of the official portrait of Dr. H. Reuben Cohen
 at the Dalhousie Art Gallery.

NOTICE OF MOTION

**To : 1) Establish the Herbert Lamb Chair in Business, and
2) Appoint the first holder of the Herbert Lamb Chair in Business**

1. Objective of Chair

The objectives of the incumbent shall be to:

- (a) provide leadership and academic stimulation to faculty members in areas of expertise;
- (b) solicit financial support and access from persons and organizations outside the University for research and other activities of the School;
- (c) undertake teaching and seminars so that his/her scholarship may be available to faculty and students; and
- (d) increase through research and other scholarly activity the reputation of the School in national and international academic and business communities.

2. Form of appointment

Appointments shall be in the form most appropriate in the circumstances, the order of preference being:

- (a) Appointments for a period of five years which will be extended only in special circumstances. Whenever possible, the persons appointed shall be in disciplines which, over time, will provide benefit to each area group in the School. (Special circumstances should be interpreted as those where good progress has been achieved during the five year appointment but another period is necessary to reach the objective envisioned at the time of appointment, where no other suitable candidates are available, or where financial stringency precludes recruitment from outside.)
- (b) Appointments from one to five years, normally of distinguished scholars on leave from other universities.

3. Terms of appointment

Appointments would provide for:

- (a) adequate research and other funds, to carry out the activities identified in the terms of appointment, (such funds to be provided from monies available to the Faculty of Management), and

- (b) release from teaching to the extent necessary to allow the incumbent to carry out his or her other duties, while still retaining some obligation to teach in the School and hold seminars.

Dalhousie University wishes to proceed with the establishment of the Herbert Lamb Chair in Business and appoint the first holder of the Chair. Accordingly, the Board of Governors is asked to approve the following resolution:

THAT the Board of Governors approve the recommendation for the establishment of the Herbert Lamb Chair in Business, and

THAT Sir Graham day be appointed the first holder of the Herbert Lamb Chair in Business effective January 1, 1995 for a five year term.

Minutes of a meeting of the
Board of Governors held on Tuesday,
March 21, 1995 at 4:00 p.m. in
University Hall

Dalhousie University
Halifax, Nova Scotia

PRESENT:

Mr. Allan C. Shaw
 Chairperson
Dr. D. Wayne Bell
Mr. Peter Bryson
Dr. Howard C. Clark
 President
Mr. James S. Cowan
 Vice-Chairperson
Dr. Kenneth Dunn
Mr. Fred S. Fountain
Ms. Lisa Lachance
Dr. Patricia Lane
Ms. Margaret Langley
Ms. Bernadette Macdonald

Mr. George W. MacDonald
Mr. Rod MacLeod
Mr. Thomas McPhee
Mrs. Ann Petley-Jones
 Honorary Secretary
Mr. Douglas W. Reid
Mrs. Josie Richard
Mr. John C. Risley
 Honorary Treasurer
Mrs. Patricia Roscoe
Miss Barbara Walker
 Vice-Chairperson
Mrs. Carol D. Young

Also present were: Sir Graham Day (Chancellor), Mr. George Piercey (immediate past Chairperson, Board of Governors); Dr. Deborah Hobson (Vice-President, Academic & Research); Mr. Bryan G. Mason (Vice-President, Finance & Administration); Mr. Eric A. McKee (Vice-President, Student Services); Mr. Henry E. Eberhardt (Vice-President, External); Professor Jennifer Bankier (President, Dalhousie Faculty Association); Mr. Brian C. Crocker (University Secretary & Legal Counsel); Ms. Julia Eastman (Co-ordinator of Policy Development); Mr. Michael Roughneen (Director, Personnel Services); Mr. Ian Nason (Director, Financial Services); Mrs. Charlotte Sutherland (Director, Development); Ms. Marilyn MacDonald (Director, Public Relations); Mr. Bill Straitton (Director, Capital Campaign); Mr. James Connor (Dalhousie Student Union); Ms. Mary Somers (Director, *Dalhousie News*); and Ms. Joann Griffin (Secretary).

Regrets were received from Mr. David J. Almon, Mr. J. Dickson Crawford, Mr. Thomas E. G. Lynch, the Honorable Jacqueline Matheson, and Ms. Suzan MacLean.

The Chairperson called the meeting to order at 4:05 p.m.

Approval of Agenda

Board members approved the agenda as distributed along with the addition immediately after the President's Report of a Presentation by Mr. McKee on the results of a survey we participated in on the undergraduate experience at eight Canadian Universities. Board members also agreed that item 11) Rationalization be moved to the

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In-Camera session.

Minutes of Board Meeting of February 21, 1995

Mr. Reid moved and Mrs. Ann Petley-Jones seconded a motion THAT the Minutes of the Board of Governors Meeting held on February 21, 1995 be approved as circulated. The motion carried.

President's Report

Dr. Clark briefly reviewed the President's Report that was distributed at the meeting. A copy is attached to these minutes.

Welcome

Mr. Shaw introduced and welcomed Sir Graham Day, Chancellor of Dalhousie University, to the meeting.

Presentation : "Undergraduate Experience at Eight Canadian Universities"

Mr. McKee noted that the eight Canadian Universities who participated in the survey of the undergraduate experience were: University of Alberta, University of British Columbia, Concordia University, Dalhousie University, University of Lethbridge, University of Manitoba, Memorial University and University of Western Ontario. He then briefly reviewed the survey questions and explained that students were asked to indicate their level of satisfaction. He noted the following placements for Dalhousie: first for tutoring services; second for academic advising, instructional facilities (classrooms, labs, equipment, etc.) and computer services for students; third for quality of teaching (with 80% of the respondents indicating they were satisfied or very satisfied); third also for average size of undergraduate classes, and for study space (with 76% satisfied or very satisfied); and fifth for library facilities despite a response rate that indicated 88% were satisfied or very satisfied.

He then noted the following other areas where Dalhousie received the highest mean rating: athletic facilities, student association facilities, orientation, counselling services and student medical services. The problem areas for Dalhousie that the survey identified were: parking facilities, concern shown by the University for students as individuals, and the process for resolving complaints and appeals.

In conclusion he noted that Dalhousie placed second in terms of general satisfaction with the University. He noted that more data would be produced as the report is

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reviewed and he explained that the ratings are for our internal use only and we have made a commitment that the information will not be used for promotional purposes.

Items for decision

The Herbert Lamb Chair in Business Education

Dr. Clark remarked that the background information that had been pre-distributed about the Herbert Lamb Chair in Business Education was quite straightforward. Sir Graham explained that Mr. Lamb was a graduate of Dalhousie who had been a conservative and fruitful investor and that his estate had established a Trust Fund and that a major portion of the income is donated to the Business School. He also noted that Mr. Lamb's widow takes an ongoing interest in supporting Dalhousie University. Dr. Clark moved and Mrs. Ann Petley-Jones seconded a motion THAT the Board of Governors approve the recommendation for the establishment of the Herbert Lamb Chair in Business. The motion carried.

Appointment of the first holder of the Chair

Dr. Clark moved and Mrs. Ann Petley-Jones seconded a motion THAT Sir Graham Day be appointed the first holder of the Herbert Lamb Chair in Business effective January 1, 1995 for a five year term. The motion carried.

Amendments to By-Laws of the Board of Governors

Mr. Shaw explained that the first of the three amendments to the By-laws dealt with the need for non-Board members to have a meeting pass; the second change was to note that the Board now meets in University Hall, and the third amendment was to accurately reflect the normal order of business. He noted that the required Notice of Motion to amend the By-laws was pre-distributed.

Dr. Clark moved and Mr. Cowan seconded a motion THAT, By-Law 6.1.3 Regular Meetings be amended to read: "Subject to the Act and Sections 6.13.1, 6.13.2, and 6.14.1 hereof, all meetings of the Board normally shall be open to the public and no person shall be excluded therefrom except for improper conduct provided, however, that admissions to persons who are not Members or resource persons will be on a first come, first admitted basis subject to the limitations of available passes." The motion carried.

Dr. Clark moved and Mr. Cowan seconded a motion THAT, By-Law 6.3.1 Place of Meeting be amended to read: "Unless otherwise directed by the Chairperson, all

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meetings of the Board shall be held in University Hall in the Macdonald Building of the University." The motion carried.

Dr. Clark moved and Mr. Cowan seconded a motion THAT, By-Law 6.9.1 Order of Business be amended to read: "The normal order of business at regular meetings of the Board shall be as follows, subject to the discretion of the Chair:

- a) Approval of agenda
- b) Minutes of the previous meeting
- c) President's Report
- d) Items for decision
- e) Items for discussion
- f) Items for information
- g) Adjournment"

The motion carried.

Proposed joint M.A. Programme in Women's Studies

Dr. Hobson noted that the proposed programme is a departure in that it is a joint programme and she remarked that the length of time required to reach agreement about the programme was evidence that the key to rationalization is not a partnership model. Dr. Dunn moved and Ms. Lachance seconded a motion THAT, upon the recommendation of Senate, the Board of Governors approve the joint M.A. programme in Women's Studies. The motion carried.

1995-1996 Residence Fees

Miss Walker moved and Miss Langley seconded a motion THAT, on the recommendation of the Finance and Budget Committee with the concurrence of the Student Relations and Residence Committee, the Board of Governors approve the residence room and board rates for 1995-96 as presented. The motion carried. A copy of the residence room and board rates for 1995-96 is attached to these minutes.

1995-1996 Student Assistance Programme Allocations

With respect to the student assistance programme allocations Mrs. Petley-Jones inquired what happened if all of the contingency portion of the allocations was not needed and Mr. McKee explained that this year all of the contingency fund has been utilized but at other times it has been carried forward and then is normally used for summer employment opportunities.

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Mrs. Roscoe noted there is quite a difference between the amounts given for undergraduate bursaries (\$1,445,000) and undergraduate entrance scholarships and entrance bursaries (\$225,000) and she inquired how these sums were determined. Mr. McKee explained that up until this year funds for undergraduate students from the student assistance programme had been devoted exclusively to bursaries and now there is a merit component for the use of student assistance funds. He noted that the \$225,000 is meant to finance in the first place a new programme which provides entrance awards of \$600 each to students with an average of 80% or better but with a family income that is below the provincial average. The second use of the fund he noted was to finance a set of high level scholarships created for the first time this year using one time only money to award \$6,000 scholarships to the very, very best applicants in the undergraduate programme. He concluded by indicating that some renewals of scholarships awarded last year may also come from the \$225,000 allocation.

Miss Walker moved and Mr. McPhee seconded a motion THAT, upon the recommendation of the Student Relations and Residence Committee, the Board of Governors approve the following allocation of Student Assistance Program funds for 1995-1996:

Student Employment	\$1,000,000
Undergraduate Bursaries	1,445,000
Undergraduate Scholarships and Entrance Bursaries	225,000
Pre-University/University Exploration Bursaries for Indigenous Black and First Nations Students	10,000
Dentistry, Law and Medicine Bursaries	320,000
Indigenous Black and Micmac Program Tuition waivers	80,000
Graduate scholarships/bursaries	290,000
International education assistance	75,000
International student scholarships	57,000
Contingency	26,000
Total	\$3,528,000

The motion carried.

1995-96 Finance and Budget Committee recommendation for interim spending approval

Mr. Risley briefly provided background information during which he noted that Dalhousie's fiscal year is from April 1 to March 31 and we do not have a final provincial budget to confirm what level of government support we will receive hence the need

for temporary spending authority before the final operating Budget is approved. Mr. Risley moved and Mr. Fountain seconded a motion THAT in order to allow the continued operation of the University until such time as the 1995-96 Operating Budget is given final approval, it is recommended that the Board of Governors authorize expenditures of up to 25% of the amount calculated in accordance with the preliminary 1995-96 operating budget model contained in the 6th Report of the President's Budget Advisory Committee which went to the Board for information at the January 18, 1995 meeting. The President, or his designate, is authorized to approve expenditures in excess of 25% in special cases to permit the orderly management of the university. The motion carried.

Item for discussion

President's Response to the Report on Employee Morale

Dr. Clark reminded Board Members that the Report of the Committee on Employee Morale recommended that the President respond to the various recommendations contained in that Report. He noted that of the approximately 40 recommendations, many were directed at the President or the Personnel Office. He explained that he had deferred consideration of some of the recommendations to the President-elect, Dr. Tom Traves, in the event that he may wish to initiate change in the strategic direction and organization of the university. The deferred recommendations deal with a review and revision of the University's mission statement, a review of the structure and reporting relationships of the senior administration, and measures to improve labour/management relations at Dalhousie. He then noted that implementation of the Committee's recommendations regarding the staff complement of the Office of Human Resource Development including provision for staff from designated groups which are underrepresented in the university, and the establishment of two working committees to review and recommend changes to the university's job evaluation systems are both under way.

He noted that a principle that guided him in the preparation of his response to the Report of the Employee Morale Committee is that although all members of the university community share responsibility, managers must provide leadership in improving employee morale and organizational effectiveness. He then drew Board members' attention to the recommendations that he has assigned to senior managers to implement that are noted on page five of his response. He noted that Dr. Carmen Moir, a former member of the Board of Governors, has agreed to chair the Monitoring Committee on his behalf, which committee will provide advice and support to individual managers in the implementation of recommendations and monitoring of the overall implementation process. He remarked that recommendation 4.4. that the

administration should ensure that appropriate training is provided to existing supervisors and managers in order to strengthen human relations and interpersonal skills and the ability to manage a diverse work force was an important recommendation and that there is significant room for a great deal more to be done in that regard than is currently being done. He commented that the work required to address that and many other recommendations would only be possible if Personnel Services had the necessary resources and therefore he had initially been prepared to recommend a base budget adjustment and a one time only allocation to Personnel Services. Subsequently he noted that the Deans had made it abundantly clear that they thought such an allocation was inappropriate and they were not prepared to be supportive. He observed that since the entire thrust of his response is to make managers responsible for improving morale the support of senior managers is critical and that it may therefore not be possible to carry out these particular recommendations as currently there are not the necessary resources in Personnel. He concluded by expressing his hope that over time significant improvements would occur but he cautioned that it would not happen quickly and that it would not occur just because of a new President, or because of actions that the Deans take or the enthusiasm of students. He stressed that it would take all of those things and active support, involvement, and work by all who are a part of the Dalhousie community.

Professor Bankier noted that it was unfortunate the President's response to the Employee Morale Committee Report was not conveyed to the members of that committee prior to its publication in *Dalhousie News*. She suggested that the extent to which the committee's process was successful was because there were employee group representatives involved and the group engaged in a very constructive dialogue. She therefore expressed regret that it is not proposed to have employee group representatives on the Monitoring Committee. She then suggested that there is a people skills issue linked to the Deans unwillingness to support the proposed budget allocation to Personnel Services. She concluded by noting the President did a very good thing by establishing the Committee but she was unfortunately disappointed by the President's response to the Report.

Items for information

Senate Reform

Dr. Dunn noted that the Senate Reform document that had been distributed to Board members is not quite the document that was voted on by Senate. He noted 433 ballots were distributed and 269 were returned with 221 in favour of Senate Reform, 45 against and three ballots spoiled hence the required two-thirds majority was achieved.

He noted that the transition procedures are now being put in place.

Mr. Shaw added his congratulations to those expressed earlier by the President and noted that it was an extremely difficult task that had been carried out remarkably well and that the entire university should be grateful for the progress that has been made.

Reports from Standing Committees

a) Staff Relations

Mrs. Roscoe observed that the Grievance Review Report for 1993 and 1994 had been pre-distributed and she then highlighted some details of the Report and noted that the responsibility of the Staff Relations Committee is to ensure that an appropriate structure is in place for handling grievances. She noted that the number of employee groups that exists at Dalhousie is quite astounding and it is an enormous undertaking on behalf of Personnel Services and others who deserve credit for the fact that things are going along so well.

b) Investment Committee

- **Pension Trust Audited Financial Statements**
- **Annual Report Pension trust Fund**
- **Interim Report : Endowments**

Mr. Mason, in Mr. Crawford's absence, was called upon to report on behalf of the Investment Committee. He noted that the Pension Trust Audited Financial Statements , the Annual Report Pension Trust Fund, and the Interim Report : Endowments had all been pre-circulated. He reminded Board members that the members of the Investment Committee are also Trustees of the Dalhousie Pension Trust Fund. He then explained in terms of the bottom line the Pension Trust Fund is in a comfortable surplus position and although the report from the Retirees' Trust Fund shows a small deficit, when both funds are combined overall there still is a comfortable surplus. He commented that the Annual Report on the Pension Trust Fund sets out the total assets of the fund, how the funds are invested and notes who are the various investment managers that are used. He noted that the performance of the Pension Trust Fund for the fiscal year ending June 30, 1994 was disappointing in that we had a third quartile performance overall. To put that in perspective he indicated if we were to report a one year performance to the end of December 1994 we would have second quartile performance and if we were to report it for the last quarter of 1994 we would have first quartile performance which shows that performance measurements are very year end date sensitive.

With respect to Endowment Funds he noted a correction to page two of the Report in that the figure for the Canadian Bond Index asset managed by TAL & Associates should show a market value of \$36.2 million. He noted the total market value of endowment funds was \$146.5 million as of September 1994 which is a very major asset for Dalhousie and he noted for the period ended March 1994 our performance was 13.3% return second quartile.

With respect to the Pension Trust Fund Mrs. Petley-Jones remarked that we had switched \$15 million of Canadian Bonds to a mortgage pool managed by Standard Life and approximately \$28 million into a global equity pooled fund. She asked for the background leading up to these changes.

Mr. Mason noted that at June 30, 1993 when we had some \$77 million sitting with TAL in Canadian Equities, the Trustees had decided prior to that point to make a significant shift between managers and on a temporary basis some money was placed with TAL who were already managing a good portion of the portfolio. He explained that what has emerged in 1994 as we have restructured the asset mix is moving TAL a little bit closer to their normal size of portfolio. He then noted in terms of Canadian bonds we had approximately \$65 million with CLIM in 1993 and the Trustees determined they were dissatisfied with the performance of that firm so in the course of restructuring assets \$50 million was put in a bond index fund and the remaining \$15 million went to increasing our exposure in U.S. equities.

In response to a request from Mrs. Petley-Jones for an explanation about what constitutes the Standard Life mortgage pool, Mr. Mason commented that it is a pool of commercial and industrial properties that are located across the country which we went into as a very long term stable investment.

Retirees' Trust Fund

- **Audited Financial Statements**
- **Annual Report**

Mr. Mason noted that the Retirees' Trust Fund Audited Financial Statements for the year ended June 30, 1994 and the Annual Report had been pre-distributed. He explained that the Retirees' Trust Fund looks after the monies for all Dalhousie employees who have retired and that upon retirement their assets in the Pension Trust Fund are transferred to the Retirees' Trust Fund which has a separate set of trustees.

Professor Bankier drew Board Members' attention to the Annual Report which noted that the Retirees' Trust Fund yielded a 0.6% return this past fiscal year compared to 6.3% in the previous fiscal year and also a figure of 3.8% for SEI Median return for

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balanced Pension Funds so she suggested we appear to be doing poorly against our own performance and others as well. She asked for elaboration about how that had come about and what was being done to address it.

Mr. Mason reminded Board Members that the Retirees' Trust Fund is not a pension fund in any normal sense and that its sole purpose is to pay out pensions and therefore its asset allocations and requirements for returns are very different from our own Pension Fund or a typical balanced Pension Fund such as SEI Median. He referred Board members to the Retirees' Trust Fund Annual Report which acknowledged the low investment return and spells out in some detail the Trustees' efforts to analyze causes of underperformance and to reconsider its asset mix and investment management decisions.

Adjournment

The meeting adjourned at 5:10 p.m. with Board Members and Professor Bankier being asked to remain for an *In-Camera* session.

Ann Petley-Jones
Honorary Secretary

Allan C. Shaw
Chairperson

Attachments : 1) President's Report
2) 1995-96 Residence Room and Board Rates



Dalhousie University

Office of the President
Halifax, Nova Scotia
Canada B3H 4H6
(902) 494-2511
Fax: (902) 494-1658

Dalhousie University
Board of Governors
Report of the President
21 March 1995

Rationalization

Meetings of NSCHE with University Presidents have been scheduled by Dr. Halliwell, on 23 March and 20 April. It is understood that the purpose of the meeting on 23 March will be to discuss the various options that the university community has put forward in relation to a series of long-range objectives that have been identified by the Council.

Senate Reform

At the Senate meeting on 27 February, it was reported that the proposal to reconstitute Senate had been approved by an overwhelming majority. This will change Senate to a body of 60 members, the majority being members elected from the Faculties. It is generally expected that this will make Senate a much more effective and consistent decision-making body. The Officers of Senate, and particularly the Chair, Dr. Dunn, deserve congratulations for the leadership role played in bringing about this considerable improvement in university governance.

Federal Budget

It is not possible to determine with any certainty what the impact of the recent federal budget will be, since much depends on the way in which the provincial government chooses to distribute the new Social Transfer payments. Dr. Halliwell's statement, published in the *Daily News*, that provincial payments to universities could drop from \$218.2 million to approximately \$143 million, is based on little more than extreme assumptions. At the same time, Mr. Boudreau, Minister of Finance, had stated that he saw no need for there to be any changes to the provinces four-year spending reduction plan, which will reduce funding to the universities by approximately \$27 million over the 1994-95 to 1997-98 period. Others have calculated that Nova Scotia's share of the \$6.6 billion reduction in transfer payments over three years will be \$263 million, and that even allowing for some increase in capitalization payments in 1995-96, this must equate to a substantial funding reduction over the next years.

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Additionally, in terms of research, the budgets of NSERC and SSHRC will be reduced by 14% over the next three years and that of MRC by 10%.

AUCC Meeting

I attended the usual March AUCC meeting in Ottawa last week. Not surprisingly, in view of the federal budget, it was a rather sombre gathering of university Presidents! Lloyd Axworthy, André Ouellet and Marcel Massé were among the speakers.

Alumni Matters

In late February, successful alumni receptions were held in Bermuda and New York; in the latter case, the Canadian Consul-General very generously was host to Dalhousie alumni at his residence.

Campaign Visits

An increasing portion of my time is being devoted to calls in relation to the Capital Campaign. Over the last few weeks, these have included calls in Halifax, Toronto and Calgary.

JOINT M.A. IN WOMEN'S STUDIES

At its meeting of January 19, 1995, Senate voted to recommend approval of the joint M.A. in Women's Studies on the following conditions:

- (1) the provision, as a permanent budget transfer, of the identified library acquisitions increment to the libraries of the institutions involved;
- (2) exemption of the program from Dalhousie's ERBA mechanism and the direct attribution of tuition revenue generated by the program to the program's cost centre; and
- (3) the negotiation of a 'joint appointment' for the financial administration of the program by the financial Vice-Presidents (or equivalent/s designate).

This is an interdisciplinary one-year five-credit M.A. to be offered jointly by Dalhousie, Saint Mary's, and Mount Saint Vincent. It is planned to have a maximum of nine full-time and nine part-time students by the time it is fully implemented in four years.

The proposal is designed to meet a growing demand for graduate programs in Women's Studies in the Maritime Provinces and elsewhere in Canada. Presently there are only three Canadian universities (Simon Fraser, York, and Memorial) offering graduate programs in this field, and all are under heavy demand. This is a good example of the academic programming which is made possible by drawing together the resources of metro Halifax universities.

BE IT RESOLVED THAT, upon the recommendation of Senate, the Board of Governors approve the joint M.A. in Women's Studies.