



**SENATE**  
**Approved Minutes of the Meeting held on**  
**Monday, October 24, 2022 at 3:00 p.m.**  
**Via Microsoft Teams**

The Senate met in regular session on Monday, October 24, 2022 via Microsoft Teams

**Present:** L. Spiteri (Chair), G. Adolphe-Nazaire, R. Affoo, R. Agu, A. Aiken, J. Andrews, D. Black, J. Blustein, K. Brooks, C. Cameron, R. Chang, S. Chitnis, T. Cyrus, B. Davis, K. Dilcher, A. Doucette, P. Doyle-Bedwell, O. Dryden, L. DuBois, Y. El Hiani, H. El Nagggar, R. Ezekiel, N. Ezzeddine, M. Farrimond, B. Foster, G. Gagnon, D. Grantham, C. Graves, D. Gray, J. Hall, G. Horne, S. Jeffrey, M. Keinast, I. Keumani, S. Keyamo, S. Kirk, P. Lee Men Chin, M. Leonard, C. Macdonald, L. Macdonald, C. Macy, V. Maselli, S. McKibbon, R. Meagher, B. Merritt, L. Meynell, A. Mohan, M. Nashnoush, H. Niu, M. Pacurar, Y. Pan, T. Perrot, L. Phillmore, T. Rajack-Talley, A. Rau-Chaplin, H. Ro, K. Rosen, D. Saini, R. Sampangi, S. Seth, M. Sharaput, A. Siegel, D. Silvio, A. Stapleton, D. Tyers, T. Walker, D. Westwood, S. Wildeman, E. Yiridoe, R. Zaiotti

**Regrets:** G. Amore, D. Anderson, C. Brown, F. Harvey, G. Ilie, C. Lake, F. Naghibi, J. Newhook, R. Orji, R. Sarson, M. Vandenburg

**Absent:** T. Agbaje-Ojo, O. Akinkugbe, P. Doucet-Bernard, K. El-Sankary, M. Irwin, D. Jakeman, A. Kermanshahipour, W. Lahey, N. Patil, L. Propper, A. Rudnick, S. Stone, M. Ulku

**Guests:** M. Adam (Director, School for Resource and Environmental Studies), J. Hope (General Counsel and University Secretary), B. Mann (Manager, Discipline and Appeals), J. Ng'ethe (Associate Secretary of Senate), N. Strowbridge (Senate Coordinator)

The Dalhousie University Senate acknowledges that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People and pays respect to the Indigenous knowledges held by the Mi'kmaq People, and to the wisdom of their Elders past and present. The Mi'kmaq People signed Peace and Friendship Treaties with the Crown, and section 35 of the Constitution Act, 1982 recognizes and affirms Aboriginal and Treaty rights. We are all Treaty people.

The Dalhousie University Senate also acknowledges the histories, contributions, and legacies of African Nova Scotians, who have been here for over 400 years.

**1. Approval of Agenda**

The agenda was **approved** as presented.

**2. Consent Agenda**

**2.1 Approval of Draft Minutes of September 12, 2022 Senate Meeting**

**THAT the draft minutes of the September 12, 2022 Senate meeting be approved as circulated.**

Approved by **CONSENT**.

## **2.2 Ratification of Academic Amnesty Request for 12th Annual Mawio'mi at Dalhousie University- October 5, 2022**

**THAT Senate ratify the Senate Planning and Governance Committee's communication to the University community, approving an academic amnesty for Indigenous students to attend the Mawio'mi on October 5, 2022.**

Ratified by **CONSENT**.

## **2.3 Senate Nominating Committee: Senate Nominating Committee Nominations**

**THAT the Senate approve the nominee to the Senate Honorary Degrees Committee, as presented.**

Approved by **CONSENT**.

### **3. Matters Arising:**

#### **3.1 e-vote Academic Amnesty Request for Global Climate Strike - September 23, 2022**

Senator Spiteri confirmed that the Senate electronic vote, approving that all individuals involved in synchronous teaching delivery at Dalhousie University allow students who wished to participate in the Global Climate Strike scheduled for September 23, 2022, to do so without academic penalty for their absence, passed. Senator Spiteri noted that the event in Halifax was eventually called off due to the approach of Hurricane Fiona.

### **4. Steps to Make Diversity and Inclusion a Reality**

Senator Spiteri invited Senator Gray, in his capacity as Dean of the Faculty of Agriculture, to give a short presentation on the Faculty's equity, diversity, inclusion and accessibility (EDIA) activities.

Senator Gray highlighted the Faculty of Agriculture's curriculum development and delivery and how this was being used to make agriculture more inclusive, including:

- Bridge Into Agriculture program, an online 22-week course hosted by Dalhousie's Faculty of Agriculture and run in partnership with external parties, to help bridge the gap between African Nova Scotian communities and agriculture through the production of small vegetable gardens and to create career opportunities;
- Grow Where You're Planted program, a program of three partner groups including Dalhousie University's Faculty of Agriculture. This was an agriculture exploration two-day program for students in Grades 10 and 11 identifying as African Nova Scotian or African Canadian, with the goal of creating exploration programs and events for students to explore careers in agriculture and agri-food;
- Awtiget, a program offering Indigenous high school students an immersion experience in university life. Senator Gray reported that the Faculty of Agriculture would also soon have a physical presence in Milbrook First Nation, the local Mi'kma'ki community. As part of this, a mentorship program had been developed, in collaboration with Dalhousie's Office of Human Rights & Equity Services, for Dalhousie Indigenous students to support local Indigenous students in Science, Technology, Engineering and Math (STEM) subjects, to enable them to transition into university.
- The Truro Start Program, enabling Dalhousie students in some Faculty of Science and Faculty of Computer Science programs to start their first year in Truro, where they were with smaller student

numbers and more support, before transitioning to the Dalhousie Halifax campuses for later years. Discussions were underway with the Faculty of Arts and Social Sciences to join the program.

## **5. Reports**

### **5.1 Chair of Senate's Report**

Senator Spiteri's written report highlighted Faculty Council meetings attended in her capacity as Chair of Senate and an update regarding the formation and membership of the Bicameral Governance Working Group (BGWG) formed to oversee implementation of the recommendations of the external Governance Review Report.

Senator Spiteri noted that two concept papers, approved by the Senate Academic Programs and Research Committee (SAPRC) on behalf of Senate, had been included in the Senate meeting package for Senators' information.

### **5.2 President's Report**

Senator Saini's written report highlighted key updates within the framework of the Dalhousie Strategic Plan, *Third Century Promise*, including enrolment, student programming and supports, senior administration and employee relations, research funding and honours and Government and global engagement.

Senator Saini gave an update on the ongoing strike by Canadian Union of Public Employees (CUPE) Local 3912 Dalhousie staff, noting that the negotiating teams representing the Dalhousie Board of Governors and CUPE Local 3912 had so far been unable to come to an agreement at the bargaining table. Senator Saini reported that a suggestion had been made to the union that the parties engage in interest arbitration, with both parties agreeing to be bound by the decision of a neutral third party whose decision would be final on issues on which an agreement had not been reached. Senator Saini also reported on the recently held Dalhousie Open House event in Halifax and gave highlights of his recent trip to India, accompanied by a Dalhousie delegation. Senator Saini explained that India had been identified as a priority country and the focus of the trip was to explore possibilities for research and academic collaborations with Indian universities and institutions of higher learning, joint programming and establishing a physical presence in India.

### **5.3 Questions for Reports**

Responding to a question regarding arrangements made for Senators to discuss the labour disruption, Senator Spiteri responded that any discussions on possible accommodations would have to come to Senate through regular standing committee channels. Senator Saini reassured Senators that the aim was to achieve an agreement that was fair to all parties.

In response to a question regarding the possibility of further details being provided on the collective bargaining negotiations to date, Senator Saini undertook to establish what further details could be publicly shared.

## FOR APPROVAL

### 6. Senate Planning and Governance Committee (SPGC)

#### 6.1 Full Proposal for Proposed Consolidation of Faculty of Management

Senator Spiteri informed the meeting that the full proposal for proposed consolidation of the Faculty of Management, under the Policy for Academic Unit Consolidation, Renaming, Establishment, Termination and Transfer (AU-CRETT), was considered by the Senate Planning and Governance Committee (SPGC) at its September 21, 2022 meeting and recommended to Senate for consideration. Senator Spiteri invited Senator Brooks, in her capacity as Dean of the Faculty of Management, to speak further to the full proposal.

Senator Brooks spoke to the current structure of the Faculty of Management based on a four-school model with two layers of governance and outlined the challenges of the model, including limited networking opportunities and students being siloed within the schools. Senator Brooks explained that it was proposed to restructure to eight departments and a single layer of governance. The School for Resource and Environmental Studies (SRES) would move out of the Faculty and programs would be co-located and standardized at the Faculty level.

Moved by Senator Spiteri on behalf of the Senate Planning and Governance Committee:

**THAT Senate recommend the full proposal for a restructuring of the Faculty of Management to the Board of Governors for approval.**

The motion **CARRIED**.

#### 6.2 Full Proposal for Proposed Transfer of School for Resource and Environmental Studies from Faculty of Management to Faculty of Science

Senator Spiteri informed the meeting that the full proposal for proposed transfer of SRES from the Faculty of Management to the Faculty of Science, under the AU-CRETT Policy, was also considered by SPGC at its September 21, 2022 meeting and recommended to Senate for consideration. Senator Spiteri invited M. Adams to speak further to the full proposal.

M. Adams noted that the proposed transfer was a lateral move to allow SRES to pursue a common vision with the Faculty of Science. No change in programs was expected and the internal organizational and operational structure would remain the same. In addition, financial implications would be minimal and limited to budget reallocation.

Following the presentation, a question was asked whether a merger of SRES with the College of Sustainability had been considered, especially as a number of students undertook their undergraduate studies at the College of Sustainability and moved on to SRES for graduate studies. M. Adams confirmed that this option had been considered but it was felt that the Faculty of Science was a more natural fit for SRES. While there were collaborations between SRES and the College of Sustainability, in fact not that many graduate students came to SRES from the College of Sustainability. There were a similar number of collaborations between SRES and the Faculty of Science and the Faculty of Science was supportive of SRES continuing in the social science space. M. Adams noted that discussions had also been held with the Faculty of Architecture and Planning and the Faculty of Agriculture. The possibility of a new faculty had also been considered. It had been determined that the Faculty of Science offered the best fit for SRES.

Responding to a further query on workloads and expectations regarding faculty guidelines, M. Adams noted that SRES would develop its own tenure and promotion process subject to Faculty approval. Senator Macdonald, in his capacity as the Dean of the Faculty of Science, confirmed that the Faculty's various departments determined their own tenure and promotion processes, workloads, publications, scholarly and scientific work and had these approved at the Faculty level.

M. Adams left the meeting.

Moved by Senator Spiteri on behalf of the Senate Planning and Governance Committee:

**THAT Senate recommend the full proposal for transfer of the School for Resource and Environmental Studies, from the Faculty of Management to the Faculty of Science, to the Board of Governors for approval.**

The motion **CARRIED**.

## **FOR DISCUSSION**

### **7. External Governance Review Report – Senate Feedback Collection**

J. Hope and B. Mann provided an overview of the preliminary implementation plan for considering the recommendations of the external Governance Review Report commissioned by the Chair of the Board of Governors.

B. Mann outlined the draft principles on which the BGWG, formed as one of the recommendations of the Report to review the Report's recommendations and oversee implementation, would rely. B. Mann also highlighted the triaging methodology for the Report's recommendations, the initial plan and identified risks.

Responding to a question regarding the process for approval and whether existing practices would be followed or whether the practices themselves would be changed, B. Mann noted that the Report made recommendations regarding new policies, by-laws and changes to terms of reference. The BGWG would need to determine the process of consultation and implementation as there was no common process given the various bodies of governance covered by the recommendations in the Report. Senator Spiteri added that with respect to recommendations under Senate's mandate that it was determined would be adopted, the standard approval processes would be applied.

Responding to a query regarding the possible impact of such anticipated widespread changes to equity deserving groups and whether any plans had been made to have these groups contribute to the implementation process, B. Mann noted that one of the priorities of the BGWG would be to ensure that the process was undertaken while having regard to inclusion.

In response to a question regarding communication to Senate, Senator Spiteri confirmed that Senate would be kept fully informed and that approvals would be sought where required.

Suggestions were made that members of the Board of Governors and Senators meet to discuss the report together and that consultation extend beyond the Fall 2022 term.

B. Mann left the meeting.

## **8. Question Period**

### **8.1 Query and Response to Question Regarding Faculty Retention**

Senator Spiteri reported that a question regarding Faculty retention had been received from a Senator, in June, 2022 and circulated to Senators with the June, 2022 Senate meeting material. A response had now been received from the Provost and had been included in the meeting material regarding steps being undertaken to address burnout.

### **8.2 Query and Response to Question Regarding COVID-19 Safeguards and Protocols**

Senator Spiteri reported that a query regarding COVID-19 safeguards and protocols had been received from a Senator. The query and a response from the Provost had been included in the meeting material.

In response to a question raised regarding Senate's role should the CUPE strike carry on for an extended period, Senator Spiteri advised that requests would come to Senate through the requisite Senate standing committee and that special meetings may be required. Senator Pacurar added that a standing committee could initiate action if required. Senator Phillmore advised that the Office of the Associate Vice-President Academic was overseeing a working group brainstorming various scenarios with respect to course completion, assessments and marking and the policies and regulations that would need to be addressed. This would primarily be routed through the Senate Learning and Teaching Committee and on to Senate.

## **9. Other Business**

There was no other business.

## **Adjournment**

The meeting adjourned at 5:00 p.m.