



Senate Meeting  
**Alice Egan Hagen Boardroom (Rosaria 312); MS Teams**

March 10, 2023  
2 p.m.

## MINUTES

**Present:** J. Dickinson (Chair), K. Allan, K. Blotnicky, S. Brigham, N. Buchanan, C. Cameron, A. Card, P. Crouse, C. Dawson, G. Durepos, M. Eskritt, T. Findlay, J. Fraser Arsenault, G. Fraser, J. Gahagan, R. Gechtman, M. Gillis, M. Gonick, S. Goswami, C. Hardy, T. Harrison, E Henderson, K. Jones, J. MacLeod, S. MacMillan, M. McGonnell, G. Morrison, M. Ralston, C. Schneider, C. Slumkoski, L. Steele, B. Taylor, S. Trenholm, J. Valcke, R. Zuk

**Regrets:** G. Chan, T. Franz-Odendaal, S. Hale, M. J. Harkins, J. R. Sylliboy

**Observers:** Kelly Gallant, Jessica Lamb, Alexia Major

*The meeting was called to order at 2:04 p.m. Observers were identified and welcomed.*

*Procedures to be used during the meeting and while voting on motions were outlined. New Senators M. Eskritt and M. J. Harkins were welcomed.*

### 1. Indigenous Land Recognition

J. Dickinson provided an acknowledgement that the Mount is built on traditional, unceded Mi'kmaq territory and paid respect to the Indigenous peoples of the land on which Senate meets.

### 2. Approval of Agenda

Item 7.2.1.1.1, Admission requirements MAHN and MSCHN, was removed from the agenda.

Two additional agenda items were added: 7.1.2: Ratification of Senate Executive Motion for Supplemental Interview Committees and 9.1: Senate/Board Governance.

**Moved** by S. Brigham, seconded by J. MacLeod, to approve the agenda as amended.  
CARRIED.

### 3. Approval of Minutes

3.1. January 27, 2023

**Moved** by C. Schneider, seconded by J. Valcke, to approve the minutes of January 27, 2023, as presented. CARRIED.

### 4. Business Arising from the Minutes

4.1. Revisions to Voting Procedures for Honorands, Bylaw 12

**Moved** by E. Henderson, seconded by C. Dawson, that Senate approve the revisions to Bylaw 12. CARRIED.

S. Brigham questioned if this proposed addition of honorand revocation could be applied posthumously, to which J. Dickinson responded that nothing in the proposed revisions precludes that possibility.

4.2. Revisions to UCC Terms of Reference, Bylaw 14.3.2

**Moved** by A. Card, seconded by C. Dawson, that Senate approve the revisions to Bylaw 14.3.2. CARRIED.

4.3. Revisions to SE Terms of Reference, Bylaw 14.9

**Moved** by C. Dawson, seconded by C. Schneider, that Senate approve the revisions to Bylaw 14.9. CARRIED.

4.4. Inaugurating searches in Administration

B. Taylor reported that the search for a new Art Gallery Director will be moving ahead and that community consultation will be included in the hiring process.

4.5. Deans' review process questions

B. Taylor reported that the feedback from the survey is not shared with the Deans or outside of the committee. J. Dickinson reminded Senators that specific Terms of Reference for the Deans' review process will be created and will include engagement with multiple constituency groups. T. Findlay inquired if the opportunity would exist to provide feedback on the new ToR, to which J. Dickinson proposed sending out a survey link for people to share their feedback. The types of questions to be asked and who would receive the survey were both discussed. (G. Durepos, M. McGonnell, B. Taylor, J. Dickinson). B. Taylor reported that the Dean of Education review is complete and that the Dean of Arts & Science review is still in progress.

4.6. Support staff hiring and retention

G. Morrison reported that a staff retention analysis will be conducted with the aim of increasing retention rates and improving the recruitment process. An evaluation of the adequacy of resources within Human Resources will be included in this analysis.

## 5. Administration Updates

### 5.1. President

J. Dickinson reported on various items, including the ratification of the new CUPE agreement and the ongoing VP searches. She reported on the response from the NS government that our funding proposals did not align closely enough with their healthcare priorities, and therefore none were accepted. She announced that a new government relations firm has been engaged to assist with the preparation of next year's Treasury Board proposals.

J. Dickinson offered congratulations to Dr. Anna Smol and Dr. Jessie-Lee McIsaac who are both receiving research excellence awards this year, as well as Dr. Derek Fisher, Dr. Janice Keefe, and Dr. Jessie-Lee McIsaac, who all received CHIR grants. She also acknowledged the Centre for Women in Business who received a large Federal grant.

### 5.2. Vice-President Academic and Provost

B. Taylor reported on the progress of the strategic enrollment management plan, highlighting how Academics assisted with the groundwork of the plan and assessed four areas: administrative structures dedicated to enrollment and retention, clarity of the application processes, coordination of communication with students from application to graduation and data collection and management.

### 5.3. Vice-President Administration

G. Morrison reported that the work-from-home pilot is under assessment, which has included meetings with Management Forum, MPA and NSGEU and will include a survey to staff.

G. Morrison also reminded Senators of the ongoing cyber security training initiatives being undertaken by IT&S, as well as the list of Management Forum committees to be posted online.

G. Morrison concluded by reporting on the status of the budget process, including work being undertaken by the executive team.

## 6. Question Period

C. Schneider questioned if Chairs and Directors would be given an opportunity to provide input on the work-from-home pilot; G. Morrison agreed to follow up.

Senators voiced their concerns regarding the admission process and its outdated nature (paper copies), reiterating that they have been desperately requesting a usable online application system, but so far, no improvements in infrastructure have been made. (C. Schneider, M. Gonick, G. Durepos) J. Dickinson commented that an

online application system is being prioritized and that money will be moved from elsewhere to ensure that this moves forward, with S. Trenholm noting that the application process has been improved from the applicant's perspective, but not yet from an internal perspective.

J. Gahagan sought additional information regarding areas of revenue generation and wondered if parameters could be provided. J. Gahagan noted that upfront costs are often associated with new streams of revenue generation and recommended a template be created for pitches.

G. Durepos questioned if more staff in Human Resources will be hired as part of the staff retention strategy. G. Morrison responded that the analysis will look at both internal and external issues, with J. Dickinson commenting that an addition in HR would likely be a contract position because if staff retention improves, it would not be fiscally responsible to hire more staff in HR long-term.

R. Zuk questioned why no Mi'kmaw language class is offered on campus. It was noted that SMU/DAL/MSVU currently share a Mi'kmaw language course and that it is held on Dalhousie's campus as Dal has a full-time faculty member teaching it. Senators noted trouble attracting instructors on a CUPE contract when trying to hold the class at MSVU, but since the Indigenous cluster hire is moving forward, perhaps that could alleviate the need to attract contract instructors. (R. Zuk, J. Dickinson, C. Dawson, S. Brigham, B. Taylor)

An update was sought on the revisions to the Deans' List, to which it was noted that the motion originally came from CAPP, so any further discussion would need to be brought forward from CAPP. (M. Gillis, J. Dickinson, C. Dawson)

Senators voiced concerns over the closed searches for senior administration positions, noting public talks were held in the past and commenting on the disorganization of the current searches. Senators requested that a clear policy and procedures for hiring senior administration be created. The current ToR were referenced, indicating that they allow for an open search, but if any candidate wishes for it to be a closed search, then that needs to be respected and the whole search will be closed. T. Findlay was asked to bring these concerns and feedback forward in her Senate report to the Board. (R. Gechtman, J. Dickinson, T. Findlay, C. Schneider, G. Durepos)

T. Findlay brought forward the lack of consideration that seems to be given to the Child Study Centre, highlighting that basic requests or complaints have not been addressed by Facilities Management and that the Child Study Centre is not given adequate notice of University closures. J. Dickinson will follow up with Facilities Management.

J. MacLeod questioned if Senate will receive a formal briefing on the budget, to which J. Dickinson commented that it will be brought forward in more detail when available.

## 7. Committee Reports (Standing and Ad Hoc)

### 7.1. Senate Executive

#### 7.1.1. Revisions to Policy on Policies

**Moved** by C. Schneider, seconded by S. Brigham, that Senate approve the proposed change to Point 1 of the Policy on Policies and the addition of a new Point 2, effective immediately. CARRIED.

**Moved** by C. Schneider, seconded by M. McGonnell, that Senate approve the insertion of a new Point 3 in the Policy on Policies to reflect how procedures and guidelines come to Senate, effective immediately. CARRIED.

#### 7.1.2. Ratification of Senate Executive Motion for Supplemental Interview Committees

J. Dickinson brought forward this item for ratification.

A friendly amendment was accepted to change the wording of “Academic Vice President and Provost” to “Vice President Academic and Provost.”

P. Crouse provided background information about decisions made when a faculty supplemental interview committee was struck for a search for the first time in 2022.

**Moved** by S. Brigham, seconded by B. Taylor, that Senate ratify Senate Executive’s decision to approve the Senate Nominations Committee’s proposal that only faculty Senators with voting status be eligible to vote in the election of faculty Senators to the two current supplemental interview committees being formed February/March 2023 for the Vice President Academic and Provost search and the Vice President Administration search. CARRIED.

### 7.2. Graduate Studies Program and Policy

#### 7.2.1. Revision to GSPP 2013-01, Academic Standing (Graduate Studies)

**Moved** by S. Trenholm, seconded by M. McGonnell, that Senate approve the changes to policy GSPP 2013-01, Academic Standing (Graduate Studies), effective immediately. CARRIED.

- 7.3. Undergraduate Curriculum
  - 7.3.1. Business Administration
    - 7.3.1.1. Changes to Existing Program
      - 7.3.1.1.1. Program title and Calendar description changes for Certificate in Community Leadership **Moved** by A. Card, seconded by S. MacMillan, that Senate approve the program title and Calendar description changes for the Certificate in Community Leadership. CARRIED.
      - 7.3.1.1.2. Addition of CPHR to professional exemptions **Moved** by A. Card, seconded by E. Henderson, that Senate approve the addition of CPHR to the professional exemptions in the Business Administration section of the Calendar. CARRIED.
  - 7.3.2. Cultural Studies, Religious Studies, Philosophy
    - 7.3.2.1. New Course Proposal
      - 7.3.2.1.1. CULS 2501/RELS 2501/PHIL 2501: Animals: Sentience and Responsibility
  - 7.3.3. Cultural Studies
    - 7.3.3.1. Changes to Existing Program
      - 7.3.3.1.1. Program requirements for Major, Combined Major, Concentration, Minor **Moved** by A. Card, seconded by S. Brigham, that Senate approve the addition of CULS 2501/RELS 2501/PHIL 2501 and the change in program requirements for Cultural Studies. CARRIED.
  - 7.3.4. History
    - 7.3.4.1. Changes to Existing Program
      - 7.3.4.1.1. Combined Major with Honours option for History program **Moved** by A. Card, seconded by R. Gechtman, that Senate approve the addition of a combined Major with Honours option for History. CARRIED.
  - 7.3.5. Changes
 

A. Card referred to the following changes, which were presented for information.

    - 7.3.5.1. Business Administration
      - 7.3.5.1.1. New course name and description for BUSI 2601
      - 7.3.5.1.2. New course name and description for BUSI 3602

- 7.3.5.1.3. New course name and description for BUSI 3603
- 7.3.5.1.4. New course name and description for BUSI 3604
- 7.3.5.2. Business Administration & Tourism and Hospitality Management
  - 7.3.5.2.1. New course name and description for THMT 2430/BUSI 2430
- 7.3.5.3. Modern Languages
  - 7.3.5.3.1. New description for CHIN 2288
- 7.3.5.4. Physics
  - 7.3.5.4.1. New description for PHYS 2230
- 7.3.5.5. Psychology
  - 7.3.5.5.1. New course name and description for PSYC 3302
  - 7.3.5.5.2. New prerequisites for PSYC 3333

7.4. Library

- 7.4.1. Revisions to Terms of Reference, Bylaw 14.6  
M. Gonick brought forward a notice of motion which will be presented to Senate for approval at the next Senate meeting.

7.5. Nominations

- 7.5.1. Nomination for Senate Committee Vacancies  
**Moved** by J. Fraser Arsenault, seconded by T. Harrison, that Senate elect the following faculty members to the indicated committees for the indicated terms. CARRIED.

Committee	Nominee	Term Begins	Term Ends
Library	Dr. Conor Barker	When elected	30 June 2025
Library	Dr. Nicholous Deal	When elected	30 June 2025
Writing Initiatives	Dr. Catherine Baillie-Abidi	When elected	30 June 2025

8. Other Reports

8.1. Students' Union

K. Allan provided a brief update on the SU elections as well as the student handbooks which Senators received as a gift at the meeting.

N. Buchanan reported on various initiatives, including more details on the student handbook, the SU's strategic plan, promotion of the SU annual general meeting, SU awards night and the SU election period. N. Buchanan also shared the continuance of storytelling initiatives, highlighting the recent posts for International Women's Day.

C. Cameron reported on the overwhelming attendance and success of Gender Affirming Care Day, work on various harm reduction strategies as well as interest in a Mi'kmaw language class and Indigenous economics class.

S. Goswami reported on multiple ongoing initiatives, including the graduate student committee, the student tax filing program, and the continued success of the Captain Crow Café.

## 8.2. Strategic Plan Update

J. Dickinson reported on the status of updating our website with strategic plan updates and reports and provided highlights from her most recent Strat Plan update to the BoG. These highlights were shared under the heading of three overarching objectives:

- Recognizing MSVU's 150<sup>th</sup> anniversary through highlighting the contributions and impact the University has made and by presenting our vision for the future
- Being a national leader in providing education and awareness about Truth and Reconciliation, missing and murdered Indigenous women and girls (MMIWG), 2SLGBTQIA+ and about the issues and root causes of the violence they experience.
- Strategic enrollment management plan

## 9. New Business

### 9.1. Senate/Board Governance

J. MacLeod brought forward for discussion the new Governance Secretary and General Counsel position and asked if the position has any impact on Senate governance. He noted that due to ambiguous terminology in the job ad, he (as a member of the JBSL) is fielding many questions from faculty regarding this position, and he also questioned the salary.

J. Dickinson acknowledged the ambiguous terminology in the job ad but noted that while the position will need to be aware of Senate policy, procedures, and collective agreements, it will not impact Senate governance. She noted that the incumbent will be responsible for adhering to Senate policies and procedures while implementing new governance material at the Board. She informed Senators that the ad has now closed but that the responsibilities would be clarified in a job description and with the candidates moving forward.

In response to the salary level, J. Dickinson reported that money was already set aside in the budget for a General Counsel position, but after review, it was discovered that we spend less than the proposed salary per year on outside counsel so the need for general counsel was combined with the vacant Board



Secretary position as it would be beneficial to have someone with a background in law and governance in that role. J. Dickinson also clarified that the position would report directly to her and that she is chairing the search committee.

Senators noted other errors in the ad regarding terminology and that the timing of staffing the hiring committee was out of step with past practice as the search committee would have been formed earlier and would have corrected these errors prior to being posted. (R. Zuk, S. Brigham, T. Findlay).

J. Fraser Arsenault questioned if risk management will fall under this position. J. Dickinson acknowledged the question and will take it under advisement.

## **10. Items for Communication**

Senate approved:

- Minutes of January 27, 2023
- Revisions to Bylaw 12 (Honorands), Bylaw 14.3.2 (UCC ToR), and Bylaw 14.9 (SE ToR)
- Revisions to Policy on Policies
- Ratification of EX motion re Supplemental Interview Committees
- Revisions to Academic Standing (Graduate Studies) policy
- Several undergraduate curriculum changes
- Nominations for Senate committee vacancies

Senate received for information:

- Undergraduate curriculum changes
- Notice of motion for revisions to Bylaw 14.6, SLC ToR

## **11. Adjournment**

**Moved** by J. MacLeod, seconded by C. Schneider, that the meeting be adjourned.  
CARRIED.

Meeting adjourned at 4:07 p.m.