OntarioTech UNIVERSITY

BOARD OF GOVERNORS
Governance, Nominations & Human Resources Committee
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Thursday, May 16, 2019
2:00 p.m. - 5:00 p.m.
North Campus, ERC 3023
Toll-Free: 1-877-385-4099 Participant Passcode: 1028954#

Members:	Francis Garwe (Chair), Doug Allingham, Lisa Edgar, Laura Elliott, Kori Kingsbury, Steven Murphy, Trevin Stratton
Staff:	Jamie Bruno, Becky Dinwoodie, Cheryl Foy, Olivia Petrie

AGENDA

No.	Topic	Lead	Allocated Time	Suggested End Time
	PUBLIC SESSION – 2:00 p.m.			
1	Call to Order	Chair		
2	Agenda (M)	Chair		
3	Conflict of Interest Declaration	Chair		
4	Approval of Minutes of the Meeting of March 28, 2019* (M)	Chair		
5	Chair's Remarks	Chair		2:05 p.m.
6	President's Remarks	S. Murphy	10	2:15 p.m.
7	Governance:			
7.1	Board Engagement			
(a)	Annual Board Practices Assessment Results (D)	C. Foy	15	2:30 p.m.
7.2	Annual GNHR Board Report* (D)	C. Foy	10	2:40 p.m.
7.3	Board Schedule 2019-2020* (M)	C. Foy	5	2:45 p.m.
	Policy:			
7.4	Annual Report on Student Sexual Violence Policy & Procedures* (U)	O. Petrie	10	2:55 p.m.
7.5	Review of the Policy on the Recognition of Student Organizations*	O. Petrie	5	3:00 p.m.
8	Human Resources			
8.1	Pension Plan Amendments* (M)	J. Bruno	10	3:10 p.m.
9	Other Business	Chair		
10	Adjournment (M)	Chair		3:15 p.m.
	BREAK			

D – Discussion   M – Motion   P – Presentation   U – Update   * Documents attached

No.	Topic	Lead	Allocated Time	Suggested End Time
	NON-PUBLIC SESSION (material not publicly available)			3:25 p.m.
11	Call to Order	Chair		
12	Conflict of Interest Declaration	Chair		
13	Approval of Minutes of the Meeting of March 28, 2019* (M)	Chair		
14	President's Remarks	S. Murphy	5	3:30 p.m.
15	Human Resources			
15.1	Labour Relations & Human Resources Update* (M)	J. Bruno	15	3:45 p.m.
16	Governance			
16.1	Annual Debenture Governance Checklist* (U)	C. Foy	10	3:55 p.m.
17	Nominations			
17.1	Board Leadership & Committee Composition 2019-2020 (U)	D. Allingham	10	4:05 p.m.
17.2	Co-Populous Update (U)	D. Allingham	5	4:10 p.m.
17.3	Strategic Discussion: LGIC Members	S. Murphy	20	4:30 p.m.
18	Other Business	Chair		
19	*In Camera* Session (M)	Chair		
20	Termination (M)	Chair		4:45 p.m.

Becky Dinwoodie, Secretary

D – Discussion   M – Motion   P – Presentation   U – Update   * Documents attached

BOARD OF GOVERNORS
Governance, Nominations & Human
Resources Committee

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Public Session Minutes for the Meeting of March 28, 2019
2:00 p.m. to 3:20 p.m., ERC 3023

Members: Francis Garwe (Chair), Doug Allingham, Laura Elliott (*videoconference*), Steven Murphy, Trevin Stratton (*videoconference*)

Staff: Robert Bailey, Jamie Bruno, Becky Dinwoodie, Cheryl Foy

Regrets : Lisa Edgar, Kori Kingsbury

1. Call to Order
The Chair called the meeting to order at 2:02 p.m.

2. Agenda
Upon a motion duly made by T. Stratton and seconded by L. Elliott, the Agenda was approved as presented.

3. Conflict of Interest Declaration
There were no conflict of interest declarations.

4. Approval of Minutes of Public Session of Meeting of January 17, 2019
Upon a motion duly made by L. Elliott and seconded by T. Stratton, the Minutes were approved as presented.

5. Chair's Remarks
The Chair congratulated the university on its brand launch on March 27. He has heard positive feedback from several of his colleagues who attended the event. The Chair expressed his excitement about the rebrand, particularly because the acronym was challenging to say.

The Chair discussed the OnBoard training session that was held immediately before the meeting. The Chair tested out the application prior to the training session and was impressed with its capabilities. L. Elliott added that she was also impressed with how easy and intuitive it is. T. Stratton commented that it will be helpful to have everything available online.

6. President's Remarks
The President was pleased to report on the official brand launch. Serendipitously, he participated in a panel on TVO's "The Agenda" immediately after the brand launch. The President advised that the rebranding is receiving a lot of media coverage, which sends a good message to the university community. He has received many positive

comments from colleagues around the globe on the new brand and he appreciates what has been accomplished as a team.

The President also discussed this year's Pi Day, which was an enormous success. Every municipality within the Durham Region raised the university's flag in honour of Pi Day. The university recently celebrated our student athletes who have achieved academic success in addition to athletic success. The university is excited about the introduction of varsity basketball in the fall.

The university is also having ongoing discussions with the Region, as it considers its future in the context of GM's announcement regarding the plant closure. Energy is a theme that will be an increasing focus of the university (e.g. telecommuting, wearable technology, smart cities/smart grids, autonomous & electric vehicles).

The President provided an update on the search for the next VP Research. The search committee is at the short list stage and will be interviewing the final two candidates during the next week.

The President responded to questions from the committee. The rebrand transition will be completed in stages and will take time given the amount of work involved. The university will be dealing with dual brands for some time, but the campus will look very different in the fall.

7. Governance

7.1 Annual Board Practices Assessment
B. Dinwoodie reviewed the report, which set out the recommendation to use the new Board portal to conduct the 2018-2019 annual Board Practices Assessment. The committee supported the recommendation.

7.2 Board Engagement

(a) Board Portal
B. Dinwoodie provided a brief update on the implementation of OnBoard, the new Board portal.

(b) Strategic Discussion: Community & the Board
S. Murphy introduced the strategic discussion topic. He described the desire for increased interaction between the university's governing bodies. There was a suggestion to have at least one joint meeting a year.

He also asked the committee to consider how to build on the university's successes to achieve other wins. The Board is composed of diverse members, including geographic diversity. It is important for governors to think about how they can link the university to their local areas and beyond. It would be helpful to ask Board members to consider what we could be doing to connect with other partner organizations. The President asked GNHR for direction as to where the Board should go in terms of its involvement in developing partnerships and to outline concrete steps. He asked the committee to think

about ways in which management and the Board can work together to synergize opportunities that are available.

The committee suggested developing a list of specific questions/template that can be distributed to governors to guide their suggestions. Governors' ideas must be balanced with the university's strategic priorities.

NEXT STEP: Develop a questionnaire/template that can be distributed to governors, which sets out the university's strategic priorities and asks for specific suggestions as to how governors can assist.

Policy:

7.3   2018-2019 Policy Activity Update

C. Foy provided background to the policy activity update. She advised that the university has experienced a turning point in 2018, as the university community now understands the Policy Framework and people are more engaged. We are observing positive momentum in terms of policy development and identifying gaps in policies. The purpose of the policy activity update is to give GNHR a sense of the types of policies that are being approved. The categorization of policies is important as it dictates the approval pathway. D. Allingham commented on the thoroughness of the report and thanked C. Foy for all of the work done.

C. Foy advised that an extensive review has been undertaken of the Student Sexual Violence Policy and Procedures. They are also working on creating a policy dashboard that will show the risk level and changes required for policies. Policy and risk are integrated. C. Foy reviewed the list of policy projects in progress and confirmed that the senior leadership team is asked to review the list to help identify policy priorities. She responded to questions from the committee. She advised that there is no timeline established for completion of policy projects. There are very few people working exclusively on policy work and people work on policies as they have capacity. In response to a question about which policies are a priority, C. Foy identified development of a Volunteer Policy as a priority.

C. Foy informed the committee that when the university is faced with a scenario that is not covered by a policy, the scenario is handled using a principled approach in reference to existing policies, legal principles, etc. The university must continue to monitor the status of policy projects and if gaps begin to cause problems, additional resources may be required.

8. Nominations

8.1   2019-2020 Election Results

B. Dinwoodie presented the 2019-2020 student governor election result for the committee's consideration.

Upon a motion duly made by L. Elliott and seconded by T. Stratton, pursuant to the recommendation of the Chief Electoral Officer, the Governance, Nominations and

Human Resources Committee recommended the appointment of Owen Davis to the Board of Governors as the elected Student Governor for the term of September 1, 2019 until August 31, 2020.

9. Human Resources

9.1   Annual Pension Plan Governance Report
C. Foy summarized the background to the development of the annual pension plan governance report and presented the report for the committee's review.

10.   Other Business

11. Adjournment

There being no other business, upon a motion duly made by L. Elliott and seconded by S. Murphy, the public session of the meeting adjourned at 2:56 p.m.

Becky Dinwoodie, Secretary

Governance, Nominations & Human Resources Committee (GNHR)

2018-2019 Annual Report

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2018-2019 Work Plan

MANDATE-DRIVEN PRIORITIES

Board Nominations & Recruitment
- Board Recruitment Project – governor appointment & committee assignment recommendations & orientation plan
- LGIC appointments
- Board & leadership succession planning
- Annual elections
- Board leadership & committee composition for 2019-2020

Board Professional Development & Education
- New governor orientation
- Committee-specific orientation

Human Resources
- Annual Pension Plan Report
- Collective bargaining
- Pension Plan amendments
- Continued monitoring of Executive Compensation Plan status

2018-2019 Work Plan

MANDATE-DRIVEN PRIORITIES

Governance
- Terms of Reference review
- By-laws Implementation oversight
- Oversight of Presidential Transition Committee
- Oversight of Faculty Governor Working Group & related recommendations
- Annual Governance Checklist
- Annual Board Practices Assessment 2018-2019
- Annual Report on Student Sexual Violence Policy implementation
- Policy work:
  - Workplace Violence Policy 2017-2018 review
  - Board of Governors Procedures for Election of Faculty, Non-Academic Staff & Student Governors review
  - Board of Governors Meeting Policy & Procedures review
  - Board of Governors Recruitment, Appointment & Leadership Policy review
  - Policy on Recognition of Student Organizations review
- Bicameral governance & community engagement

Accomplishments

Board Recruitment

- Completed a new recruitment process during summer 2018 & recommended appointment of 7 new external governors to the Board
- Election of 1 student governor for 2019-2020

Board Professional Development & Education

- Developed structured Orientation Plan for onboarding of new governors
- Conducted joint Board & Academic Council orientation session in September 2018 as part of new By-laws implementation
- Conducted full Board orientation session in October 2018
- Conducted committee-specific orientation session prior to the first meeting of each committee in 2018

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Accomplishments

Board Professional Development & Education

- Retreat focused on strategic priorities prior to Board meeting in November 2018

- Attendance at CCOU Conference in November 2018

- Board tour of ACE Facility in February 2019

- Retreat focused on design-thinking and the future of Durham Region & the university in May 2019

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Accomplishments

Governance

- Recommended changes to Board of Governors Recruitment, Appointment and Leadership Policy, as proposed by the Faculty Governor Working Group
- Recommended update to GNHR Terms of Reference
- Conducted annual Board Practices Assessment in May 2019
- Oversight of implementation of the Student Sexual Violence Policy and Procedures
- Oversight of Presidential transition
- Oversight of Workplace Violence Policy 2017-2018 Review
- Completed review & recommended changes to Board of Governors Procedures for Election of Faculty, Non-Academic Staff & Student Governors
- Completed reviews of Board of Governors Meeting Policy & Procedures and Board of Governors Attendance Policy

Accomplishments

Board Engagement

- Use of BlueJeans videoconferencing to improve virtual participation by governors
- Implementation of OnBoard portal application for Board & committee meetings
- Increased allocation of time during meetings for strategic discussion

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Accomplishments

Human Resources

- Ratification of the Faculty Association Collective Agreement
- Amendment to Pension Plan Statement of Investment Policies & Procedures
- Amendments to university's Pension Plan
- Oversight of university's labour relations & human resources

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In Progress

Governance

- Continued implementation of By-law Nos. 1 & 2, which came into effect in September 2018
- Continued improvement of Board engagement
- Continued focus on Board meeting efficiency, materials preparation & professional development
- Monitoring implementation & use of Board portal

Human Resources

- Collective Bargaining with Postdoctoral Fellows

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Future Planning

Board Composition & Succession

- Develop strategic succession plan

Board Professional Development & Education

- Further development of strategies to encourage Board engagement
- Update & implement standardized governor orientation & educational material for new governors
- Continued incorporation of technology into Board meeting participation & educational material

General Governance

- Develop & implement Committee Assessment Form
- Continue to strengthen bicameral governance
- Strengthen community engagement

ONTARIO TECH BOARD OF GOVERNORS
DRAFT MEETING SCHEDULE 2019 - 2020

COMMITTEE	DATE	TIME	ROOM
Audit & Finance Committee	November 20, 2019	2:00 - 5:00 p.m.	ERC 3023
Audit & Finance Committee	February 19, 2020	2:00 - 5:00 p.m.	ERC 3023
Audit & Finance Committee	April 15, 2020	2:00 - 5:00 p.m.	ERC 3023
Audit & Finance Committee	June 17, 2020	1:00 - 5:00 p.m.	ERC 3023
Board of Governors Retreat	tbd		
Board of Governors	November 28, 2019	12:00 - 5:00 p.m.	DTB 524
Board of Governors	February 27, 2020	12:00 - 5:00 p.m.	DTB 524
Board of Governors	April 23, 2020	12:00 - 5:00 p.m.	DTB 524
Board of Governors - AGM	June 25, 2020	9:00 a.m. - 3:00 p.m.	DTB 524
Governance, Nominations & Human Resources Committee	October 10, 2019	2:00 - 5:00 p.m.	ERC 3023
Governance, Nominations & Human Resources Committee	January 16, 2020	2:00 - 5:00 p.m.	ERC 3023
Governance, Nominations & Human Resources Committee	March 19, 2020	2:00 - 5:00 p.m.	ERC 3023
Governance, Nominations & Human Resources Committee	May 14, 2020	2:00 - 5:00 p.m.	ERC 3023
Investment Committee	November 20, 2019	11:30 a.m. - 1:30 p.m.	ERC 3023
Investment Committee	February 19, 2020	11:30 a.m. - 1:30 p.m.	ERC 3023
Investment Committee	June 4, 2020	11:30 a.m. - 1:30 p.m.	ERC 3023
Investment Committee	August 13, 2020	11:30 a.m. - 1:30 p.m.	ERC 3023
Strategy & Planning Committee	October 24, 2019	2:00 - 5:00 p.m.	ERC 3023
Strategy & Planning Committee	January 30, 2020	2:00 - 5:00 p.m.	ERC 3023
Strategy & Planning Committee	April 1, 2020	2:00 - 5:00 p.m.	ERC 3023
Strategy & Planning Committee	May 28, 2020	2:00 - 5:00 p.m.	ERC 3023
OTHER DATES			
Orientation	September 24, 2019	4:30 - 6:30 p.m.	DTB 524
CCOU Conference	Spring 2020	tbd	tbd
Convocation	June 4 & 5, 2020		Tribute Communities Centre

COMMITTEE REPORT

SESSION:

Public ☒
Non-Public ☐

ACTION REQUESTED:

Decision ☐
Discussion/Direction ☐
Information ☒

Financial Impact ☐ Yes ☒ No   **Included in Budget** ☐ Yes ☒ No

TO: Governance, Nominations & Human Resources Committee

DATE: May 6, 2019

PRESENTED BY: Olivia Petrie, Assistant Vice-President, Student Life

SLT LEAD: Robert Bailey, Provost and Vice President Academic

SUBJECT: Update on Student Sexual Violence Prevention and Support

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BOARD MANDATE:

This report provides data and measures that have been taken in 2018-19 related to sexual violence prevention and support at the University of Ontario Institute of Technology.

BACKGROUND/CONTEXT & RATIONALE:

Bill 132, Sections 17 (7) and (7.1) state that universities are to provide their Board of Governors with an annual report that contains the following information:

1. The number of times supports, services and accommodations relating to sexual violence were requested and obtained by students enrolled at the university, and information about the supports, services and accommodations.

2. Any initiatives and programs established by the university to promote awareness of the supports and services available to students.

3. The number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints.

4. The implementation and effectiveness of the policy.

ALIGNMENT WITH MISSION, VISION, VALUES & STRATEGIC PLAN:

The data and strategies outlined in the report are aimed at advancing the university's commitment to maintaining a healthy and safe environment for work and study.

CONSULTATION:

Data and information for this report was provided by Student Mental Health Services, Office of Campus Safety, Student Engagement and Equity, and Human Resources as these offices oversee the provision of support, training and programming related to the implementation of this policy. In addition, the data and information was discussed by the Advisory Committee on Student Sexual Violence Prevention and Support at its meeting in March 2019.

COMPLIANCE WITH POLICY/LEGISLATION:

In accordance with Bill 132, Section 17 (7) and (7.1), the following information is being provided for the Board's information:

1. **Supports, services and accommodations:**

   - Five Support Workers, through the university's Student Mental Health Services, provide assistance and accommodations to students who have experienced sexual violence. All counsellors participate in ongoing training in trauma-informed therapy and have experience working with survivors of sexual assault. In addition, an Outreach Worker in Campus Living Centres works very closely with the Support Workers in providing onsite support for students living in residence.

   - From May 1, 2018 to April 30 2019, 64 disclosures were received by the Support Workers from students who have experienced sexual violence, including recent incidents that may have occurred on or off campus, and those that occurred historically or during childhood.

   - All students received additional support and accommodations, including the coordination of any or all of the following:

     - Academic accommodations (18 students)
     - Housing accommodations (2 students)
     - Other forms of support, such as referrals to community supports, other campus services, or advocacy groups (13 students)

   - Within the institution, the following offices were consulted: Student Accessibility Services, Campus Safety, Legal Counsel, the Campus Living Centre, International Education, Human Resources and a number of academic advisors and Deans.

2.   **Awareness and programming**

In 2018-19, efforts to raise awareness and educate students about the policy, supports and services were largely driven by the student members of the Advisory Committee on Sexual Violence in collaboration with the Student Engagement and Equity team in Student Life. Initiatives to raise awareness and educate on sexual violence included:

- **Questionnaire on Services and Supports** – In November 2018, the student members of the Advisory Committee on Student Sexual Violence Prevention and Support implemented a questionnaire to better understand how students interact with the services and supports on campus related to sexual violence prevention and support. Through information booths set up on the north and downtown campus locations, 74 responses were received. The findings indicate that many students do not know where to go to get help if they have been affected by sexual violence, they do not know what a formal or informal report involves and they do not know where to report. These issues were brought forward to the Advisory Committee and helped to inform its recommendation to clarify and simplify the policy. In addition, the findings will inform future programming to ensure that students are aware of the services, supports and processes at the university.

- **Website and SCOPE Information Cards** – The Sexual Violence Support and Education website was updated to include relevant events, services and supports for this academic year. It continues to be the main online support for students to access information anonymously with regards to Getting Support, Giving Support and Events and Education. As well, business card size information booklets were created this year using the acronym "SCOPE" (Self-Care, Compassionate Listening, Offer Support, Patience and Expertise) to provide information as to how one can be an effective support to those affected by sexual violence. The cards have been distributed at all related equity events and initiatives and provided to front line service personnel, Academic Advisors, Mental Health Counsellors and Advisory Committee members to give to students as needed.

- **Student Sexual Violence Prevention Summit** – On January 19, 2019, 22 students participated in a day-long summit with speakers and workshops on issues related to sexual violence. The agenda included a RISE: Sexual Violence Prevention workshop, a discussion on healthy relationships led by Lynn Cohen, Counsellor and Public Education Coordinator at the Durham Rape Crisis Centre, and a discussion on engaging men in sexual violence prevention led by Luke Hannah-Fraser from Durham Men Take Action. In addition, the group participated in action planning for future sexual violence prevention initiatives at the university. Two ideas emerged from the summit, a Survivor Support Group and a group to engage men in sexual violence prevention.

- **Pledge** – During the Sexual Violence Summit held on January 19, as well as during Equity Awareness Week March 18-22, members of the university community were invited to participate in a pledge campaign to commit (or renew their commitment) to do their part in preventing and eliminating sexual violence in our community. These cards are then put on display to contribute to a campus culture that challenges sexual violence in our community. Since its inception in January 2016, 2400 pledges have been made by students, faculty and staff.

- **Think Tank** – On March 1, 2019 the Advisory Committee led a facilitated discussion with students to elicit their perspectives and ideas on how we might better communicate sexual violence supports, services, policies and procedures on campus. This discussion led to the mapping out of a student-centred action plan that will help to drive awareness and educational programming for the coming years.

- **First Year Me** – As part of the September Orientation events, students attend a theatrical production at the Regent Theatre that leads students through the fictional lives of seven students who are beginning their first year at the university. The play focusses on the social aspects of being a university student, including dating and relationships, partying, academics and studying, and sexual violence. A de-brief after the play focuses on identifying the sexual violence supports that are available to students at the university, recognizing by-stander intervention strategies as they relate to sexual violence, identifying victim blaming and supportive responses to disclosures of sexual violence, observing how consent relates to everyday life and to sexual activity, and recognizing the many aspects that contribute to the existence of rape culture. The play has been a key feature of orientation since 2013, and is attended by 1200-1500 first year students each year.

- **RISE: Sexual Violence Prevention** – In 2018-19, 232 Student Ambassadors participated in the main RISE session and 66 students participated in the supplementary RISE session on Sexual Violence. The RISE program is a peer-led and facilitated series of workshops focusing on the development of by-stander intervention strategies. All Student Ambassadors are required to complete the general RISE session which provides them with tools to intervene, prevent and address individual discrimination and harassment in their roles as peer leaders. The supplementary workshop focuses specifically on gender-based violence and sexual violence and how to prevent and respond to sexual violence in our community.

- **Pilot Project on Challenging Rape Culture in Varsity Sport** – Over the Spring and Fall 2018, Drs Olga Marques and Shilpa Dogra undertook a research project to develop and pilot-test an educational module on sex and consent that was informed by the experiences, needs and voices of student-athletes at the university. Ultimately, researchers conducted five discussion sessions with student athletes, two with women (rowing and lacrosse/hockey) and three with men (rowing, badminton, hockey) and involved up to 40 students. The sessions were facilitated by two UOIT varsity alumni, who received training from the Durham Rape Crisis Centre, and conducted conversation-style in a comfortable atmosphere. The feedback received from the participants was overwhelmingly positive with broad support for the sessions to continue, noting as important elements the small, sport-specific, gender-specific groups, the conversational tone, the connection to athlete identity and social life, and the facilitation by a former athlete alumni.

- **Staff and Faculty Training** - In October 2018, the university launched two online training modules for faculty and staff to support awareness and education about sexual violence. The first module, Sexual Violence Education and Prevention, includes information about the university's sexual violence policies and procedures for students and employees of the university. Participants also learn about how to report an incident of sexual violence and the supports available both to employees

and students of the university. The second module, Responding to Disclosures of Sexual Violence, developed by a consortium of universities with funding support provided through Ontario's Action Plan to Stop Sexual Violence, prepares faculty and staff to support survivors of sexual violence at the moment of disclosure. As of March 31, 2019, 215 employees have completed the training modules.

- **Self Defense Classes** – 160 students participated in self defense classes that were offered throughout the year on a drop in basis from September 2018 to April 2019.

- **MTCU Student Voices on Sexual Violence** – In February and March 2018, the university participated in a climate survey on sexual violence that was conducted at all post-secondary institutions across Ontario. This survey was mandated by the Ministry of Training Colleges and Universities and designed to gather information about student sexual violence and help post-secondary educational institutions get a better understanding of sexual violence and the experiences, needs and concerns of students. A high level summary of the climate survey was released by the Ministry on March 19, 2019 and the link is included in the reference materials.

  The results of the survey will be used by the Advisory Committee on Sexual Violence Support and Prevention to inform and guide its ongoing work to address the challenge of sexual violence on campus.

3. **Reported incidents and complaints**

- Of the 64 disclosures that were reported to the Support Workers, one was filed as a complaint through the formal university procedure, and three were reported to the Durham Regional Police.

- 24 incidents were classified as having occurred in the last 12 months; 40 were classified as historical, and of these 29 incidents occurred during childhood.

- 41 incidents involved sexual assault (ranging from unwanted sexual contact to rape); 15 incidents involved verbal sexual harassment or threatening behaviour; eight involved both sexual assault and verbal assault or threatening behaviour.

- 14 incidents were perpetrated by romantic partners; 16 were perpetrated by friends or neighbours; 16 were perpetrated by family members; and five were perpetrated by persons unknown to the complainant, with some students disclosing more than one incident. The remaining were classified as "Other".

- 56 incidents occurred off campus; eight incidents occured on campus.

4. **The implementation and effectiveness of the policy**

An Advisory Committee on Student Sexual Violence Prevention and Support was established in December 2017. The Committee, comprised of students, faculty and staff from across the university, is mandated to ensure that the university's policies on sexual violence, and the support services, programming and training that sustain these policies, are reviewed on a regular basis and continuously improved upon.

Over the past year, the Committee engaged in a series of consultations to review and assess the effectiveness of the policy and support services. These consultations led to a number of recommendations for improving the ways in which sexual violence is addressed at the university. These recommendations were outlined in a report to the Provost from the Committee in December 2018.

Since that time, the Provost's office has engaged in efforts to respond to the recommendations and this has resulted in significant new developments that will improve the way the university supports students who have experienced sexual violence and those who are accused of perpetrating sexual violence. These include:

- The approval of a full-time position to support the implementation of the policy through process oversight and training.
- A re-developed policy that clarifies and simplifies specific aspects of the policy and responds to recommendations put forward by the Committee. The re-developed policy was approved by the Board in April 2019.
- Changes to the Advisory Committee's terms of reference to include more students on the membership.

NEXT STEPS:

The Advisory Committee on Student Sexual Violence Prevention and Support will continue to advise and assess the university's efforts to oppose sexual violence among students on campus through support, training and education. In addition, in the light of the Ministry's recent release of the sexual violence climate survey report, the Advisory Committee on Student Sexual Violence Prevention and Support will be reviewing the results to advise further on ways in which students may be informed about issues of sexual violence, consent and by-stander interventions, as well as available campus supports and services.

SUPPORTING REFERENCE MATERIALS:

- Advisory Committee on Student Sexual Violence Prevention and Support – Terms of Reference https://studentlife.uoit.ca/sexualviolence/policy.php#tab1-4

- Sexual Violence Support and Education Website https://studentlife.uoit.ca/sexualviolence/index.php

- Summary Report of the Student Voices on Sexual Violence Survey https://files.ontario.ca/tcu-summary-report-student-voices-on-sexual-violence-survey-en-2019-03.pdf

POLICY REVIEW

TO: **Governance, Nominations and Human Resources Committee (GNHR)**

DATE: **May 16, 2019**

PRESENTED BY: **Olivia Petrie, Assistant Vice-President, Student Life**

SUBJECT: **Review of the Policy on the Recognition of Student Organizations**

COMMITTEE MANDATE

As part of GNHR's oversight of relevant university policies and its responsibility to recommend revisions when appropriate, we are reporting to the committee on the results of a review of the Policy on the Recognition of Student Organizations.

BACKGROUND

The Policy on the Recognition of Student Organizations, approved in June 2011, is subject to its three-year review in accordance with the university Policy Framework.

CONSULTATION

The Policy was posted on the Policy Consultation Notice Board from March 22 to April 5, 2019. In addition, the University Student Union was consulted and provided important feedback to inform the review as discussed below.

ASSESSMENT

In accordance with the Policy Review Guidelines, the following aspects were taken into consideration as part of this review:

a) **The extent to which policy objectives are being achieved**

The Policy on the Recognition of Student Organizations provides an effective framework for ensuring that student organizations at the university can be established to meet the evolving needs of the student community and, once established, sets out the ongoing relationship between the university and the student group in terms of their expectations and obligations. At present, one Student Association has been established through this policy, the UOIT Student Union

(USU). The USU ably represents all students and oversees all student clubs, and societies in accordance with this policy.

b) The adoption and use of the Policy Instrument

In general the policy has served its intended purpose, however, three issues were raised through the review process:

- It was noted that some student groups have formed outside of this policy, specifically under the auspices of a Faculty or department rather than through an affiliation with the USU. The university will reaching out to those groups and their sponsoring department to remind them of the policy and facilitate their request to be recognized by the USU. Going forward, we will work closely with the USU to ensure that students and Faculties are aware of the policy and the requirements of student groups.

- Under the policy, the university does not grant recognition to fraternities and sororities, yet it has been reported these groups have sometimes been able to book space in the same way as other recognized student groups. Central Scheduling has confirmed that only recognized student groups only able to book space on campus through the USU, and Greek organizations would be referred to Conference Services as an external organization if they wished to book space.

- The policy refers to the Procedures for Student Association Recognition, which have yet to be developed. Work is currently underway to have these procedures in place for September 2019.

c) Related Policy Instruments and legislated requirements

No reported gaps or inconsistencies resulting from new or amended legislation or Policy Instruments have been identified since the policy was first established in 2011.

d) University strategic goals

The policy continues to support the university's strategic goals relating to student engagement and being a remarkable place for work and study.

e) Updates to format or classification

This policy has been reviewed by the University Secretariat and confirmed as a Legal, Compliance and Governance policy instrument.

Small edits are required to replace abbreviation "UOIT" with "the University" or "Ontario Tech University."

f) Recommended review outcome

On the basis of this review the following actions are recommended:

- That the policy be renewed with minor amendments within the document to delete the abbreviation "UOIT" and replace it with "the University" or "Ontario Tech University" as appropriate

- That Procedures for Student Association Recognition be developed for September 2019.

COMMITTEE REPORT

SESSION:

ACTION REQUESTED:

Public	☒	**Decision**	☒
Non-Public	☐	**Discussion/Direction**	☐
		Information	☐

Financial Impact ☒ Yes ☐ No   **Included in Budget** ☒ Yes ☐ No

TO: Governance, Nominations & Human Resources Committee (GNHR)

DATE: May 16, 2019

PRESENTED BY: Jamie Bruno, AVP, Human Resources

SUBJECT: Amendments to the UOIT defined contribution pension plan (DCPP)-Faculty Association Members)

COMMITTEE MANDATE:

As part of GNHR's oversight of the university's human resources policies, strategies and plans, the Senior Administration (Pension & Benefits) Sub-Committee (SASC) (*a sub-committee of SLT)* provides GNHR with recommendations with respect to the operation and administration of the university's defined contribution pension plan (DCPP).

SASC is seeking GNHR's recommendation to the Board of the proposed amendment to the DCCP, as set out in the attached resolution. The proposed amendment is pursuant to the 2018-2020 Faculty Association Collective Agreement (Agreement) and the increases to Member required pension contribution and the University basic pension contribution rate(s).

BACKGROUND/CONTEXT & RATIONALE:

The 2018-2020 Faculty Association Collective Agreement (Agreement) was ratified on March 4, 2019. Under the terms of this negotiated Agreement, pension contributions made by eligible Faculty Association members and the university will be amended as follows:

- Effective July 1, 2019 up to June 30, 2020, the Faculty Association Member's required pension contributions will increase by 0.5% from 3% to 3.5%; and

- Effective July 1, 2019 up to June 30, 2020, the University's basic pension contributions for each Faculty Association Member will increase by 1% from 6% to 7% and;

- Effective July 1, 2020, the Faculty Association Member's required pension contributions will increase from 3.5% to 3.75%; and

- Effective July 1, 2020, the University's basic pension contributions for each Faculty Association Member will increase from 7% to 7.5%.

RESOURCES REQUIRED:
- Banner(HR/payroll) systems
- HR Pension & Benefits Staff and Sun Life - employee communications
- Finance -prior budget approval obtained

IMPLICATIONS:
- In the event that proposed pension plan amendments as set out in the attached Board resolutions were not approved, the University would be in breach of the Faculty Association Collective Agreement.

ALIGNMENT WITH MISSION, VISION, VALUES & STRATEGIC PLAN:
- The aforementioned changes align with the University's strategic plan with respect to building lasting relationships to make UOIT a remarkable place for work and study.

ALTERNATIVES CONSIDERED:
- N/A

CONSULTATION:
- In accordance with the Pension Governance structure of the DCPP (Plan)
- The Senior Administration Sub-Committee (SASC) of the Pension & Benefits Committee and Senior Leadership team have been consulted and are seeking approval from the GNHR of the proposed pension plan amendments.

COMPLIANCE WITH POLICY/LEGISLATION:
- Under Section 9.01 of the DCPP pension plan text, the university may amend the provisions of the Plan from time to time.
- Increases to pension contributions are not contrary to any applicable government policy or regulation.
- Mercer Canada and the University Secretary and General Counsel as a member of the SASC and SLT have been consulted.

NEXT STEPS:
1. If GNHR approves the proposed amendments, the amendments will be presented to the Board of Governors for approval at the meeting on June 26, 2019.
2. Upon receiving Board approval, HR Pension & Benefits Staff to file the Board Resolution with the Financial Services Commission of Ontario and the Canada Revenue Agency for approval.

MOTION FOR CONSIDERATION:

That pursuant to the recommendation of the Senior Administration (Pension & Benefits) sub-committee, the Governance, Nominations & Human Resources Committee hereby recommends approval of the attached resolution by the Board of Governors.

SUPPORTING REFERENCE MATERIALS:

- Board Resolutions to amend the UOIT DCPP.

Resolution of the Board of Governors of

the University of Ontario Institute of Technology

WHEREAS the University of Ontario Institute of Technology (the "University") established the University of Ontario Institute of Technology Pension Plan, bearing registration number 1087808 (the "Plan");

AND WHEREAS the University has reserved the right to amend the Plan pursuant to Section 9.01 thereof;

AND WHEREAS, the collective agreement between the University of Ontario Institute of Technology (UOIT) and the UOIT Faculty Association (the "Faculty Association") was ratified effective March 4, 2019 (the "2018-2020 Collective Agreement");

AND WHEREAS, pursuant to 2018-2020 Collective Agreement, both Member and the University contributions will increase effective July 1, 2019 and again effective July 1, 2020 in respect of Faculty Association members who are eligible to participate in the University of Ontario Institute of Technology defined contribution pension plan (UOIT DCPP) as at the relevant time;

AND WHEREAS the Governance, Nominations and Human Resources Committee has recommended that the amendments set out herein be adopted in respect of the Plan.

NOW THEREFORE BE IT RESOLVED THAT, the Plan be amended as follows effective July 1, 2019:

1. By adding the following as Section 2.08.1:

"2.08.1 **Faculty Association Member** means a Member who is a member of the University of Ontario Institute of Technology Faculty Association as at the date a determination is required."

2. By deleting Section 4.01(a) and replacing it with the following:

"(a) **Required Contributions**

(i) Effective July 1, 2019 until June 30, 2020, a Faculty Association Member shall contribute an amount equal to 3.5% of his or her Earnings to the Plan;

(ii) Effective July 1, 2020, a Faculty Association Member shall contribute an amount equal to 3.75% of his or her Earnings to the Plan; and

       (iii)   a Member who is not a member of the Faculty Association Member shall contribute an amount equal to 3% of his or her Earnings to the Plan.

3. By deleting 4.03(a) and replacing it with the following:

"(a)   **Basic Contributions**
    (i)   Effective July 1, 2019 until June 30, 2020, the University shall contribute an amount equal to 7% of the Earnings of each Faculty Association Member;
    (ii)   Effective July 1, 2020, the University shall contribute an amount equal to 7.5% of the Earnings of each Faculty Association Member; and
    (iii)   the University shall contribute an amount equal to 6% of the Earnings of each Member who is not a member of the Faculty Association Member."

4. The Chief Financial Officer of the University is authorized to sign and to file all related documents with the applicable federal and provincial regulatory authorities, including the making of any further Plan amendments as may be necessary or required to obtain and maintain such federal and provincial registrations.

Dated this the _____ day of May, 2019.

University Ontario Institute of Technology.

_____

Authorized Signature

_____

Name and Title