



**BOARD OF GOVERNORS**  
**Governance, Nominations & Human Resources Committee (GNHR)**

Thursday, October 10, 2019

2:00 p.m. – 5:00 p.m.

Videoconference

Toll-Free: 1-877-385-4099 Participant Passcode: 1028954#

**Members:** Francis Garwe (Chair), Doug Allingham, Lisa Edgar, Laura Elliott, Kori Kingsbury, Steven Murphy, Maria Saros, Trevin Stratton

**Staff:** Jamie Bruno, Becky Dinwoodie, Cheryl Foy, Lori Livingston, Olivia Petrie

**AGENDA**

No.	Topic	Lead	Allocated Time	Suggested End Time
	<b>PUBLIC SESSION – 2:00 p.m.</b>			
1	Call to Order	Chair		
2	Agenda (M)	Chair		
3	Conflict of Interest Declaration	Chair		
4	Chair's Remarks	Chair		2:10 p.m.
5	President's Remarks	S. Murphy	5	2:15 p.m.
6	<b>Governance:</b>	C. Foy	15	2:30 p.m.
6.1	GNHR Terms of Reference Review* (M)			
6.2	By-laws Implementation Update* (U)			
6.3	Board Engagement:			
(a)	Board PD 2019-2020* (D)			
(b)	Annual Committee Practices Assessment Development (D)			
(c)	Board Portal Implementation Update (U)	B. Dinwoodie		
6.4	Policy:			
(a)	Proposed Procedures to Investigate & Respond to Allegations of Violence, Sexual Violence, Harassment & Discrimination by Governors & Senior Leaders (D)	C. Foy	10	2:40 p.m.
(b)	Policy Against Violence, Harassment and Discrimination in the Workplace 2018-2019 Review Report* (U)	J. Bruno	10	2:50 p.m.

D – Discussion

M – Motion

P – Presentation

U – Update

\* Documents attached

6.5	Strategic Discussion: Student Mental Health	O. Petrie	25	3:15 p.m.
<b>7</b>	<b>Consent Agenda (M):</b>	Chair	5	3:20 p.m.
7.1	Minutes of the Meeting of May 16, 2019*			
<b>8</b>	<b>Other Business</b>	Chair		
<b>9</b>	<b>Adjournment (M)</b>	Chair		3:25 p.m.
	<b>BREAK</b>		<b>10</b>	
<b>No.</b>	<b>Topic</b>	<b>Lead</b>	<b>Allocated Time</b>	<b>Suggested End Time</b>
	<b>NON-PUBLIC SESSION – 3:35 p.m. (material not publicly available)</b>			
10	Call to Order	Chair		
11	Conflict of Interest Declaration	Chair		
12	President's Remarks	S. Murphy	5	3:40 p.m.
13	Governance	C. Foy	10	3:50 p.m.
13.1	2019-2020 Work Plan Review* (D)			
13.2	Durham College Board Engagement: • Joint Meeting (D)			
<b>14</b>	<b>Nominations</b>			
14.1	Strategic Discussion: LGIC Appointments & Co-Populous Members* (D)	S. Murphy	15	4:05 p.m.
14.2	Board & Committee Leadership Succession* (D)	D. Allingham & C. Foy	10	4:15 p.m.
14.3	Appointment of Governor to Academic Council for 2019-2020* (M)	C. Foy	10	4:25 p.m.
<b>15</b>	<b>Human Resources</b>			
15.1	Labour Relations & Human Resources Update (U)	J. Bruno	10	4:35 p.m.
15.2	Pension Plan Amendments* (M)			
<b>16</b>	<b>Consent Agenda (M):</b>			
16.1	Minutes of the Meetings of May 16 and June 26, 2019*			
<b>17</b>	<b>Other Business</b>	Chair		
<b>18</b>	<b><i>In Camera</i> Session (M)</b>	Chair		
<b>19</b>	<b>Termination (M)</b>	Chair		4:50 p.m.

Becky Dinwoodie, Secretary



## COMMITTEE REPORT

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**SESSION:**

Public   
Non-Public

**ACTION REQUESTED:**

Decision   
Discussion/Direction   
Information

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

**DATE:** October 10, 2019

**FROM:** Cheryl Foy, University Secretary & General Counsel

**SUBJECT:** Review of GNHR Terms of Reference

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**COMMITTEE MANDATE:**

- GNHR’s responsibilities under its Terms of Reference include providing advice to the Board on its governance structure and processes, and matters pertaining to the organization of the Board and its committees.
- As part of the committee’s mandate, it must conduct a periodic review of its Terms of Reference and recommend revisions to the Board when appropriate.
- We are seeking the committee’s feedback and recommendation of the proposed amendments to the GNHR Terms of Reference.

**BACKGROUND/CONTEXT & RATIONALE:**

- We reviewed GNHR's Terms of Reference in the context of the new brand, as well as any comments received since they were last updated in November 2018.
- The proposed amendments are editorial in nature.

**COMPLIANCE WITH POLICY/LEGISLATION:**

- this is compliant with the Act and By-laws

**NEXT STEPS:**

1. If GNHR supports the proposed amendments to the GNHR Terms of Reference, the amended Terms of Reference will be presented to the Board for approval on November 28, 2019.

**MOTION:**

*That the Governance, Nominations and Human Resources Committee (GNHR) hereby recommends the proposed amendments to the GNHR Terms of Reference, as presented, for approval by the Board of Governors.*

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**SUPPORTING REFERENCE MATERIALS:**

- blacklined version of GNHR Terms of Reference

## BOARD OF GOVERNORS

### Governance, Nominations and Human Resources Committee

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#### 1. TERMS OF REFERENCE

The Governance, Nominations and Human Resources Committee is a standing committee of the [UOIT-university's](#) Board of Governors and is responsible for providing advice to the Board on its governance structure and processes, the nomination and election of new members and board performance, and matters concerning the university's human resources policies, strategies and plans.

The Governance, Nominations and Human Resources Committee is empowered with decision-making authority on behalf of the Board of Governors with respect to the setting of human resources policies, compensation plans and collective bargaining mandates.

The Committee shall also consider such other matters that are delegated to the Committee by the [UOIT](#)-Board of Governors.

Specifically, the Governance, Nominations and Human Resources Committee shall have the following responsibilities:

##### i) Governance

- Advising the Board on matters pertaining to the organization of the Board of Governors and its committees and the Board's relationship with other bodies at the university as established in the [UOIT-university's](#) Act and By-Laws.
- Periodically reviewing the [UOIT-university's](#) By-Laws and other policies of the Board and its committees, and relevant university policies, making recommendations to the relevant governing body or administrative department for development and revision when appropriate.

##### ii) Nominations

- Overseeing the process of recruiting, selecting and electing new governors and recommending their appointment to the Board, in accordance with the [UOIT-university's](#) Act and By-laws. In doing so, the Committee shall strive to achieve a balance of skills, expertise and knowledge among its membership, while reflecting the demographic and cultural diversity of the communities served by the university.
- Overseeing the development of programs for the orientation and ongoing education of governors on university operations, matters affecting the post-secondary education sector, and good governance practices.

- Developing, implementing and monitoring procedures for assessing the effectiveness of the Board and its committees.
- Overseeing the nomination and election of a Chair and Vice-Chair from among the external governors of the Board.
- Assessing the leadership needs of the Board, and in consultation with committee chairs, recommend chair and individual member assignments for each of the standing committees.

### iii) Human Resources

- Establishing collective bargaining mandates for the university's representatives engaged in negotiation of collective agreements with certified bargaining agents representing persons employed at the university
- Establishing human resources policies that govern terms and conditions of employment of university staff and faculty.
- Establishing changes to the compensation of university staff and faculty not represented by a bargaining agent.

## 2. MEETINGS

The Committee shall meet at least four (4) times per year, or otherwise at the Committee's discretion. In accordance with the UOIT-university's Act and the Board of Governors Meeting Policy and Procedures, the Committee shall conduct three types of Meetings as part of its regular administration: Public, Non-Public and *In Camera* (when required).

**Commented [BD1]:** Provides committee with additional flexibility in scheduling additional or fewer meetings, as required

## 3. MEMBERSHIP

The Committee shall be composed of:

- Between three (3) and seven (7) external governors.

## 4. QUORUM

Quorum requires that half of the Committee members entitled to vote be present.



## COMMITTEE REPORT

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**SESSION:**

Public   
 Non-Public

**ACTION REQUESTED:**

Decision   
 Discussion/Direction   
 Information

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

**DATE:** October 10, 2019

**PRESENTED BY:** Cheryl Foy, University Secretary & General Counsel

**SUBJECT:** By-laws Implementation Plan Update

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**COMMITTEE MANDATE:**

In accordance with its Terms of Reference, GNHR is responsible for advising the Board of Governors on its governance structure and processes, which includes reviewing the university’s By-laws and recommending revisions when appropriate.

**BACKGROUND:**

As part of the committee’s responsibilities, a By-law Review Working Group was established in May 2015. Pursuant to the recommendations of the Working Group and GNHR, the Board approved updated By-law No. 1 and new By-law No. 2 in October 2017, to come into effect on September 1, 2018.

At the GNHR meeting in November 2017, the committee reviewed and endorsed the proposed 3-year Governance Plan for the Board. One of the governance priorities identified for both the Board and Academic Council was the implementation of the updated By-laws. Accordingly, a By-law Implementation Plan was developed to guide the process and was presented to GNHR in February 2018.

**UPDATE:**

Much progress has been made against the By-laws Implementation Plan. Most significantly, the establishment of a new Academic Council Governance and Nominations Committee (GNC), when the Board of Governors approved its Terms of Reference in June 2018. The GNC is responsible for overseeing the implementation of By-law No. 2; accordingly, the By-law Implementation Plan guides the development of the GNC's annual work plan. The GNC has made good progress in reviewing the Terms of Reference of Academic Council's standing committees and developing governance procedures, namely the selection of a Vice-Chair and Board Liaison.

The implementation of the new By-laws is providing a solid foundation for good governance processes and is working to strengthen bicameral governance.

**NEXT STEPS:**

We will continue to update GNHR on the progress being made on the By-laws Implementation Plan.

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**SUPPORTING REFERENCE MATERIALS:**

- By-laws Implementation Plan Update



## BY-LAWS IMPLEMENTATION PLAN - BY-LAW No. 1

Article	Actions Required	Lead	Target Date	Status
Definitions - "Administrative Staff"	<ul style="list-style-type: none"> <li>Review of policy instruments to update term "non-academic staff" to "administrative staff"</li> </ul>	Office of University Secretary & General Counsel (USGC)	2020	in progress
	<ul style="list-style-type: none"> <li>Definition broadened to include part-time continuing employees</li> <li>Update Board Election Procedures, if required</li> </ul>	USGC	Fall 2018	COMPLETE
3.3(c)	<ul style="list-style-type: none"> <li>Reduce number of elected student governors from 2 to 1 - open to undergraduate &amp; graduate students</li> <li>implement change in Spring 2018 election</li> </ul>	USGC	Spring 2018	COMPLETE
	<ul style="list-style-type: none"> <li>Update Board Election Procedures, if required</li> </ul>	USGC	Fall 2018	n/a
4.2 - 4.6	<ul style="list-style-type: none"> <li>Board "Conflict of Interest" provisions</li> <li>Include in governor orientation</li> </ul>	USGC	Fall 2018	COMPLETE
6.11	<ul style="list-style-type: none"> <li>Rules of Order changed to <i>Democratic Rules of Order</i> by Francis &amp; Francis</li> <li>Distribute copies to the Board during orientation</li> </ul>	USGC	Fall 2018	new edition released in May 2019 - distribute at November Board meeting

## BY-LAWS IMPLEMENTATION PLAN – BY-LAW No. 2

Academic Council – Immediate Priority	Lead	Target Date	Status
<ul style="list-style-type: none"> <li>Discussion regarding establishment of a governance committee/working group of Academic Council (AC)</li> </ul>	Office of University Secretary & General Counsel (USGC)	Summer 2018	COMPLETE - TERMS OF REFERENCE APPROVED JUNE 2018
<ul style="list-style-type: none"> <li>Solicit nominations for Academic Council's Governance &amp; Nominations Committee (GNC)</li> </ul>	USGC	Summer 2018	COMPLETED & ONGOING

Article	Actions Required	Lead	Target Date	Status
1.1(a)(ii)	<ul style="list-style-type: none"> <li>Develop procedure for selection of Vice-Chair for AC</li> </ul>	AC (GNC)	Summer 2018	IN PROGRESS - AC agreed upon process in Feb 2019 – drafting procedure on work plan 2019-2020
1.1(a)(iii)	<ul style="list-style-type: none"> <li>Develop procedure for selecting temporary Chair for AC</li> </ul>	AC (GNC)	Summer 2018	AC agreed that Vice-Chair should be temporary Chair & separate temporary Chair selection process unnecessary

1.1(a)(iv)	<ul style="list-style-type: none"> <li>Review of appointment process &amp; committee appointment procedures to be completed together with the review of AC committees' terms of reference</li> </ul>	AC (GNC)	Fall 2019	<b>ONGOING - CPRC &amp; Admissions &amp; Scholarships Committee COMPLETE; ACX, GSC &amp; GNC in progress &amp; on work plan 2019-2020</b>
Article	Actions Required	Lead	Target Date	Status
2.3	<ul style="list-style-type: none"> <li>Increase in elected faculty &amp; student membership of Academic Council</li> <li>Include additional positions in 2018 Spring Election</li> </ul>	USGC	Spring 2018	<b>COMPLETE &amp; ONGOING (held Spring &amp; Fall elections)</b>
2.4	<ul style="list-style-type: none"> <li>Review &amp; update Academic Council Election procedures</li> </ul>	USGC	Spring 2020	<b>On work plan for 2019-2020</b>
5.1	<ul style="list-style-type: none"> <li>Develop procedure for selecting Academic Council liaison with the Board</li> </ul>	AC	Summer 2018	<b>IN PROGRESS - AC agreed upon process in Feb 2019 – drafting procedure on work plan 2019-2020</b>

## BY-LAWS IMPLEMENTATION PLAN - PARKING LOT

Issue	Actions Required	Lead	Target Date
AC Committees	<ul style="list-style-type: none"> <li>• Review Terms of Reference &amp; appointment procedures:               <ul style="list-style-type: none"> <li>○ ACX</li> <li>○ CPRC (now USC)</li> <li>○ GSC</li> <li>○ Admissions &amp; Scholarship</li> <li>○ Academic Appeals</li> <li>○ Honorary Degrees</li> <li>○ Research Board</li> <li>○ GNC</li> </ul> </li> </ul>	GNC	<p><b>ONGOING -</b>            CPRC &amp; Admissions &amp; Scholarships Committee  <b>COMPLETE; ACX, GSC &amp; GNC, Research Board in progress &amp; on work plan 2019-2020</b></p>
Faculty Councils (FC)	<ul style="list-style-type: none"> <li>• Review Terms of Reference</li> </ul>	GNC	2020-2021
	<ul style="list-style-type: none"> <li>• Review meeting processes</li> </ul>	GNC	2020-2021
	<ul style="list-style-type: none"> <li>• Review communication between FC &amp; AC</li> </ul>	GNC	2020-2021
Outdated Academic Council Handbook	<ul style="list-style-type: none"> <li>• Review &amp; update Academic Council Handbook</li> <li>• Consider eliminating Academic Council Handbook &amp; replacing with Terms of Reference, Policies &amp; Procedures</li> </ul>	AC/GNC	<b>IN PROGRESS -</b> 2020-2021



## COMMITTEE REPORT

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**SESSION:**

Public   
 Non-Public

**ACTION REQUESTED:**

Decision   
 Discussion   
 Information

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

**DATE:** October 10, 2019

**FROM:** Cheryl Foy, University Secretary & General Counsel

**SUBJECT:** Board Orientation/Education Work Plan 2019-2020

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**COMMITTEE MANDATE:**

GNHR is responsible for overseeing the development of programs for the orientation and ongoing education of governors on university operations, matters affecting post-secondary education sector, and good governance practices.

In accordance with the committee’s mandate, the 2019-2020 Board Orientation/ Education Work Plan (“Education Plan”) is coming forward for review and discussion.

**BACKGROUND/CONTEXT:**

In anticipation of the larger than usual number of new governors, a more detailed Education Plan was developed for 2018-2019. Although there is only one new governor this year, we found it was a good exercise and developed a plan for 2019-2020. Rather than focusing on orientation, this year’s plan focuses on educational sessions that align with the Board’s work for the year.

**CONSULTATION:**

The Education Plan was developed in consultation with President and the Chair of GNHR.

**NEXT STEPS:**

Incorporating GNHR's feedback, the work plan will be used as a guide to develop the Board educational sessions for 2019-2020.

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**SUPPORTING REFERENCE MATERIALS:**

- Draft Board Orientation/Education Work Plan 2019-2020

## BOARD ORIENTATION/EDUCATION WORK PLAN 2019-2020

Date	Suggested Topic	Lead
September 24	<ul style="list-style-type: none"> <li>• <b>Orientation Session for Academic Council members &amp; invite new student governor</b></li> </ul>	Cheryl Foy & Becky Dinwoodie
October 10	<ul style="list-style-type: none"> <li>• <b>GNHR New Member Orientation (Maria Saros)</b> <ul style="list-style-type: none"> <li>○ Orientation session prior to first GNHR meeting</li> <li>○ Committee mandate &amp; work plan</li> <li>○ Key issues facing GNHR</li> </ul> </li> </ul>	GNHR Chair & Steven Murphy & Cheryl Foy
October 22	<ul style="list-style-type: none"> <li>• <b>Colleagues Exchange: Digital Badges/Alternative Credentials (Board invited to attend)</b></li> </ul>	Roland Van Oostveen
TBD	<ul style="list-style-type: none"> <li>• <b>S&amp;P New Member Orientation (Owen Davis)</b> <ul style="list-style-type: none"> <li>○ Orientation session prior to first S&amp;P meeting</li> <li>○ Committee mandate &amp; work plan</li> <li>○ Key issues facing S&amp;P</li> </ul> </li> </ul>	Cheryl Foy & Becky Dinwoodie
November 20 (between Investment & A&F meetings)	<ul style="list-style-type: none"> <li>• <b>Investment &amp; A&amp;F Committees</b> <ul style="list-style-type: none"> <li>○ Refresher on question toolkit</li> </ul> </li> </ul>	Committee Chairs & Cheryl Foy
November 28 (immediately before Board meeting)	<ul style="list-style-type: none"> <li>• <b>University Funding 101 &amp; SMA</b></li> </ul>	Brad Maclsaac
February 27 (immediately before Board meeting)	<ul style="list-style-type: none"> <li>• <b>Intellectual Property, Open Educational Resources, Partnerships</b></li> </ul>	Steven Murphy & Cheryl Foy
April 23	<ul style="list-style-type: none"> <li>• <b>Lab Tour with Matthew Mackenzie (Aquatics &amp; Nuclear Labs)</b></li> </ul>	

<b>June 25</b>	<ul style="list-style-type: none"><li>• <b>AGM – alumni &amp; SU presentations</b></li></ul>	
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## COMMITTEE/BOARD REPORT

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**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:** October 10, 2019

**PRESENTED BY:** Jamie Bruno, AVP, Human Resources

**SUBJECT:** Policy Review Update: Policy Against Violence, Harassment and Discrimination in the Workplace

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**BACKGROUND/CONTEXT & RATIONALE:**

- The *Policy Against Violence, Harassment and Discrimination in the Workplace* was approved in December 2016, last reviewed in November 2018, and due for annual compliance review as of November 2019.
- The first step of the annual compliance review involves an internal analysis by the Human Resources department, which has commenced and is scheduled to conclude by October 21, 2019.
- Upon conclusion of this review, the AVP, Human Resources will initiate an outreach to the following groups and entities as part of a consultation phase designed to both advise on proposed changes, if any, being advanced by the University and to solicit feedback for the University’s consideration:
  - Letters to OPSEU, PSAC and Faculty Association: Week of October 28
  - Joint Health and Safety Committee (North campus): November 22
  - Joint Health and Safety Committee (Downtown campus): November date TBD

- Pursuant to the policy, the management group in Student Life will also be requested to review the policy ahead of the consultations with each JHSC.
- The University recently concluded its recruitment efforts to fill the new position of Senior Disputes Resolution Officer/Human Rights Advisor.
- This position reports to the University Secretary and General Counsel and, among other things, provides leadership, education and complaint resolution support on matters related to workplace violence, sexual violence, human rights, discrimination and harassment.
- Given the presence and scope of this new role and the current construct of the *Policy Against Violence, Harassment and Discrimination in the Workplace*, there may be changes to responsibility and/or changes to processes. To give the incumbent a good opportunity to consult with stakeholders and make his own assessment, these recommended changes, if any, may be included as proposed revisions submitted to GNHR during the next annual compliance review.

**IMPLICATIONS:**

- The approval of the compliance review will allow the University to continue to support staff in a responsible and responsive manner when managing a complaint under the policy.

**NEXT STEPS:**

- Following the conclusion of consultation and feedback phase, final review will be completed and shared with GNHR at the January committee meeting.



**BOARD OF GOVERNORS**  
**Governance, Nominations & Human**  
**Resources Committee**

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**Public Session Minutes for the Meeting of May 16, 2019**  
**2:00 p.m. to 3:15 p.m., ERC 3023**

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

**Staff:** Jamie Bruno, Cheryl Foy, Olivia Petrie

**1. Call to Order**

The Chair called the meeting to order at 2:00 p.m.

**2. Agenda**

*Upon a motion duly made by L. Edgar 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 March 28, 2019**

*Upon a motion duly made by D. Allingham and seconded by T. Stratton, the Minutes were approved as presented.*

**5. Chair's Remarks**

The Chair noted that it was the last meeting of the year. He thanked the committee members for their work and service during the year. He noted that he looked forward to continuing to work with the members in the coming year.

**6. President's Remarks**

The President thanked the Board Chair for arranging and leading the joint Durham College and Ontario Tech Board meeting. He noted that he felt it was very valuable to the members of both boards in respect of laying the groundwork for new initiatives and for promoting an understanding of the dynamics and challenges associated with sharing a campus. The President reported on a recent visit to the Bruce Nuclear facility, which included well attended alumni event (approximately 100 attendees). He reported universally positive feedback from the attendees on the new branding. The Bruce Power visit was successful from a relationship-building and partnership perspective.

The President reported that Ontario Tech signed on to the federal government's Dimensions charter in support of making the research enterprise more equitable, diverse, and inclusive. He provided an overview of the Athena Swan program, which is at the

heart of the Dimensions initiative. The President discussed the ways in which the federal government is advancing its commitment to equity, diversity and inclusion (EDI). Ontario Tech was one of the first universities to sign on and agree to be evaluated. The President advised that he sees this as a quality improvement initiative and he looks forward to our institution being a leader in EDI. He also announced a new SSHRC grant to build institutional capacity in EDI. This will include hiring a new resource to support work in this area.

The President responded to questions and comments from the committee related to the hiring of more diverse researchers and tying the brand to the EDI commitment. He noted that change takes years and that there has been success with programs like the Dimensions initiative in Australia, but less so in the United States. The President reaffirmed his commitment to technology with a conscience, to which, EDI is fundamental.

## **7 Governance:**

### **7.1 Board Engagement**

#### **(a) Annual Board Practices Assessment Results**

C. Foy presented the 2018-2019 Board Practices Assessment Results. The Committee questioned having a strategic discussion at every meeting. It was suggested that the Board reports be more focused and concise. It might also be helpful to understand governors' concerns about agenda items ahead of time. The committee agreed that Board meetings are strategic. A comment was made regarding the stratification of responses. The committee asked that Becky Dinwoodie recirculate the assessment to those governors who had not yet responded.

#### **7.2 Annual GNHR Board Report**

C. Foy reviewed the draft Annual GNHR Report and responded to the committee's questions.

#### **7.3 Board Schedule 2019-2020**

*Upon a motion duly made by L. Edgar and seconded by L. Elliott, the Governance, Nominations and Human Resources Committee recommended the 2019-2020 Board Schedule for approval by the Board of Governors.*

## **Policy:**

### **7.4 Annual Report on Student Sexual Violence Policy & Procedures**

O. Petrie presented the Annual Report. She acknowledged the great work of the Advisory Committee on Sexual Violence (ACSV) in collaboration with the Student Engagement and Equity team in Student Life. Every year, the university provides a report to the Ministry. This report is designed to meet the Ministry's reporting requirements. O. Petrie provided an overview of the resources and supports in place. She responded to the committee's comments and questions. She noted that the numbers were roughly the same as last year. O. Petrie reported that there has been a lot of activity driven by the student members of the advisory committee to raise awareness. All of that activity informed the updated policy the Board approved last month. O. Petrie reported on other activities of the ACSV over the past year. The work accomplished by the committee this year built the foundation for an action plan for next year. O. Petrie discussed the RISE initiative - 66 students

participated and they are looking to increase that number next year. She also advised that the MTCU mandates the completion of a survey and the survey results will help inform future programming. O. Petrie responded to questions from the Committee members.

The Chair acknowledged O. Petrie and her team for all of their hard work.

## **7.5 Review of the Policy on the Recognition of Student Organizations**

O. Petrie explained that the Policy on the Recognition of Student Organizations was up for its regular 3-year review. She explained how the policy interconnects with different agreements and policies. O. Petrie reviewed the main issues arising as a result of the review, namely:

- a) 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 university's Student Union;
- b) the university does not recognize fraternities and sororities under the policy, yet it has been reported these groups have sometimes been able to book space in the same way as other recognized student groups; and
- c) the policy refers to the Procedures for Student Association Recognition, which have yet to be developed - work is underway to have these procedures in place for September 2019.

C. Foy and O. Petrie responded to comments and questions from the committee.

## **8 Human Resources**

### **8.1 Pension Plan Amendments**

J. Bruno presented the proposed Pension Plan amendments. He confirmed that the proposed changes to the pension plan arise out of the Collective Agreement with the Faculty Association. He explained the process by which the pension plan text will be amended following Board approval.

*Upon a motion duly made by K. Kingsbury and seconded by L. Elliott, pursuant to the recommendation of the Senior Administration (Pension & Benefits) sub-committee, the Governance, Nominations & Human Resources Committee recommended approval of the following resolution by the Board of Governors:*

*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 the 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.*

**9. Other Business**

**10. Adjournment**

*There being no other business, upon a motion duly made by D. Allingham and seconded by L. Edgar, the public session of the meeting adjourned at 3:37 p.m.*

Cheryl Foy, Secretary