
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