



BOARD OF GOVERNORS

Governance, Nominations & Human Resources Committee

Minutes of the Public Session of the Meeting of Thursday, May 14, 2020 Video Conference, 2:00 p.m. to 3:15 p.m.

Members: Francis Garwe (Chair), Doug Allingham, Laura Elliott, Mitch Frazer, Steven Murphy, Maria Saros, Trevin Stratton

Regrets: Kori Kingsbury

Staff: Jamie Bruno, Becky Dinwoodie, Cheryl Foy, Lori Livingston, Niall O'Halloran, Olivia Petrie

Guests : Chelsea Bauer (FA), Mike Eklund (FA)

1. Call to Order

The Chair called the meeting to order at 2:01 p.m.

2. Agenda

The Chair noted that a request was received to move the Code of Ethics from item 8.1 to the policy section as item 6.3(d) and that a motion is no longer required for agenda item 15.1

Upon a motion duly made by L. Elliott and seconded by S. Murphy, the Agenda was approved as amended.

3. Conflict of Interest Declaration

There was none.

4. Chair's Remarks

The Chair welcomed the new Chancellor to his first committee meeting and thanked everyone for participating. He invited guests to introduce themselves. The Chair offered special thanks to the university leadership team as they have stepped up in big ways. He shared that he is proud and happy to have the team pull this heavy weight in responding

to the pandemic situation. The Chair remarked that the broader community is thankful for the support of the university.

5. President's Remarks

The President noted that although we are living through an unprecedented time, the university continues to provide value added to all levels of government. The President reported that he has been on multiple calls with the Deputy Minister of the Environment with respect to the testing of wastewater for COVID. The university continues to be proactive and the consistent message is that we are willing to do whatever is needed to support the government and population through this crisis.

The President also reported that they continue to inform government officials of the burden of the debenture. Throughout COVID, the university has contributed by partnering in the production of PPE, ventilator support, donating PPE, and graduating our nurses early. The Ministers know that we have punched way above our weight as an institution. The number one issue is helping businesses maintain employment and supporting individuals who have lost jobs. It is important to demonstrate that the work done by universities is relevant. We are maintaining strong relationships with all levels of government to ensure we are part of the COVID turnaround.

The President spends evenings checking in with colleagues around the globe, which helps him learn from other jurisdictions. Many postsecondary institutions are still online and those that have gone back to campus are considered second or third tier.

The President reviewed the broad categories of learning from COVID:

- How do you integrate technology into learning most effectively? This has taken hold across all continents. Integral to think about how to maintain a sense of community.
- Increased desire for collaboration; acknowledgment that institutions cannot do everything on their own; leverage different strengths of institutions; for institutions to stay in existence or protect their positions, there is an observed need for collaboration that has not been as prevalent before.
- All of the schools are discussing that the “new normal” will no longer exist – how do we begin in this phase of technology and learning when unsure about what end stage will look like?

The university is well positioned to move forward in this context.

D. Allingham commented that staff and faculty are doing an amazing job under the leadership of the senior leadership team.

A member commented that people are bored of watching tv while in isolation and asked whether there is opportunity for the university to put on one/two day courses for adults/teenagers to further education in certain areas over the summer. The President

advised that Osman Hamid, the Director, Creativity & Entrepreneurship, has been giving a lot of thought to online platforms for sessions for small/medium businesses that would be offered for free. There are a number of courses/programs being offered over the summer.

There was also a discussion about what next year might look like for first-year students. The President advised that the hope is to start and end the semester in the same mode. Researchers and graduate students are anxious to return to their labs. Whether this is possible depends on physical distancing requirements. There is proactive planning for some limited face to face learning. The number one concern of parents and students is health and safety.

The President also advised that the opinions of students change once they have a positive online experience. There are many universities presenting themselves as offering a significant amount of face to face teaching in the fall and they might not be able to deliver on that. We do not want to lose students to the perception that we will be offering more online courses than other institutions. The university is being more straight forward about the reality of the fall and not over promising. A comment was made that the experience of high school students with online learning has been hit and miss. It will be important to ensure students know that the university effectively uses technology in teaching and learning and that our faculty is second to none. Marketing of the university's plan will be key, as well as confirming that safety is the primary concern.

6 Governance:

6.1 Board Engagement:

(a) Annual Board & Committee Practices Assessments

C. Foy reviewed the results of the Board and Committee Practices Assessments with the committee.

6.2 Annual GNHR Board Report

C. Foy reviewed the annual Board Report with the committee and invited comments. There were no comments from the committee.

(M. Saros joined at 3:00 p.m.)

6.3 Policy Update:

(a) Pandemic Planning: Next Steps

C. Foy provided an update on the next steps in pandemic planning. The university continues to monitor the information coming in about what is expected for the fall. The senior leadership team has been working on what assumptions would underlie a potential return to campus in the fall or later. She advised that the assumptions would be presented

to Academic Council and the Provost would be giving an update. They will also be examining how the university supports online education, as well as a return to campus.

(b) Report on Annual Review of Workplace Violence Policy

J. Bruno reviewed the report with the committee. He advised that the consultations and engagement with necessary stakeholders have been completed.

The key takeaway is that workplace violence should likely not be included in the same policy as harassment. The recommendation is to move forward with the policy as is and consider this during the annual review later in 2020/2021.

(c) Annual Report on Student Sexual Violence Policy Implementation

O. Petrie presented the annual report. She confirmed that the report is a compliance piece. The university continues to support students who have experienced any form of violence, but particularly sexual violence, even though we have transitioned online. The university also supports students who have experienced sexual violence in previous years. Education was a priority this year. The “We Get Consent” campaign was rolled out throughout the year. In March, the university received the results of a survey conducted across Ontario institutions. The advisory committee will review the results to refine the direction being taken, if necessary. With the receipt of the survey results and the hiring of a dispute resolution officer, the advisory committee will continue to meet over the summer to develop policy amendments.

In response to a question about how the statistics compare to previous years, O. Petrie advised that the statistics seem to be staying relatively the same. They are looking at transitioning the first-year student orientation online while maintaining its effectiveness. A question was also asked about whether there is anything in particular with respect to our student demographics that we should be particularly concerned about. O. Petrie advised that we do have a unique population as there is a large percentage of first-generation students. However, she was unsure of how our numbers compare to those of other institutions.

(d) Code of Ethics

C. Foy provided an overview of the Code of Ethics policy documents and invited feedback from the committee.

7. Consent Agenda:

7.1 Board schedule 2020-2021

7.2 Minutes of the Meeting of March 26, 2020

Upon a motion duly made by L. Elliott and seconded by M. Saros, the Consent Agenda was approved as presented.

9. Other Business

10. Adjournment

Upon a motion duly made, the public session adjourned at 3:37 p.m.

Becky Dinwoodie, Secretary