
Public Session Minutes for the Meeting of September 29, 2016
12:05 p.m. to 1:00 p.m., ERC 3023

Attendees: Karyn Brearley (Chair), Andrew Elrick (*via teleconference*), Tim McTiernan (*via teleconference*)

Staff: Robert Bailey, Becky Dinwoodie, Cheryl Foy, Susan McGovern, Michael Owen, Deborah Saucier

Regrets: Dan Borowec, Jay Lefton, Mike Snow

Guests: Miles Bowman, Christine McLaughlin (Faculty Association)

1. Call to Order

The Chair called the meeting to order at 12:06 p.m.

2. Agenda

Upon a motion duly made by T. McTiernan and seconded by A. Elrick, the Agenda was approved as presented.

3. Conflict of Interest Declaration

None.

4. Chair's Remarks

The Chair kept her remarks brief and noted the full agenda.

5. President's Remarks

The President remarked that in addition to the matters the Committee pays attention to internally as a matter of good governance, the agenda of this Committee will largely be driven by external policy and regulatory directives from the government. The issues to be addressed will include executive compensation and funding formula. The President reported on the recent meeting of the COU Executive Heads with the new Minister of Advanced Education and Skills Development.

The Chair noted that the Committee will have a lot of work ahead of it this year.

6. Governance

6.1 Policy Against Violence, Sexual Violence, Harassment & Discrimination

C. Foy acknowledged M. Bowman as being instrumental in the development of the policy. She reviewed the background of the policy and how it has evolved. There have been multiple discussions and redrafts. Given the ambitiousness of the policy, C. Foy anticipates that it will be reviewed after the first year of implementation to evaluate its effectiveness. The goal is to have all of the underlying pieces in place by January 1, 2017.

C. Foy noted that consultation for the policy has taken place over the past year, both formally and informally. Written submissions were received from the Faculty Association. She reviewed the consultation pathway and confirmed Academic Council approved the policy in principle. The updated version incorporates many of the suggested comments.

One last compliance review will take place before it comes forward to the Board. Compliance checklists have been developed for both pieces of legislation and the policy will be presented to the Board with an opinion.

The focus of the policy is on locations on campus, but it has left room for scope beyond the University (example of residences across the street). If it occurs off campus, the incident must have a “real and substantial” connection to the University for the policy to apply. The University has discretion to deal with situations that should be dealt with under the policy and that the community would expect the University to deal with.

There is an emphasis on providing support to individuals who have experienced violence, sexual violence, harassment, and discrimination. C. Foy described the challenges of providing support to individuals when it impacts another student on campus (example of an individual asking for the alleged perpetrator to not be in any of her/his classes). M. Bowman noted that it is not a punitive policy, but an engagement and educational policy. There was a discussion regarding what is included in “programming”. C. Foy confirmed that it includes a variety of approaches.

T. McTiernan emphasized the points made by C. Foy and M. Bowman, as well as the importance of being active instead of reactive. The policy will help foster a culture of care, safety, and respect on campus.

A. Elrick noted that trying to foresee and encompass many situations is possible; however, it is impossible to anticipate everything. The policy might require additional refinements during its implementation.

K. Brearley stated that she is satisfied that the community’s input has been heard.

Upon a motion duly made by T. McTiernan and seconded by A. Elrick, the Committee recommended the Policy Against Violence, Sexual Violence, Harassment and Discrimination for approval by the Board, subject to minor amendments.

7. Nominations

7.1 Board Recruitment Strategy

T. McTiernan introduced the topic by encouraging the Committee to pay attention to recruiting an inclusive and diverse Board. It is important for diversity to be addressed in our Board membership so it reflects the diversity of our University community. He also referred to the work of the Truth and Reconciliation Report. Additional indigenous participation in our governance structures will reflect our history.

C. Foy delivered a presentation on Board Recruitment Strategy. She reviewed the direction given in 2014-2015. She discussed the Board's direction to stagger terms, which has not yet been implemented and will be kept in mind for 2018. She asked the Committee to consider whether there are obvious skills gaps on the Board. Further, given the Board's strategy and focus over the next few years, are there skills and expertise the Committee thinks we need on the Board?

The Board confirmed that the additional occupation categories (e.g. "not for profit") should be added to the matrix.

With respect to competencies, S. McGovern discussed the success of our alumni and suggested reaching out to alumni to canvass potential candidates for the Board. The category of "alumni" should also be added to community connections. It was recommended to recirculate an updated version of the skills matrix to the Board members by the end of the year. K. Brearley will address this in her Chair's remarks at the next Board meeting and encourage referrals from Board members, keeping diversity and gender balance in mind.

K. Brearley discussed staggering terms. She also stated that the Committee should consider recruiting 3 members per year for 1, 2, and 3 year terms. T. McTiernan clarified that staggering was not done in the beginning, which has led to bulk departures. K. Brearley noted that it is probably best to stagger terms for upcoming renewals.

She asked the Committee if they want to change direction for the upcoming years. A. Elrick noted the challenges of trying to get a variety of areas reflected on the Board, turnover, and trying to recruit qualified people. K. Brearley noted that nothing jumped out at her as being a deficit under occupation. She also asked whether there are any areas in which T. McTiernan, C. Foy, and D. Saucier see a need. The Committee must focus on recruitment and should expect the process to take 6-10 months. K. Brearley stated that senior Board members (Chair and Vice-Chairs) should be leading the process and T. McTiernan's role is to support it. T. McTiernan noted that an area of specialty needed is tech services/apps. Work will be done on updating the language for the Board recruitment page to promote diversity.

Consideration will be given to advertising to community groups and in local newspapers. S. McGovern also suggested the Chamber of Commerce. We will return with a specific set of recommendations for targeted recruiting options.

8. Other Business

None.

9. Termination

There being no other business, upon a motion duly made by T. McTiernan and seconded by A. Elrick, the meeting terminated at 12:56 p.m.

Becky Dinwoodie