



BOARD OF GOVERNORS

Governance, Nominations & Human Resources Committee (GNHR)

Minutes of the Public Session of the Meeting of January 27, 2022

2:00 p.m. – 3:10 p.m., Videoconference

Members: Maria Saros (Chair), Laura Elliott, Kori Kingsbury, Steven Murphy, Dietmar Reiner, Trevin Stratton

Regrets: Mitch Frazer, Frances Garwe, Kathy Hao

Staff: Jamie Bruno, Sarah Cantrell, Becky Dinwoodie, Krista Hester, Lori Livingston, Brad Maclsaac

1. Call to Order

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

2. Agenda

Upon a motion duly made by L. Elliott and seconded by D. Reiner, the Agenda was approved as presented.

3. Conflict of Interest Declaration

None.

4. Chair's Remarks

The Chair welcomed everyone to the first committee meeting of the calendar year and is hoping that everyone is feeling safe and optimistic. The last two years have gone by in the blink of an eye. She is proud of what the university has accomplished in the last two years and is excited about what the future holds. She acknowledges that this has taken a toll on everyone's mental health and she commended S. Murphy for his leadership with respect to making that a priority.

5. President's Remarks

The President reported on recent positive developments at the university. The energy focus has taken off. He stated that at Academic Council this week we recommended the establishment of the Age with Dignity Centre and this is very timely given the focus on long term care during the pandemic. He noted that application numbers from OUAC have been released: high school applications have increased by 33% and he congratulated the Registrar and team and the communications team for their work on recruitment. The Registrar's office will work on converting applications into students. There will continue to be competition for students given the decline in international enrolment. The President discussed the university's ranking as number three in the country in our category and number one in the province. This speaks to the amount of research and grants for our university. He stated that it is wonderful to see as the university prides itself on being research intensive despite our size. There will always be challenges but it is important to remain focused on where the university is going. Everyone at Ontario Tech continues to work hard.

D. Reiner congratulated the President and team on applications and noted that it is a very positive sign. He also congratulated them on the research ranking and asked if there was any planned communication about this. In the past he has heard about the "hidden gem" of Ontario Tech. Bolstering this information could contribute to enrolments. The President advised that we punch above our weight and we need to improve communicating that more broadly. As we pick the right channels and get the information out far and wide, the more mileage we will get out of it.

L. Elliott congratulated the President, faculty and staff for the new programs being put forward and noted that it is very interesting that many of them are cross-Faculty and support the multi-disciplinary approach. She is pleased to see so many announcements on social media featuring the good work being done at the university. The President added that as we emerge from the pandemic, there will be more opportunities for interdisciplinary research.

6. Governance

6.1 Strategic Discussion: Community Engagement

M. Saros introduced the topic. The Chair asked for the social media team to prepare some guidelines: which channels to follow, how to retweet, tagging people in their network, etc. She noted that it's great having a spotlight on the governors themselves as a way of highlighting the quality of governors on the Board.

L. Elliott stated that she likes idea of highlighting key channels to follow and suggests circulating a survey of all governors for areas of engagement and some contacts they might have. Also, as S. Murphy attends meetings, events and speaking engagements it could be helpful to have a member of the Board attend with him. Further, it could be helpful for a university representative to attend Chamber of Commerce or Rotarians (member of business community). Another idea is to hire faculty to deliver a speaker series for the governors as it might be helpful for governors to make introductions to the university.

D. Reiner noted that he is inactive on social media and would be happy to take part if there are recommendations for governors. He expressed interest in the idea of leveraging our existing social media channels to profile governors and showcase the illustrious group of governors we have. As we come out of COVID, there will be opportunities to set up events that bring governors to campus and perhaps have governors visit specific research projects (e.g. visit to ACE) and opportunities to interact with faculty and students. He noted that during the consultations for the presidential renewal, local mayors felt that they weren't leveraging the fact that they have a university in their area: this provides an opportunity to speak to local government and municipal council meetings and could be a way to use Board members in a mentorship type capacity for students.

S. McGovern noted that many governors have great networks that we should leverage and perhaps coordinate a talk for those key networks, not limited to social media (e.g. President and Provost to discuss where the university is going); helping introduce key influencers within people's networks (extend beyond Durham Region) particularly in areas we want to build out (energy, health). She commented that although we run many speaker series we need to do a better job in promoting events, maximize current opportunities and give governors access. We should set more expectations of governors with respect to community engagement. L. Elliott noted that we should take advantage of the keen group of members and give them a list of things to participate in or engage with the university in and incorporate a degree of accountability.

6.2 Development of Board Governance EDI Strategy: EDI Statement

The Chair shared that she was heartened by the discussion at the full Board meeting. The amendments that came from the Board consultation are valuable additions to the statement.

Comments included:

- Rather than saying this statement, change to “these commitments”.
- Comment about monitoring progress: how do we ensure we measure progress against the commitments?

- There may be some value in including a statement about the commitment to measuring ourselves on progress and holding the Board accountable for making progress.

Upon a motion duly made by L. Elliott and seconded by D. Reiner, the Governance, Nominations and Human Resources Committee recommended the Board of Governors EDI Statement, as amended, for approval by the Board of Governors.

7. Human Resources

7.1 Pension Governance Review Findings Report

J. Bruno provided an overview of the pension governance review findings, which were included in the meeting material. Conclusion of the review is that there is a robust governance framework in place. He clarified that the recommendations were already being done but not reflected in the documentation. He highlighted the recommendation with respect to the skills matrix and that it will be incorporated into GNHR's review of the skills matrix on the work plan.

The Chair congratulated J. Bruno on the outcome of the report and asked if they will attest to this checklist on an annual basis. J. Bruno clarified that the checklist was specific to the McCarthy review and is a more comprehensive review than what is required by the university's annual review. There was a discussion about the scope of the McCarthy analysis and the relationship between the university and our plan advisor, Mercer, who are working well together to manage the fund appropriately.

8. Consent Agenda:

8.1 Minutes of the Meeting of October 21, 2021

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

9. Policy (for written feedback):

9.1 Procedures to Prevent and Address Discrimination and Harassment By or Against Students

10. Other Business

11. Adjournment

Upon a motion duly made by S. Murphy, the public session adjourned at 2:48 p.m.