

**UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY
MINUTES OF THE 63rd REGULAR MEETING (PUBLIC SESSION) AND
ANNUAL GENERAL MEETING OF
THE BOARD OF GOVERNORS**

DATE: June 22, 2010
TIME: 1:00 p.m.

PLACE: Royal Ashburn Golf Club
Ashburn, Ontario

IN ATTENDANCE:

Governors: Peter Williams, Chair
Michael Angemeer
Garry Cubitt
Brian Cutler
Peter Dixon
Carlee Fraser (arrived at 1:46 p.m.)
John Friedlan
Allan Furlong
Patricia MacMillan
Robert Marshall
Michael Martin
Doug McKay
Peter McLaughlin
Michael Newell
Bill Robinson
Larry Seeley
Ann Stapleford-McGuire
Gerry Warman
Heather White
Franklin Wu

President: Dr. Ron Bordessa

Board Secretary: Karen Spearing

Senior Staff: Tom Austin
Catherine Drea
Murray Lapp
Brad MacIsaac
Richard Marceau
Ann Mars
Matt Milovick
MaryLynn West-Moynes

Regrets: David Broadbent
Adam Lipchitz
Ian Ngaira

CALL TO ORDER

The Chair called the meeting to order at 1:17 p.m.

MOTION Moved by Peter McLaughlin Seconded by Bill Robinson,

“That the UOIT Board of Governors approve the internal restriction of net assets for 2010-11 as follows:

Research Activities:	\$3,187,031
Capital-Related Activities:	\$3,134,000
Total:	\$6,321,031”

CARRIED

REPORTS OF THE EXECUTIVE COMMITTEE

Actions of the Executive Committee Acting under Board Authority

The Chair of the Executive Committee, Peter Williams presented an information report on the actions taken by the Executive Committee acting under Board authority, including:

- Authorization to the UOIT Faculty Association to seek incorporation as a non-share organization under the name “University of Ontario Institute of Technology Faculty Association” through the Ministry of Government Services;
- Approval for the 2010-11 purchase of laptop computers at a cost of \$6,105,000 to be substantively offset by student mobile program fees.

2008-11 STRATEGIC PLAN – STATUS UPDATE

President Bordessa presented the update for information.

HUMAN RESOURCES – POLICY APPROVALS

Director of Human Resources Murray Lapp presented a recommendation for approval of policies, including:

- Revisions to the Accessibility Policy;
- Personal Leave Policy;
- Workplace Violence Policy; and
- Bereavement Protocol;

as well as revisions to the text of the UOIT Pension Plan.

He reported that procedures relating to workplace violence are still being worked through but when complete, they would address both campuses. He also stated that workplace violence and harassment language has been incorporated in both collective agreements and bereavement leave has also been captured in the UOIT Faculty agreement. He reported that UOIT’s bereavement provisions are in line with other universities.

MOTION Moved by Allan Furlong Seconded by Gerry Warman,

“That the UOIT Board of Governors approve the following policies:

- accessibility policy, as revised;
- personal leave policy;
- policy on workplace violence;
- bereavement protocol.”

CARRIED

MOTION

Moved by Allan Furlong

Seconded by Gerry Warman,

“WHEREAS the University of Ontario Institute of Technology (the “University”) established the University of Ontario Institute of Technology Pension Plan (the “Plan”), registration number 1087808;

AND WHEREAS the University has reserved the right to amend the Plan pursuant to Section 9.01 (Amendment of the Plan) of the Plan;

AND WHEREAS the University desires to amend the Plan to allow Member contributions and University contributions to continue to Members’ Pension Accounts in their regular amounts during research leaves and other periods of reduced pay;

AND WHEREAS the University also desires to amend the Plan for pension legislation and housekeeping changes;

NOW THEREFORE BE IT RESOLVED THAT:

1. Effective January 1, 2003, paragraph (a) (Total Contributions) of Section 4.06 (Maximum Contributions) is hereby deleted and replaced with the following:
“(a) Total Contributions
The total, in a calendar year, of the Member’s contributions made pursuant to Section 4.01 plus the University’s contributions made pursuant to Section 4.03 shall not exceed the maximum allowed under the Income Tax Act for the calendar year, such maximum being the lesser of:
(i) the money purchase limit for the calendar year; and
(ii) 18% of the Member’s compensation for the calendar year, reduced by the amount of any pension credit to which the Member is entitled in the calendar year under any other registered pension plan or deferred profit sharing plan in which the University participates.”
2. Effective January 1, 2003, the last sentence of Section 4.06 (Maximum Contributions) is hereby deleted and replaced with the following:
“For the purpose of this Section, the definitions of “money purchase limit”, “compensation” and “pension credit” shall be as set out in the Income Tax Act.”
3. Effective January 1, 2007, Section 6.03 (Payment of Pension) is hereby deleted and replaced with the following:
”6.03 Payment of Pension
Notwithstanding Section 6.01 and Section 6.02 above, in no event shall the transfer of the balance in the Member’s Pension Account, and the subsequent commencement of pension payments, occur later than the last day of the calendar year in which the Member attains seventy-one (71) years of age, or such other date as prescribed by the Income Tax Act.”
4. Effective June 23, 2008, Section 5.02 (Default if No Direction) is hereby deleted and replaced with the following:
”5.02 Default if No Direction
If the Member fails to direct the investment of his or her Pension Account on enrolment after June 23, 2008, the University shall invest the Member’s Pension Account in an applicable target date fund, on the basis of such Member’s assumed retirement on his or her 65th birthday, or in such other fund as the University may designate from time to time for this purpose.”
5. Effective November 1, 2009, Section 2.06 (Disabled or Disability) is hereby deleted and replaced with the following:

“2.06 Disabled or Disability

“Disabled” or “Disability” means, in respect of a Member, a physical or mental impairment that is classified as either a “Short Term Disability” or “Total Disability” where:

- (a) “Short Term Disability” means a Disability that prevents the Member from performing his or her regular employment duties with the University for which the Member is in receipt of disability benefits under the University’s short term disability plan and is still an employee of the University. The University shall determine if there is sufficient evidence to show that the Member suffers from a Short Term Disability. This evidence shall include written certification of the Member’s Disability from a medical doctor, qualified and licensed to practice under the laws of a province of Canada;
- (b) “Total Disability” means a Disability that prevents the Member from performing his or her regular employment duties with the University, such that (1) the Member is entitled to benefits under the University’s long term disability plan, (2) is still an employee of the University and (3) is totally disabled as defined under the University’s long term disability plan. The University shall require the Member to provide a written confirmation from the University’s long term disability provider to confirm that the Member is in receipt of total disability benefits.”

6. Effective November 1, 2009, paragraph (c) (Member Receiving Benefits under Workplace Safety and Insurance Act) of Section 4.10 (Contributions During Leaves of Absence) is hereby deleted and replaced with the following:

“(c) Contributions During Disability Other Than Total Disability

If a Member is suffering from a Short Term Disability or receiving disability benefits under the Workplace Safety and Insurance Act (Ontario), the University shall continue to make contributions under Section 4.03 for the first year that the Member receives disability benefits under the University’s short term disability plan or, under the Workplace Safety and Insurance Act (Ontario), provided that the Member continues to make his or her contributions under Section 4.01. Such contributions shall be made on the basis of the Member’s base salary before the Member became Disabled.

Where the disability benefits described above continue to be paid to the Member in excess of the one-year period or cease after the one-year period but the Member does not qualify for Total Disability, the Member may make the election set out in paragraph (e) below and have it apply to him or her so long as he or she continues to be Disabled and an employee of the University, even if he or she receives no actual Earnings, except that the Member, and not the University, shall make the University’s contributions under (e)(ii).”

7. Effective November 1, 2009, the following new paragraph (e) (Leaves with Reduced Pay) shall be added immediately following paragraph (d) (Leaves of Absence Without Pay) of Section 4.10 (Contributions During Leaves of Absence):

“(e) Leaves with Reduced Pay

While a Member is on a research leave or other leave approved for this purpose by the University during which the Member receives reduced Earnings, then if the Member so elects:

- (i) the Member’s Earnings shall be the greater of his or her actual Earnings or the Earnings that he or she would have received if the leave had not occurred;
- (ii) the University’s contributions required under Section 4.03 (University Contributions) shall continue based on the Earnings set out in (i) above; and
- (iii) the Member contributions under Section 4.01 (Member Contributions) shall continue based on the Earnings set out in (i) above.

If the Member does not so elect, then the University’s and Member’s contributions shall be based on the actual Earnings received by the Member during such leave.”

8. Effective November 1, 2009, the following shall be added as the final paragraph of Section 4.10 (Contributions During Leaves of Absence):

He was questioned as to a requirement for formal review of business case analyses for the various programs and he replied that these reviews are the responsibility of the Office of the Provost.

INQUIRIES AND COMMUNICATIONS

The Board received the synopses of recent meetings of Academic Council for information.

The meeting returned to In-Camera Session at 2:10 p.m.

The meeting moved to Closed Session at 3:54 p.m.

RETURN TO PUBLIC SESSION AND TERMINATION OF MEETING

The meeting returned to public session at 5:20 p.m.

Peter Williams, Board Chair

Karen Spearing, Board Secretary

The foregoing minutes were formally approved by the UOIT Board of Governors by means of e-mail vote on August 10, 2010.