



BOARD OF GOVERNORS MINUTES

Wednesday, June 1, 2022, 2:00 – 6:00 p.m.

Senate and Board Chambers, Waterloo Campus

- Present:** Nasik Amanullah, Shelley Boettger, Ryan Brejak, Savvas Chamberlain, Simon Chan, Paul Elliott, Chinyere Eni-McLean, Dave Jaworsky, Lynda Hawton Kitamura, Sarah Lewis, Kristine Lund, Scott Lyons, Deb MacLatchy, Patricia McLaren, Jim Phillips, Marc Richardson, Joe Rooney, Ken Seiling, Cynthia Sundberg, Doug Treleaven, Brandon Vale
- Regrets:** Cameron Anderson, Pam Bryden, Kathie Cameron, Celina Corner, Andrew Herman, Deniza Januzi, Mary Kelly, Eileen Mercier, Shaun Miller, Avvey Peters, Patricia Polischuk, Karen Redman, Berry Vrbanovic
- Secretariat:** Shannon Kelly, Anna Kornobis, Anne Lukin, Phillip Marfisi, Parker Nicholls

A. Open Session

1. **Call to Order**, Lynda Hawton Kitamura, 2:00 p.m.
 - a. Declaration of Conflicts of Interest: None.
 - b. Movement of Consent Items to the Main Agenda
In addition to the agenda and Minutes, items for approval included several policies; a proposed spending rate for endowment funds; revisions to committee Terms of Reference; and proposed dates for Board and committees.
Motion (Chinyere Eni-McLean/Kristine Lund): that the Board of Governors approve the Consent items listed for approval under Item C.1. Carried.
2. **Chair's Report**, Lynda Hawton Kitamura
 - a. Recognition of Outgoing Board Members
The Chair thanked all members for their service to the University, and especially noted Scott Lyons, Ryan Brejak and Trish McLaren, whose terms on the Board end on June 30th. Scott Lyons was awarded the Excellence in Leadership Award; with Ryan Brejak and Trish McLaren each receiving the Excellence in Service and Engagement Award later in the meeting.

The Chair also noted: convocation ceremonies coming up the week of June 13 in Waterloo, with former chair Jillian Swartz being presented the Distinguished Governor Award on June 16th; that Dr. Deborah MacLatchy will complete her first term this summer and begin a second term, with the support and thanks of the Board; members are encouraged to enroll in the 4 Seasons of Reconciliation on-line course;

that Laurier has been named one of Canada's Greenest Employers for the fourth year in a row; voting day tomorrow for the provincial election; and encouraging members to complete the annual Board Survey.

3. **Leadership Update**

a. **President's Report, Deb MacLatchy**

The President commented on: welcoming Dahlia Bateman as new General Counsel and thanking Shereen Rowe for her many years of exemplary service in that role; appreciation for Lynda Hawton Kitamura's leadership as Chair of the Board over the past three years, noting that this is her last meeting in that role; Laurier's mask mandate extended through convocation ceremonies in June, and continuing to encourage vaccinations; that the City of Waterloo is investing in the improved entrance to the Waterloo campus, with funds approved by city council; the expansion of the BEd program in Brantford; and funding for the Women's Future fund of \$6.9M over three years.

b. **Q and A on Reports of the Senior Executives**

Board members discussed: the popularity with employees of flex work arrangements; credential innovation through micro-credentials, with both credit and not-for-credit courses moving ahead, noting that the next iteration of the Academic Strategy will address these; participation in Convocation ceremonies, noting the typical year sees 75-80% of graduates participating, with about 30% attending the catch-up ceremonies for those who graduated during the pandemic and about 65% signing up for this June's events; and, positive feedback from students on the catch-up ceremonies.

c. **Report on Senate Activities**

The final Senate meeting of 2021-2022 was held May 18th, with approvals of many curriculum changes, faculty research centres, and e-Learning definitions, as well as the first statement of intent for new Milton masters programs.

4. **Strategic Accountability Report, Deb MacLatchy**

The Board received a written progress report on major initiatives in support of the Laurier Strategy. The President highlighted: co-op program participation rates at 100% for Fall 2021 and 99.9% for Winter 2022, with participants earning the highest salaries in Canada and the highest employment rate, and with highly satisfied employers; books on various topics authored by Laurier faculty; work on the Innovation Strategy; and that there has progress on the strategic plan over all with significant progress in some key areas of the Strategy.

Board members discussed: how the co-op program is marketed; and how the future of work and Equity, Diversity and Inclusion are being linked.

5. **Q & A on EDI Strategic Plan**, Barrington Walker

The board received a written draft of the Strategic Plan for Equity, Diversity and Inclusion for review. This draft has been developed with extensive consultation over the past year. A final version will be brought to Senate in October and the Board in November 2022.

Board members discussed: challenges due to constraints in employee and funding resources; the need for freedom of expression balanced against no tolerance for de-humanizing language; the need to collect quantitative and qualitative data; nuances in cultural identity; ensuring standards for excellence through academic and other measures.

6. **Reports from the Standing Committees of the Board**

a. Q and A on Chair's Updates on Committee Activity

Board members received written summaries of recent committee agendas and decisions. There were no questions.

b. Audit, Risk & Compliance, Paul Elliott

1. Pension Plan Audited Financial Statements

A separate review of the assets of the Pension Plan is required annually. KPMG has issued an unqualified audit report for the Plan. The liabilities of the plan are captured in the WLU audited financial statements which will be presented in September 2022.

Motion (Jim Phillips/Doug Treleaven): That on the recommendation of the Audit, Risk and Compliance Committee, the Board of Governors approve the audited financial statements of the Wilfrid Laurier University Pension Plan, and authorize any two members of the Board of Governors to sign the financial statements as evidence of such approval. Carried.

c. Joint Finance, Investments and Property/Pension,
Marc Richardson

1. Pension Valuation Update

The government requires regular filing of a Pension Valuation, at least every three years. The most recent valuation was filed as of April 30, 2019. The joint committees reviewed options for filing dates, noting that filing as of December 31, 2021 might prove beneficial; and approved Aon to proceed with preparing a formal valuation as of that date.

7. **Other Business:** None.

B. In Camera Session

Motion (Patricia Polischuk/Paul Elliott): to move the meeting *in camera*. Carried.

C. Consent Items

The following items for approval were approved by consent.

1. Items for Approval

a. Agenda

b. Minutes, Board of Governors, April 21, 2022

c. Policy 7.19, Drone Use

Motion: That on the recommendation of the Audit, Risk and Compliance Committee, the Board of Governors approve University Policy 7.19, Drone Use, as revised. Carried.

Motion: That on the recommendation of the Audit, Risk and Compliance Committee, the Board of Governors delegate the approving authority of Policy 7.19, Drone Use, to the President. Carried.

d. Policy 7.1, Environmental/Occupational Health and Safety

Motion: That on the recommendation of the Audit, Risk and Compliance Committee, the Board of Governors approve University Policy 7.1, Environmental/Occupational Health and Safety, as revised. Carried.

e. Policy 8.4, Employment Equity

Motion: That on the recommendation of the Human Resources Committee, the Board of Governors approve Policy 8.4, Employment Equity, as revised. Carried.

f. Endowment Spending Rate for Fiscal 2021-2022

Motion: That on the recommendation of the Finance, Investments & Property Committee, the Board of Governors approve the following for all endowment funds:

1. The inflation adjustment factor be set at 6 % and
2. The spending rate be set at 3% with the option of an additional spending allocation of 2% for endowments with a stabilization account valued at greater than 20% of market value.

Carried.

g. Committee Terms of Reference Revisions

Motion: That on the recommendation of the Governance and Development Committees and the Investment Oversight Subcommittee, the Board of Governors approve changes to Committee Terms of Reference, as proposed. Carried.

h. 2022-2023 (revised) and 2023-24 Board & Committee Dates

Motion: That the Board of Governors approve the dates for Board and Committee meetings for 2022-2023 and 2023-2024, as proposed. Carried.

2. Items for Information

- a. Annual Sustainability Report
- b. Digital Strategy Update
- c. Employment Equity Annual Report
- d. Q1 Investment Performance Summary – Proteus
- e. Pension Valuation Update

Note: If you need assistance or have a question about this meeting or the Board of Governors, please contact the University Secretariat office, by email to alukin@wlu.ca.