



## BOARD OF GOVERNORS MINUTES

Thursday, November 17, 2:00 – 6:00 p.m.

45 Lodge, Upper Level, Waterloo

Attending: Paul Elliott (Chair), Shelley Boettger, Pam Bryden, Kathie Cameron, Simon Chan, Abas Kanu, Mary Kelly, Lynda Hawton Kitamura, Lindsay Lawrence, Sarah Lewis, Kristine Lund, Deb MacLatchy, Kalyani Menon, Patricia Polischuk, Karen Redman, Marc Richardson, Ken Seiling, Cynthia Sundberg

Regrets: Nasik Amanullah, Cameron Anderson, Savvas Chamberlain, Chinyere Eni-McLean, Andrew Herman, Eileen Mercier, Shaun Miller, Avvey Peters, Jim Phillips, Karen Redman, Joe Rooney, Rick Sterne, Tyler Van Herzele, Brandon Vale, Berry Vrbanovic

Secretariat: Anna Kornobis, Anne Lukin, Parker Nicholls

### A. Open Session

1. **Call to Order**, Paul Elliott

a. Declaration of Conflicts of Interest. None.

b. Movement of Consent Items to the Main Agenda

The WLU Press financial statements and the Pension Plan SIPP were included for approval, along with the Agenda and Minutes. It was noted that the order of the agenda will change slightly to accommodate travel timing for one of the presenters.

**Motion (Patricia Polischuk/Cynthia Sundberg): that the Board of Governors approve the Consent items listed for approval under Item C.1. Carried.**

2. **Chair's Report**, Paul Elliott

The Chair noted that the November Board meeting was held in person in response to survey feedback that in-person meetings were valued by members and provided the best opportunity for discussion. He also commented on: thanks to faculty member Kalyani Menon, who will step down from the Board to take on the role of interim dean of the Lazaridis School of Business & Economics in January; that community and business leader Rick Sterne from Brantford was recently appointed to the Board by the province; encouraging Board members to attend an education session on December 2<sup>nd</sup> which will provide insights into the Auditor General's report on Laurentian University; that a half day strategic retreat session is scheduled for Friday March 3, 2023; with a request that Board members make these education and strategy sessions a priority.

### 3. **Leadership Update**

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

The President commented on: a tentative deal for a renewal of the collective bargaining agreement for Contract Teaching Faculty, with ratification votes to come; a video presentation on Laurier's research presence in the North; a recent gift by RBC of \$850,000 in support of research, teaching and entrepreneurship programming; and Laurier's Strategic Plan for Equity, Diversity, and Inclusion coming to the Board today for approval, the result of 2 years of development, research and consultation. The Board also received a written summary of recent activity.

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

The Board received a written summary of work on key initiatives in the various portfolios. Board members discussed a trend in students/families involving lawyers in student conduct meetings, noting this as a new trend across the sector nationally.

#### c. Report on Senate Activities

The Board received a written summary of Senate decisions and presentations.

**Motion (Cynthia Sundberg/Mary Kelly): to move the meeting *in camera*. Carried.** As noted earlier, the Board met *in camera* briefly to hear a presentation, before resuming the open meeting.

### 4. **Academic Update: Maria Cantalini-Williams, Dean, Faculty of Education**

The Board received a presentation on current trends and programming in the Faculty of Education, noting a demand for the Bachelor of Education beyond funded spots. In April 2022, the province announced funding for 60 new spots in Brantford starting September 2022. An indigenous scholar has been hired, along with a literacy specialist and some limited term faculty appointments. A Masters of Education has grown over the past decade, with a PhD program to start in 2025. Funding of \$400K from the Canadian Space Agency has been received to develop curriculum for a Mission on the Moon program.

Board members discussed: the strong demand for teachers in Ontario, with Laurier advocating for more funded spaces; and that Laurier received 1700 applications this year for the 62.5 provincially-funded spaces in its Bachelor of Education program in Waterloo, and noting that Laurier accepted 170 students.

### 5. **Equity, Diversity and Inclusion (EDI) Strategic Plan, Barrington Walker**

The Board received the proposed strategic plan for EDI. This plan is the result of two years of consultation across Laurier, including difficult conversations and vulnerability by those participating. The plan was approved unanimously

by Senate at its October 27<sup>th</sup> meeting.

Board members discussed: appreciation to all involved for their hard work on a great foundational document; the 2019 student-led Being Raced report; current collection of employee equity data and the need for improved data; the need for equity in teaching and research opportunities as well as in salaries; “dead-naming” for trans people who have to keep using their birth names; the need to incorporate lived experience; and accommodations for Muslim students, some of whom are reluctant to self-identify.

**Motion (Deborah MacLatchy/Lynda Hawton Kitamura): that the Board of Governors approve the Equity, Diversity & Inclusion Strategic Plan as presented. Carried, unanimously.**

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

### a. Q&A on Chair’s Updates on Committee Activity

The Board received a written summary of recent work by the standing committees. The Chair flagged that the Executive Committee recently on behalf of the Board delegated authority to the President & Vice Chancellor to grant a leave of absence without pay to a Full-time Faculty or Librarian member of the Wilfrid Laurier University Faculty Association (WLUFA) for a period exceeding 24 consecutive months. Board members discussed that Laurier currently has no exposure to cryptocurrency in its investment portfolios.

### b. Finance, Investments and Property Committee, Jim Phillips

#### 1. **3-month Fiscal Update 2022-2023**, Zeynep Danis / John Fraser

The Board received a written comparison of actual performance to budget for the first quarter, for the consolidated operating and ancillary funds. Revenue as well as salary and non-salary expenses were all under budget for the quarter; and reflect an overall deficit position. The enrolment estimates prepared in June 2022 reflected a net deficit of \$8.2M, and therefore the necessity to consider options for expense reduction to bridge this gap. A proposed in-year course of actions was outlined. Some of the reported deficit is due to seasonality and will correct over time.

#### 2. **2023-2024 Budget Planning Process Update**, Heidi Northwood / Lloyd Noronha

Senior leaders provided a presentation on factors impacting the next budget cycle and multi-year forecasts. They commented on the challenges to financial sustainability resulting from the tuition rollback and freezes combined with no increases in provincial grant funding. For example, it was noted that a 2% increase in tuition and grant-funded growth would have resulted in \$27M in additional revenue. The presentation also outlined revenue growth opportunities and cost containment measures. The 2023/2024 Budget is slated to come to

the FIP committee and then to the Board in the March/April 2023 cycle.

Board members discussed: that the province has to approve tuition set for any new programs; that international student tuition is not government controlled but rather market driven; that the government may be pushed to regulate international tuition; and international enrolment at Laurier lower compared to the sector average.

7. **Other Business:** None.

**B. In Camera Session**

**Motion (Lynda Hawton Kitamura/Cynthia Sundberg): to move the meeting *in camera*. Carried.**

**C. Consent Items**

The Agenda, Minutes and items listed under C.1. were approved.

1. **Items for Approval**

- a. Agenda
- b. Minutes, Board of Governors, Sept. 16, 2022
- c. Financial Statements of WLU Press (and Independent Practitioners' Review Engagement Report)

**Motion: That on the recommendation of the Audit, Risk & Compliance Committee, the Board of Governors approve the Financial Statements for the Wilfrid Laurier University Press for the year ended April 30, 2022.**

- d. Pension Plan Statement of Investment Policies & Procedures Review  
**Motion: that on the joint recommendation of the Finance, Investments and Property and Pension committees, the Board of Governors approve the Wilfrid Laurier University Pension Plan Statement of Investment Policies and Procedures, as revised.**

2. **Items for Information**

- a. Gendered and Sexual Violence Policy Report
- b. Audit Update (Enrolment Audit)
- c. 21-22 Policy Changes
- d. Fossil Fuel Free Endowment Fund
- e. DBRS Credit Rating Report
- f. Pension Plan Funded Status and Legislative Update
- g. Responsible Investing Annual Report
- h. Q2 2022 Summary Investment Performance – HUB Proteus
- i. Laurier Employment Context (HR 101)
- j. Annual Report from the Office of Human Rights and Conflict Management
- k. Donor Engagement: Thank You Note

*Note: If you need assistance or have a question about these Minutes or the Board of Governors, please contact the University Secretariat office, by email to [alukin@wlu.ca](mailto:alukin@wlu.ca).*