

**Brandon University Board of Governors
(Open Session)**

**Saturday, September 21, 2024
Louis Riel Room & Zoom
8:30 a.m.**

Present: Charles Adamu; David Docherty; Sunday Frangi; Dean Hammond; Scott Hayward (Zoom); Bryan Hill; Whitney Hodgins; Katheryne Lumgair; Barbara MacKalski (Zoom); Michelle Magnusson; Mary Jane McCallum (Zoom); Ayushi Patel; Joseph Pelletier; Quintin Pearce; Steven Soder; Kevan Sumner (Acting Chair)

Resources: Bernadette Ardelli; Kofi Campbell; Peter Hickey; Meghan Lamontagne (Recorder); Louise Moss; Allison Noto

Regrets: Joy Chikezie

1. CALL TO ORDER

The Chair called the meeting to order at 8:37 a.m.

The meeting began with a land acknowledgement, recognizing that Brandon University has campuses on both Treaty 1 and Treaty 2 lands and is a gathering place for people from many backgrounds around the world. In this way, we carry on the Indigenous customs of our home in Brandon. It was further acknowledged that Brandon is on shared territory between the Dakota Oyate, the Anishinaabeg, and the National Homeland of the Red River Métis. Today, many other Indigenous people call Brandon their home, including the Inineew, Anisininewuk, Denesuline, and Inuit.

2. ROUNDTABLE INTRODUCTIONS

Roundtable introductions were made, allowing Board members and resources to share their names and a brief background.

3. AGENDA & MINUTES

3.1 Approval of Agenda of September 21, 2024

Motion: Moved and seconded (A. Patel/Q. Pearce)

BE IT RESOLVED THAT the agenda of the September 21, 2024 Board of Governors meeting (Open Session) be approved.

The Chair provided an overview of the consent agenda protocol.

**086 Sep24
CARRIED**

3.2 Approval of Consent Agenda

Motion: Moved and seconded (M. Magnusson/C. Adamu)

BE IT RESOLVED THAT the consent agenda of the September 21, 2024, Board of Governors (Open Session) meeting be approved as follows:

3.2.1 Minutes of June 15, 2024 (Open Session)

3.2.2 Report from the Provost & Vice-President (Academic)

3.2.3 Report from the Vice-President (Research & Graduate Studies)

3.2.4 Transactions of \$100,000 or More – June 1 to August 31, 2024

3.2.5 Report – Research & Special Purposes as of June 30, 2024

3.2.6 Reports from Committees Reporting to the Board:

3.2.6.1 BU Senate

3.2.6.2 BU Students' Union

3.2.6.3 Audit & Risk Committee

3.2.6.4 Finance Committee

**087 Sep24
CARRIED**

4. REPORTS

4.1 Report from President

The President's written report was provided in the meeting package.

D. Docherty reported that Homecoming weekend was a success with various events held in celebration of BU's 125th anniversary, including a talk by Dr. Brian Goldman.

D. Docherty provided updated registration information as of September 15th, noting an updated registration report was received after the President's written

report was submitted. Overall headcount is down by 2.2% and overall credit hours are down 0.3% over the same point last year. The number of Indigenous students is up by approximately 8% over the same point last year, which is very positive.

D. Docherty spoke to the significant decrease in international students, which is down approx. 20% compared to last year. This is largely attributable to the significant decrease in the incoming international cohort that has resulted from BU's implementation of a mandatory deposit, as well as the significant study permit and related changes made by Immigration, Refugees, and Citizenship Canada (IRCC) in recent months. These changes have impacted institutions across the country.

A question was raised as to how the university plans to support international students, noting students have raised concerns with respect to housing, food security, and employment.

D. Docherty spoke about BU's efforts to address food security, noting this is an issue for all students. Current initiatives include the opening of BUSU's Campus Cupboard and donations received through a partnership with Sobey's West, where BU Bobcat season ticket holders can choose to donate their 10% savings to the BU student food bank. The Student Emergency Fund and the JRC Evans loan were also noted as other support for students if needed.

K. Campbell added that an Internationalization Plan is being developed to improve the experience of international students, including a partnership and mentorship plan.

A concern was raised about job security and affordability, noting IRCC has introduced new limits on employment hours for international students.

A question was raised as to how the university will ensure international student representation given declining international student enrolment.

D. Docherty reported that BU continues to discuss these matters with the provincial government who have a strong understanding of BU's concerns. Universities Canada has been meeting with the federal government regularly; however, there does not seem to be much discussion happening between the federal and provincial governments.

D. Docherty stated that he can work with the BUSU Executive team to address the concern of representation for international students that was raised. It was noted that the Office of International Activities is working to assist international students with concerns about the working hours cap.

Discussion ensued about the cost of living for students in Brandon, including university residences. It was confirmed that international and domestic students pay the same amount for residence accommodations.

A question was raised as to the percentage of international students versus domestic students.

D. Docherty confirmed that international students make up approx. 14% (including a few from the U.S.), 12% Indigenous students; and the remainder being domestic/non-Indigenous.

Per a request, D. Docherty provided an overview of the Outdoor Classroom initiative. This project evolved from a working group of the Strategic Plan Action Committee, led by the Dean of Education. The classroom will be located north of the Knowles Douglas building in the parking lot. It was noted that this project aligns with the Campus Master Plan, which suggests a better corridor in this area. It was confirmed that this project would be funded by engaging donors and not with the use of operating funds.

Discussion ensued about the positive increase in enrolment of Indigenous students. It was noted that the donor funded Indigenous Transition program has led to a higher completion and retention rate for Indigenous students. Other initiatives to continue recruiting and retaining Indigenous students include hiring an additional Indigenous counsellor and expanding recruitment efforts to reach students from farther communities. The future medical school was noted as another future recruitment opportunity. Other career paths such as law were also noted as potentially attractive programs for Indigenous students.

D. Docherty reported that the suggestions raised as part of this discussion will be helpful to inform the Strategic Enrolment Management plan.

5. NEW BUSINESS

5.1 Motion: 2025 Board Meeting Schedule

Motion: Moved and seconded (S. Frangi/M. Magnusson)

BE IT RESOLVED THAT the Board of Governors approve the 2025 meeting schedule as follows:

Board of Governors - Meeting Dates
Saturday, January 25, 2025
Saturday, March 15, 2025
Saturday, May 24, 2025
Saturday, June 21, 2025
Saturday, September 20, 2025
Saturday, November 22, 2025

090 Sep24

A motion sheet with the list of the proposed 2025 meeting dates was provided in the meeting package.

CARRIED

5.2 Motion: Brandon University Retirement Plan Amendment No. 24-01

Motion: Moved and seconded (B. Hill/A. Patel)

BE IT RESOLVED THAT the Board of Governors approve Amendment No. 24-01 to the Brandon University Retirement Plan, as recommended by the BU Retirement Plan Pension Trustees, subject to the approval of the Brandon University Faculty Association.

088 Sep24

A motion sheet and tracked changes version of the proposed amendments was included in the meeting package.

A. Noto provided an overview of the BU Pension Plan, noting it is a defined benefit plan with a pension formula that guarantees what an employee will receive at retirement. Both the employer and employees contribute to the plan. Regardless of employee/employer contributions, certain funding levels and regulations must be maintained, and the university is ultimately responsible for funding the plan.

A. Noto provided an overview of the pension improvements that were negotiated by BUFA as part of their new agreement, noting the pension plan applies to all employees of the university (not just BUFA). Retroactive costs to the pension improvements came from the plan's surplus, and any forward improvements will be cost shared between the employer and the employee at about a 1% shared increase for both. It was noted that the pension improvements apply to active employees only.

The key pension improvements were summarized as follows:

- Improvement to CPP integration reduction from 0.6% to 0.4%
- Increase of Defined Benefit Limit from \$1,975 to \$2,210 per year of service (for active employees), including a retroactive increase per year of service already earned. This benefits employees who earn approx. \$120k annually.
- Addition of an automatic inflationary increase into pension formula. A protection clause has been added that should the Plan not be fully funded; employees will not receive this increase.

In response to a question, A. Noto confirmed that the cost of the inflationary increase will be shared between the employer and employees.

CARRIED

D. Docherty recused himself from the meeting for Items 5.3 and 5.4

5.3 Motion: Revisions to the Presidential Search Policy

Motion: Moved and seconded (Q. Pearce/K. Lumgair)

BE IT RESOLVED THAT the Board of Governors approve the revisions to the Presidential Search Policy as recommended by the Human Resources Committee.

089 Sep24

The Chair reported that with the university embarking on a search for a new President, the Presidential Search Policy has undergone a review and revisions are being proposed. It was noted that changes to the committee composition include an increase in Board representation given the importance of the Board's role in hiring a President.

A motion sheet outlining the proposed revisions along with a tracked changes version of the policy was included in the meeting package.

L. Moss highlighted that effort was made to pare down the committee composition, noting that a review of 12 other university presidential search committees showed an average range of 14 members whereas BU had 19.

Discussion took place regarding the omission of the IA, AA, and PA representatives on the search committee composition. Concerns were expressed

that this would be removing a large group of BUFA members from being eligible to serve on the committee.

A friendly amendment was accepted to revise the language of the faculty composition to add the words 'continuing or' and 'appointed,' and remove the words 'elected' and 'and from.' The revised sentence would read: 'Five continuing or tenured faculty members, normally representing a minimum of four faculties/schools, appointed by and from Senate.'

Discussion took place regarding the omission of a BU Foundation member from the committee composition. Concerns were raised about removing this representative given the university is about to embark on a major fundraising campaign.

A friendly amendment was accepted to add one BU Foundation member to the committee composition.

Discussion took place regarding the omission of the Chancellor as a voting member of the committee. The Chancellor expressed support for this revision and it was agreed that the Chancellor would be a non-voting member of the search committee.

L. Moss stated that while not all stakeholders are represented on the search committee, there will be comprehensive stakeholder engagement through the consultative process as the search gets underway.

CARRIED AS AMENDED
1 Abstention (C. Adamu)

5.4 Appointments to Presidential Search Committee

The Chair stated that per the revised Presidential Search Policy, the Board is required to hold nominations and elections to appoint two external members of the Board as well as one student member of the Board to the Presidential Search Committee. These appointments are in addition to the Ex-officio Board appointments, which include the Chair of the Board (who serves as Chair of the Presidential Search Committee) and the Vice-Chair (the Chair of the Human Resources Committee of the Board, and who serves as the Vice-Chair of the Presidential Search Committee). opened nominations for the board appointments.

The Chair called for nominations and volunteers for the two external members of the Board.

Q. Pearce, S. Frangi, and J. Pelletier put their names forward and recused themselves from the meeting.

A ballot vote was conducted, and the following motion was put forward:

Motion: Moved and seconded (M. Magnusson/W. Hodgins)

BE IT RESOLVED THAT Quintin Pearce and Joseph Pelletier be elected to the Presidential Search Committee.

CARRIED

The Chair called for nominations and volunteers for one student member of the Board.

W. Hodgins and C. Adamu put their names forward and recused themselves from the meeting.

A ballot vote was conducted, and the following motion was put forward:

Motion: Moved and seconded (B. Hill/S. Frangi)

BE IT RESOLVED THAT Charles Adamu be elected to the Presidential Search Committee.

CARRIED

1 Abstention (A. Patel)

W. Hodgins and C. Adamu returned to the meeting.

The Chair stated that in addition to the above representatives, the Board is required to appoint one Vice-President to the search committee.

Bernadette Ardelli volunteered to serve as Vice-President on the search committee and recused herself from the meeting.

Motion: Moved and seconded (Q. Pearce/K. Lumgair)

BE IT RESOLVED THAT Bernadette Ardelli be appointed to the Presidential Search Committee.

CARRIED

B. Ardelli returned to the meeting.

5.5 Nominations and Elections for the Appointments to Board Committees

Motion: Moved and seconded (K. Lumgair/S. Soder)

BE IT RESOLVED THAT the Board of Governors approve the appointment of the following individuals to the indicated committee(s) for the 2024-2025 period:

Knowles- Douglas Student Centre

~~Vacant~~ Katheryne Lumgair (Board Representative)

~~Vacant~~ Peter Hickey (Administration Representative)

Board of Trustees of the BU Retirement Plan

Peter Hickey (Administration Representative)

Quintin Pearce (Board Representative)

Status of Women's Review Committee

~~Vacant~~ Katheryne Lumgair (Board Representative)

Board of Directors of the Brandon University Foundation

Quintin Pearce (OIC non-student Representative) – *also member of the Foundation Management Committee*

~~Vacant~~ Whitney Hodgins (Student Representative)

Bryan Hill (Faculty Senator)

Brandon University Senate

~~Vacant~~ Sunday Frangi (Board Representative)

Governance and Nominating Committee

Michelle Magnusson (Faculty Senator)

~~Vacant~~ Charles Adamu (Student Representative)

Joseph Pelletier (OIC Representative)

Finance Committee

Bryan Hill (Faculty Senator)

Ayushi Patel (Student Representative)

Joseph Pelletier (OIC Representative)

Audit and Risk Committee

~~Vacant~~ Sunday Frangi (External Board Member-at-Large Representative)

~~Vacant~~ Dean Hammond (External Board Member-at-Large Representative)

Human Resource Committee

~~Vacant~~ Sunday Frangi (External Board Member-at-Large Representative)

091 Sep24

A call for nominations and volunteers was circulated via email prior to the Board meeting and a motion sheet was provided in the agenda package indicative of the responses received.

The Chair called for nominations and volunteers for the vacant positions.

W. Hodgins and S. Frangi volunteered to serve as the Board representative on Senate, resulting in the need for an election.

W. Hodgins and S. Frangi recused themselves from the meeting.

A ballot vote was conducted, and S. Frangi was elected to serve as the Senate representative.

W. Hodgins and S. Frangi returned to the meeting.

CARRIED AS AMENDED

5.6 Annual Signing of the Fiduciary Duty & Conflict of Interest Agreements

The Fiduciary Duty & Conflict of Interest Agreement and declaration form were included in the meeting package.

The Chair stated that the agreement is signed annually by Board members and resources to re-confirm their acknowledgement and undertaking of fiduciary duty and avoidance of conflict of interest. The conflict-of-interest declaration form is also required to be completed annually. Members were asked to sign and return their completed agreements and forms to M. Lamontagne. It was noted that new Board members who have recently completed these documents do not need to re-sign and submit until next year.

6. MOVE TO CLOSED SESSION

Motion: Moved and seconded (W. Hodgins/Q. Pearce)

BE IT RESOLVED THAT the meeting move to Closed Session.

CARRIED

7. RAISE MOTION(S) FROM CLOSED SESSION

The following motion was raised from the July 25, 2024, Special Board Meeting:

BE IT RESOLVED THAT the Collective Agreement with Manitoba Government and General Employees' Union (MGEU), as negotiated and recommended by the University Bargaining Committee for the period of April 1, 2024, to March 31, 2028, be ratified by the Board of Governors.

The following motions were raised from the September 21, 2024, Closed Session meeting:

BE IT RESOLVED THAT the Board of Governors elect Kevan Sumner as Chair of the Board of Governors.

BE IT RESOLVED THAT the Board of Governors elect Quintin Pearce as Vice-Chair of the Board of Governors.

BE IT RESOLVED THAT the Board of Governors elect Dean Hammond as Treasurer of the Board of Governors.

BE IT RESOLVED THAT the Board of Governors elect Joseph Pelletier as Secretary of the Board of Governors.

8. ADJOURNMENT

Motion: Moved and seconded (W. Hodgins/B. Hill)

BE IT RESOLVED THAT the meeting adjourn at 1:55 p.m.

CARRIED