



**Minutes of the OPEN Session of the
Board of Governors
Held by Web Conference on June 22, 2021 at 4:00 p.m.**

Present: J. Lieberman, Chair
J. Leclerc, Secretary

J. Anderson	D. Archer	M. Benarroch	D. Brothers	J. DeSouza-Huletey
L. Hyde	E. Kalo	K. Lee	L. Magnus	A. Mahon
T. Matthews	N. Murdock	K. Osiowy	S. Prentice	L. Reimer
B. Scott	S. Sekander	J. Taylor		

Regrets: C. Andrusiak **Assessors:** M. Shaw S. Woloschuk

<u>Officials:</u>	N. Andrew	C. Cook	D. Hiebert-Murphy	D. Jayas
	J. Kearsey	J. Ristock	S. Scott	G. Pasieka
	M. Emslie	S. Foster		

The Chair welcomed everyone to the meeting and asked for a motion to move into the Closed and Confidential: Matters Related to Labour Relations Session.

It was moved by Ms. Hyde and seconded by Chancellor Mahon:

THAT the meeting move into Closed and Confidential: Matters Related to Labour Relations Session.

CARRIED

The meeting returned to Open Session at 5:35 p.m.

ANNOUNCEMENTS

The Chair thanked everyone for joining the meeting. He welcomed Dr. Duane Brothers, newly elected by the Alumni of the University, to his first Board of Governors meeting. He explained that Dr. Brothers replaces Carla Loewen, who served on the Board for three years, beginning in 2018. He added that Ms. Loewen was a valuable member of the Board and will be missed around the table. He noted that she was recently appointed Director of the Indigenous Student Centre at the University.

The Chair welcomed Dr. Michael Shaw, to his first meeting, noting that Dr. Shaw has replaced Dr. Janet Morrill as UMFA Assessor to the Board.

On behalf of the Board, the Chair offered congratulations to Chibueze Onyebuchi on graduating with his degree in Landscape Architecture. He noted that Mr. Onyebuchi is no longer a student, therefore his term as a student member on the Board has ended. He thanked him for his contributions to the Board and to the University. The Chair also congratulated Dr. Catherine Cook, Vice-President (Indigenous), who has been recognized with an Indspire Award for 2021. The Indspire Awards represents the highest honour the Indigenous community bestows upon its own people.

Lastly, the Chair noted that the meeting would be the last for Dr. Janice Ristock, Provost and Vice-President (Academic), prior to her retirement. He offered appreciation and congratulations to Dr. Ristock on behalf of the Board.

Dr. Ristock commented that it had been an unusual year at the University with many challenges to navigate. She noted that her team of vice-provosts and deans has been outstanding throughout her tenure as provost. She said she will remain connected to the University and thanked President Benarroch and the Board of Governors for the support she received over the years. She said it had been a privilege to be part of the University and she was proud to have served in moving it forward in its success.

President Benarroch expressed his thanks to Dr. Ristock. He said he had enjoyed working with her through his first year as president of the University and would miss her honesty, wisdom, thoughtfulness, and commitment to the University. He offered his congratulations on her retirement and wished her well in the years to come.

Mr. Leclerc noted that the meeting would be Mr. Jeff Lieberman's last as Chair of the Board of Governors. He noted that Mr. Lieberman served for four momentous years as Board Chair and served the University well through turnover in leadership, a presidential search, and the pandemic, among other things. He thanked Mr. Lieberman for his steady, calm leadership in very challenging times. He noted his appreciation for Mr. Lieberman's collegial and respectful manner, which was significant in fostering many important relationships for the Board of Governors and the University.

Ms. Hyde thanked Mr. Lieberman for his leadership, commitment, and dedication to the Board, the University, and the province over four memorable and challenging years. She said she looks forward to celebrating and recognizing his service in person when possible.

Ms. Hyde observed that Mr. Lieberman had many attributes which made him a very good Chair; including integrity, high personal standards, commitment, reliability, personal strength, passion, calm and quick adaptation to virtual meetings, his ability to influence without dominating, and his courage. She said she was happy that Mr. Lieberman will remain a Board member for another

year. She expressed her sincere thanks to him and wished him and his family good health and all the best for the future.

President Benarroch noted that he had known Mr. Lieberman for a long time through his involvement as an alumnus of the Asper School of Business but he since getting to know him more, he has seen how much he cares about everyone as individuals. He noted that Mr. Lieberman is a very kind and thoughtful person and has always been happy to do what was asked of him. Dr. Benarroch said he felt extremely supported over the last year and in the time leading up to it, and thanked Mr. Lieberman for that. He noted that he admired the way Mr. Lieberman managed the Board in a very difficult time, even with new Board members he could not meet in person. He added that the University has been deeply enriched through Mr. Lieberman's involvement in and his leadership at the institution and thanked him from the bottom of his heart and from the entire university.

Chancellor Mahon offered four words to describe Mr. Lieberman: commitment, humility, kindness, and generosity. She noted that he had taken on the role of Chair in his first year on the Board, which allowed the University to continue to thrive despite a major turnover in membership. She commented that he made it look like it was easy and did a fabulous job. She said she was thankful that Mr. Lieberman will remain on the Board for another year.

Mr. Lieberman said it had been an honour for him to serve the University, noting that he was fortunate to have the opportunity to work with two Presidents. He expressed his appreciation to President Benarroch and President Barnard, adding that they were both great to work with. He thanked members of the Board for their support over his four years as Chair.

1. APPROVAL OF THE AGENDA

It was moved by Ms. Magnus and seconded by Ms. Lee:

THAT the agenda for the June 22, 2021 meeting be approved as circulated.

CARRIED

FOR ACTION

2. MINUTES (Open) Session

2.1 Approval of the Minutes of the May 19, 2021 Open Session as circulated or amended

It was moved by Chancellor Mahon and seconded by Dr. Reimer:

THAT the minutes of the May 19, 2021 Open session be approved as circulated.

CARRIED

2.2 Business Arising

There was no business arising from the minutes.

3. UNANIMOUS CONSENT AGENDA

It was moved by Ms. Hyde and seconded by Dr. Reimer:

THAT the Board of Governors approves and/or receives for information the following:

THAT the Board of Governors approve seven new offers, eight amended offers, and the withdrawal of five offers, as set out in the Report of the Senate Committee on Awards [dated April 8, 2021].

THAT the Board of Governors approve five new offers, five amended offers, and the withdrawal of three offers, as set out in the Report of the Senate Committee on Awards [dated May 6, 2021].

THAT the Board of Governors approval a proposal for a Master of Arts in Music Research [as recommended by Senate, May 19, 2021].

THAT the Board of Governors approve the closure of Master of Science in Family Social Sciences [subject to Senate approval, June 16, 2021].

The Board received for information the following:

- *Notification of Closure of B.Mus.-B.Ed. Integrated Program*
- *Implementation of B.A.(Honours) in Linguistics*
- *Extension of Suspension of Admissions to B.Sc.Pharm. and B.Sc.(Maj.) and B.Sc.(Hons.) in Biotechnology, President's Approval*

CARRIED

FOR APPROVAL

4. FROM SENATE

4.1 Revised Student Discipline Bylaw and Related Procedures

Mr. Leclerc said the Revised Student Discipline Bylaw and Related Procedures was recommended by Senate at its meeting on June 16, 2021, noting that the revision was the result of findings in the Path Forward Report (the Report). He added that the changes are intended to avoid retraumatizing victims, and include removing, for students who are alleged to have breached the *Respectful Work and Learning Environment* (RWLE) policy or the *Sexual Violence* policy, (i) the availability of a trial *de novo* appeal process and (ii) the ability to appeal a finding of fact determined through a formal investigation conducted through the Office of Human Rights

and Conflict Management, by a third-party investigator with training in investigative processes and trauma-informed approaches. The students would continue to have the right to appeal the penalty.

It was moved by Dr. Anderson and seconded by Ms. DeSouza-Huletey:

THAT the Board of Governors approve revisions to the *Student Discipline Bylaw* and associated *Student Non-Academic Misconduct and Concerning Behaviour* and *Student Discipline Appeal* procedures, effective September 1, 2021 [subject to Senate approval, June 16, 2021].

In response to a question about an appeal process for alleged perpetrators, Mr. Leclerc said they would be allowed to appeal a penalty, but not the finding of fact, as determined through the investigation. He added that there would be no re-hearing of the entire case.

CARRIED

5. FROM FINANCE, ADMINISTRATION, AND HUMAN RESOURCES COMMITTEE

5.1 Expenditure and Administrative Fee - International Student Healthcare Insurance

Ms. Lee said that the Finance, Administration, and Human Resources Committee reviewed this at its June 15, 2021 meeting, and recommended approval by the Board of Governors.

Ms. Andrew explained that the current contract in place with Manitoba Blue Cross and StudentCare would expire August 31, 2021, necessitating this twelve-month contract renewal request for the period of September 1, 2021 to August 21, 2022. She noted that the coverage almost completely replicates the coverage provided by Manitoba Health, and the extension would ensure continuity in established health care for international students.

Ms. Andrew stated that the cost of the Healthcare plan has increased from the 2020-2021 premium rate of \$996.00 per single student, to \$1032.00 per single student. She noted that the cost for dependents would also rise proportionately.

It was moved by Ms. Lee and seconded by Mr. Osiowy:

THAT the Board of Governors approve a 12-month renewal contract for International Student Healthcare Insurance with Manitoba Blue Cross and StudentCare for a total value of approximately \$7.2 million.

Discussion arose around the additional fee impacts these students would experience under this contract renewal and whether there would be any impact on the University's ability to recruit. Ms. Andrew noted that the increased cost is difficult for International students and could certainly have an impact on recruitment. Dr. Jayas reminded the Committee that tuition for these students remains low compared to other Universities.

Mr. Scott commented that the University of Manitoba Students' Union, UMSU, has lobbied the government to look at different models for international students' healthcare. He noted that many students do feel the crunch of the \$1000 premium; however, the cost of healthcare if they have no insurance would put them in a much worse situation.

President Benarroch commented that when an international student contracted COVID in the past year, the government did come forward to cover the quarantine costs. He added that the University provides a considerable amount of bursary funding to assist these students with their tuition and other costs. Dr. Benarroch noted that the University provided significant support to the international students who were here during COVID.

The motion was CARRIED.

5.2 Signing of Agreements Policy and Procedure

Ms. Lee said that the Finance, Administration, and Human Resources Committee reviewed this at its June 15, 2021 meeting, and recommended approval by the Board of Governors.

Ms. Andrew explained that further revisions were necessary to the policy since it was brought to the Board of Governors in March, to clarify the definition of “delegate” and “delegation”.

It was moved by Ms. Lee and seconded by Ms. Magnus:

THAT the Board of Governors approves the following, effective June 22, 2021:

- **The further revisions to the Signing of Agreements Policy incorporating a definition of “Delegate” or “Delegation”, and changes to section 2.5 and 2.7 surrounding delegation;**
- **The further revisions to the Signing of Agreements Procedure incorporating a definition of “Delegate” or “Delegation”, the inclusion of the Vice-President (Indigenous), and revisions to signing authority surrounding International Agreements to accommodate structural changes; and**
- **The further revisions to Schedule A of the Signing of Agreements Procedure incorporating the Vice-President (Indigenous).**

CARRIED

5.3 National Centre for Truth and Reconciliation Governance Policy and Procedure

Ms. Lee said that the Finance, Administration, and Human Resources Committee reviewed this policy and its related procedure and recommends Board of Governors approval.

Ms. Andrew noted that the National Centre for Truth and Reconciliation (NCTR) is a unique institution within the University and throughout Canada, and a critical part of Canada's formal commitment to redress for residential school Survivors. She noted that the unique nature and position of the Centre requires a policy and procedure to clarify its position at the University. Ms. Andrew noted that Dr. Catherine Cook and Ms. Stephanie Scott, the recently appointed Executive Director of the NCTR, were present to speak to the policy and procedure.

Dr. Cook said the NCTR is unique in that it is not a traditional research or academic centre, though it has a national and international mandate. She introduced Ms. Stephanie Scott, Executive Director of the NCTR, and acknowledged the whirlwind of activity at the University and the NCTR following the uncovering of unmarked graves of children in Kamloops.

Ms. Scott noted the significance of the proposed policy and procedure, as it signifies the important relationship and partnership between the Centre and the University and clarifies the joint governance structure of the NCTR. She thanked the Chair and the Board of Governors for reaching out to the NCTR in support during the aftermath of the Kamloops uncovering. The Chair said he felt heartbroken when learning of the unmarked graves of the children in Kamloops, noting that there will be many more in the months ahead. He added that he looked forward to an opportunity to meet with Ms. Scott.

President Benarroch thanked Dr. Cook and Ms. Scott for their leadership in and commitment to developing this policy. He said the policy clarifies the roles of the NCTR and the University and clears the path for the work of the NCTR. He said that truth is important and must be sought out because without knowing the truth about past, we risk repeating it.

Members of the Board commented that the challenges of multiple generations continues today and expressed their hope to continue as a Board and as a society to address these issues.

In response to a question the Chair said plans have not yet been discussed for the first National Day of Remembrance on September 30. Ms. Scott said that September 30 is also Orange Shirt Day, adding that it will be marked with an event that week for which 125 thousand students are already registered. She stated that she would be happy to engage and discuss with the University on how best to do that together.

It was moved by Ms. DeSouza-Huletey and seconded by Ms. Magnus:

THAT the Board of Governors approves:

- The National Centre for Truth and Reconciliation Governance Policy
- The National Centre for Truth and Reconciliation Governance Procedure

CARRIED

Ms. Scott left the meeting at 6:38 p.m.

6 FROM AUDIT & RISK MANAGEMENT COMMITTEE

6.1 Annual Financial Report

Mr. Osiowy said that Mr. Pasieka and Mr. Emslie would present the financial statements. Ms. Andrew introduced Mr. Mike Emslie, Chief Financial Officer/Comptroller, who joined the University May 31. She added that he has already become an integral part of her team.

Mr. Pasieka stated that the Office of the Auditor General has indicated that no errors were

identified in the audit of the University's financial statements and they are prepared to issue an unqualified audit opinion following subsequent events audit procedures, Management's representations, legal letter replies, and approval by the Board of Governors of the financial statements.

President Benarroch explained that it is typical for the University to carry over a significant amount of research funds, and that those funds grew more than usual because research did not occur to the same degree as usual during the COVID pandemic. He noted that granting agencies have extended research funds, and the University received additional funding specific to COVID-related research.

Members of the Board thanked Ms. Andrew and her team for their excellent work and a well written and organized package.

6.2 Office of the Auditor General Annual Audit Results Report

Mr. Osiowy introduced this and invited Mr. Pasioka to speak to it.

Mr. Pasioka noted that this is a standard report with no unreported errors for the year. He said work would be done over the next year to act on other items referenced.

6.3 Public Sector Compensation Disclosure Report 2020

Mr. Osiowy stated that this report would be publicly available on the University website. He noted that the reporting threshold was previously salaries of \$50 thousand per year and up; however, the provincial government has increased that to \$75 thousand per year and up.

It was moved by Dr. Prentice and seconded by Mr. Osiowy:

THAT the Board of Governors approves the Public Sector Compensation Disclosure Report of The University of Manitoba for the year ended December 31, 2020.

CARRIED

6.1 Annual Financial Report

It was moved by Mr. Osiowy and seconded by Ms. DeSouza-Huletey:

THAT the Board of Governors approves the Consolidated Financial Statements of The University of Manitoba for the year ended March 31, 2021.

CARRIED

7. NEW BUSINESS

7.1 President's Report

In addition to his written report, Dr. Benarroch reported that planning for fall term continues, though the parameters continue to shift often. He noted that the University is responsible to not fully re-open until it is certain that students and staff members are safe when attending any of the University's campuses.

President Benarroch informed the Board that the provincial government had recently requested that the University increase the number of nursing spaces available. He said the government approached the post-secondary Institutions and then held a meeting to say they want to fund an additional 200 students across the province. He added that the province requested a proposal from the University, with a short turnaround, initially. He noted that they have since recognized the challenge in adhering to this timeline, and the University has emphasized that the document it submitted cannot be considered a final version. He explained that the University's proposal is to increase the nursing spaces by 120 seats with permanent funding. If the proposal is approved, the University will need to expand clinics and such over a short period of time. He noted that the University would cooperate with the faculty to get this arranged to avoid any additional burden on those who already teach in the faculty.

In response to a question, President Benarroch stated that the decision whether to reopen for the fall session has been made. He noted that the plan is that a limited number of labs and classes will be on-campus in person and said that he wants to ensure everyone remains safe.

7.2 Bylaw: The Provost and the Vice-Presidents of the University of Manitoba

President Benarroch explained that the proposed bylaw was developed because the existing bylaws relating to the vice-president job descriptions were outdated, and there was no bylaw for the newer Vice-President (Indigenous) position. He explained that he asked each job description was reviewed and input was provided to inform development of the new bylaws. He noted that there is significant overlap between the vice-president job descriptions, and one policy would be an overarching look at the relationship and roles between and among the vice-presidents. He reminded the Board that the Provost is the Chief Operating Officer (COO) of the University and is the person who would take over in an interim basis the president if he or she could not serve.

A question was asked about the roles of the Vice-President (Administration) and the Provost regarding the University's budget. Dr. Benarroch explained that the role of Vice-President (Administration) and her people is to monitor and report to the Board the audit and the budget and collaborate with the Provost's Office. He said that the Vice-President (Administration) is part of a process led by the Provost, so final decisions on the budget that is recommended to the President are at the Provost's discretion.

It was moved by Dr. Reimer and seconded by Dr. Taylor:

THAT the Board of Governors approves the Bylaw *the Provost and the Vice-Presidents of the University of Manitoba*, effective the date of the Board of Governors' approval; and

THAT the Board of Governors repeals the following:

- *Bylaw: Vice-Presidents (effective date not listed)*
- *Bylaw: Vice-President (Academic) and Provost (effective date not listed)*
- *Bylaw: Vice-President (Administration) (effective date not listed)*
- *Bylaw: Vice-President (Research and International) (effective date not listed)*
- *Bylaw: Vice-President (External) (effective date April 1, 2004).*

CARRIED

FOR DISCUSSION

8. FROM SENATE

8.1 Request to Extend Suspension of Admissions to Master of Arts in Icelandic and Post-baccalaureate Diploma in Agrology

8.2 Request to Extend Suspension of Admissions to Baccalaureate Program for Registered Nurses, College of Nursing

President Benarroch explained that more time is needed to evaluate these programs before a decision is made to close them permanently.

MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION

It was moved by Dr. Reimer and seconded by Dr. Anderson:

THAT the meeting move into Closed and Confidential Session.

CARRIED

Chair

University Secretary

Minutes approved October 4, 2021, but not yet signed by the Chair.