



**Minutes of the OPEN Session of the  
Board of Governors  
December 5, 2023, at 4:00 p.m.**

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**Present:** L. Magnus, Chair  
J. Leclerc, Secretary

J. Anderson	A. Bell	M. Benarroch	D. Brothers	D. Brown
I. Fakankun	L. Hyde	T. Karuhogo	K. Lee	S. Li
A. Mahon	K. Osiowy	L Pittman	A. Puchniak	D. Roussin
S. Prentice	S. Puznak	B. Shearer	C. Yendt	

**Regrets:**  
J. DeSouza-Huletey D. Finkbeiner

**Assessors:** R. Thalhammer M. Shaw

**Officials:** N. Andrew C. Cook D. Hiebert-Murphy V. Koldingnes  
M. Pinto M. Watson

**Others attending:** C. Davidson K. Evans

**ANNOUNCEMENTS**

The Chair acknowledged that the University of Manitoba is located on the original lands of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples and on the homeland of the Métis Nation, recognizing the treaties made on these lands and committing to resolving harms and mistakes of the past and present.

The Chair shared her own personal commitment to listening and learning from Indigenous peoples and communities in moving forward in a spirit of reconciliation. She expressed her hope that the Board will use its diverse expertise and backgrounds to continue to work together in trust and collaboration to fulfill its fiduciary duties in the best interest of the University as a whole, always demonstrating the highest respect for each other, for students, faculty, and staff and the community the University serves.

## **FOR ACTION**

### **1. APPROVAL OF THE AGENDA**

It was moved by Dr. Shearer and seconded by Mr. Puznak:

**THAT the agenda for the December 5, 2023 meeting be approved.**

**CARRIED**

### **2. MINUTES (Open) Session**

2.1 Approval of the Minutes of the October 10, 2023 Open Session as circulated or amended.

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

**THAT the minutes of the October 10, 2023 Open session be approved as circulated.**

**CARRIED**

2.2 Business Arising

There was no business arising from the minutes.

### **3. PRESENTATION / DISCUSSION**

3.1 Draft Strategic Plan

The Chair invited Dr. Benarroch and Dr. Hiebert-Murphy to present the draft plan and encouraged Board members to provide feedback.

Dr. Benarroch acknowledged the outstanding work undertaken by Ms. Cassandra Davidson and Ms. Kelsey Evans in collecting all the commentary received and incorporating that within the draft strategic plan presented today. He noted that the draft strategic plan will be shared with members of Senate and will be engaging in a similar consultation.

Dr. Hiebert-Murphy explained that since the process in developing this next university strategic plan began, a series of community consultations sessions have been conducted and based on feedback from those consultations, an online questionnaire was shared with faculty, staff and students. From there, the “Where We Are Today” report was developed and shared with the University community for further review and input. She noted that over the summer and fall months, the Strategic Planning Committee has been drafting the next strategic plan, which is being shared with members of the University community and requesting feedback to inform the final plan, with the intention to present the final plan to Senate and the Board of Governors for approval in early 2024.

Dr. Hiebert-Murphy explained that the draft strategic plan includes an updated mission, vision, and values, and identifies three fundamental commitments that will inform the direction of the plan while also structuring goals within three interconnected strategic themes. She shared that the intention for this plan to be a living document with consistent engagement.

Dr. Hiebert-Murphy reviewed the updated mission, vision, and core values, the three fundamental commitments, and the three interconnected themes and asked Board members to share their own thoughts within those areas in addition to the overall tone and direction of the plan. The feedback received will be shared with the Strategic Planning Committee and incorporated within the final strategic plan document.

In providing an overview on next steps, Dr. Benarroch explained that in implementing the plan, there will be an implementation committee who will report to the Provost, adding that faculties and units will develop their own internal strategic plan based on the principles within the University's strategic plan. Dr. Hiebert-Murphy thanked Board members for their input and encouraged them to send any further feedback by emailing Mr. Leclerc.

The Chair thanked Dr. Benarroch and Dr. Hiebert-Murphy for their leadership throughout this process and thanked Ms. Davidson and Ms. Evans for joining today. Ms. Davidson and Ms. Evans left the meeting.

#### **4. COMMITTEE REPORTS**

##### **4.1 Report of the Board Executive Committee**

The Chair noted that at its special meeting on November 9<sup>th</sup>, the Committee reviewed and discussed one item for approval on behalf of the Board of Governors, the Amendment and Purchase of Annuity for the UM Pension Plan (1993). She explained that this special meeting of the Committee was held to accommodate the timing requirement in purchasing the annuity.

She shared that the Committee received an overview from Mr. Mike Emslie on the proposed amendments to the 1993 Pension Plan and purchase of annuity and approved both items.

##### **4.2 Report of the Human Resource and Compensation Committee**

The Chair shared that the Committee met on November 7<sup>th</sup> to consider the Presidential Re-Appointment Review Process, the Amendment and Consolidated Plan for UM GFT Pension Plan (1986), and the Amendment and Purchase of Annuity for the University of Manitoba Pension Plan (1993). She noted that the Amendment to the UM GFT Pension Plan (1986) are technical in nature, and were recommended by Manitoba's Pension Regulator, adding that the Committee also considered the Amendment and purchase of annuity for the UM Pension Plan (1993) and recommended both motions for approval by the Executive Committee, on behalf of the Board of Governors.

Ms. Andrew confirmed that an annuity has been purchased, at a cost less than the approved budget.

a) Presidential Reappointment Review Process

Dr. Benarroch left the meeting.

The Chair shared that Dr. Benarroch's current term ends June 30, 2025, and he has indicated that he wishes to be considered for reappointment, commencing a reappointment review at this time.

The Chair reminded Board members that hiring, monitoring, and evaluating the performance of the President is one of the most important responsibilities of the Board, and in accordance with the Terms of Reference for the Human Resources and Compensation Committee, the Committee reviewed and considered a proposed process to conduct a reappointment review for Dr. Benarroch.

The Chair noted that she has reviewed this process with Dr. Benarroch and that he is supportive of the proposed process.

It was moved by Mx. Yendt and seconded by Ms. Lee:

**THAT the Board of Governors approve the establishment of a Presidential Review Committee as outlined in the terms of reference.**

**CARRIED**

Dr. Benarroch returned to the meeting room.

## **5. NEW BUSINESS**

### **5.1 Request to Extend Suspension of Admissions to Bachelor of Science (Major) and Bachelor of Science (Honors) in Biotechnology, Faculty of Science**

Dr. Benarroch explained that admissions to this program have already been suspended, as the biotechnology program has been incorporated into other programs. He shared that there are still a handful of students from the previous program cohort that are working to complete their studies within the program, and this request is to extend suspension of admissions until they can do so and that at that time, the program can officially close. Dr. Benarroch informed Board members that this item has also been shared with Senate for advice and discussion.

## **6. UNANIMOUS CONSENT AGENDA**

Mr. Leclerc informed Board Members that an updated version of item 6.1.2 (Terms of Reference, Research Chair in Potato Sustainability, Faculty of Agriculture and Food Sciences) has been included within the agenda on SharePoint. He explained that the revised Terms of

Reference include friendly amendments that were recommended during the recent Senate meeting that entail updated language related to EDI as well as an updated search committee membership that includes the Director of Equity, Diversity, Inclusion and Accessibility.

It was moved by Dr. Prentice and seconded by Mx. Yendt:

**THAT the Board of Governors approve and/or receive for information the following:**

**THAT, the Board of Governors approve:**

- Reports of the Senate Committee on Awards (dated September 19 and October 24, 2023)
- Research Chair in Potato Sustainability, Faculty of Agricultural and Food Sciences
- Graduate Micro-Diploma in Applied Health Services Research, Department of Community Health Sciences

**THAT the Board of Governors approves Amendment 86/23/01 and the Consolidated Plan Document for the University of Manitoba GFT Pension Plan (1986).**

**The Board received for information/consultation the following:**

- Draft Strategic Plan
- Report of the Board Executive Committee
- Report of the Human Resources and Compensation Committee
- Request to Extend Suspension of Admissions to Bachelor of Science (Major) and Bachelor of Science (Honours) in Biotechnology, Faculty of Science
- Report from Senate (dated November 1 and December 6, 2023)
  - 2024-2025 Academic Schedule
  - Extension of Suspensions of Admissions, Provincial Approval
    - Bachelor of Human Ecology (Family Social Sciences) and Bachelor of Human Ecology (Family Social Sciences), After-Degree, Rady Faculty of Health Sciences
    - Master of Arts in Icelandic Language and Literature, Faculty of Arts
- Amendment and Purchase of Annuity for UM Pension Plan (1993)

**MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION**

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

**THAT the meeting move into Closed and Confidential Session.**

**CARRIED**

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Chair

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University Secretary