



UNIVERSITY
OF MANITOBA

**Minutes of the
OPEN Session of the Board of Governors
February 17, 2017**

Present: R. Zegalski, Chair
J. Leclerc, Secretary

E. A-iyeh D. Barnard J. Beddoes S. Connelly S. Demmings D. Hallock
K. Lee J. Lieberman J. MacKenzie H. Maxted K. Mirecki T. Nagra
K. Osioy J. Taylor (by phone)

Regrets: J. Anderson L. Hyde R. Khatkar R. Mohammed
M. Mollot M. Silicz

Absent: J. Linden

Assessors Present: B. Stone Assessors Sending Regrets: T. Kucera

Officials Present: P. Dugal S. Foster D. Jayas G. Juliano J. Keselman

Officials sending Regrets: J. Ristock J. Kearsey

Guests: B. Gold J. Gruber L. Hiebert M. Lebar P. McCarthy

1. **ANNOUNCEMENTS**

FOR ACTION

2. **APPROVAL OF THE AGENDA**

It was moved by Ms. Connelly and seconded by Mr. Mirecki:
THAT the agenda for the February 17, 2017 meeting be approved as circulated.

CARRIED

3. **PRESENTATION: University of Manitoba Accessibility Plan**

The Chair invited Mr. Greg Juliano, Associate Vice-President (Human Resources) and Ms. Jackie Gruber, Human Rights and Conflict Management Officer, to give a presentation on the University of Manitoba Accessibility Plan.

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Mr. Juliano stated that this is the University's first Accessibility Plan; developed to comply with the *Accessibility for Manitobans Act*. He added that the document is mainly delivered online though paper copies can be provided upon request.

Mr. Juliano explained that the goal of the *Accessibility for Manitobans Act* is for the province to be accessible by the year 2023 and this will require the University to comply with each Standard as it is rolled out. He added that Manitoba intends to pass five standards which will apply to both the public and the private sector: 1) Customer Service; 2) Employment; 3) Information & Communication; 4) Transportation; and 5) Built Environment.

Ms. Gruber said that the Customer Service Standard seeks to remove barriers to service or provide alternate methods to access service. She added that the University had already made progress on this before the legislation was passed, noting the Cooper Commission and the Bona Fide Academic Requirement Project (BFAR) which are both related to student accommodation. She stated that work is underway on a website to keep the university community informed when issues arise that affect accessibility. Ms. Gruber added that employees of the university will need to undergo training on the Customer Service Standard.

Dr. Barnard remarked that the Cooper Commission & BFAR project began as an ad hoc committee of Senate to explore ways to provide accommodations to students while at the same time preserving the academic standards of the University. He noted that this has been the leading research on academic accommodation across Canada. Dr. Barnard explained that BFAR's are the requirements essential to a particular degree program which cannot be compromised.

Mr. Juliano noted that the Employment Standard is currently in the public consultation phase and the university must comply with it no more than two years after it is in effect. He noted that the University had provided its feedback on the draft on February 14, 2016. Mr. Juliano explained that there will be three key implementation steps: Recruitment, Assessment, and Onboarding of employees must be accessible and must offer accommodation where needed; the University must increase its capacity to offer complex accommodations for employees; and there must be accommodation plans for individuals, including emergency plans.

Mr. Juliano noted that the implementation timeline for the Information and Communication Standard is not yet known however the University has already begun working toward compliance. He reviewed the key implementation steps for this standard, which include: 1) accessible websites, revised visual identity standards which encourage accessible formats; and 3) ensuring that new technology purchases are accessible.

Mr. Juliano said that the implementation date for the Transportation Standard remains unknown, though he expects that this standard will have the least impact on the University's operations. He noted that the University already has a shuttle service for those who need it.



Mr. Juliano stated that the implementation date for the Built Environment Standard is not yet known. He explained that this standard will not replace the building code, rather it will expand on those things that are not covered in the building code. Regarding key implementation steps, Mr. Juliano noted that the University will require development of outdoor spaces such as paths, trails, sidewalks, play spaces and parking spaces. He added that improvements will be required to indoor spaces as well, such as service counters and waiting areas.

Mr. Juliano noted that the Accessibility Plan must be updated every two years. He added that the first accessibility plan required a great deal of foundational work at the same time the specific plans for the Customer Service Standard were being developed. He then reviewed the development of the Plan, noting the following:

- Demographic data on students and staff was collected;
- An inventory of all current activities and available supports was developed;
- Current policies were assessed;
- Consultation was undertaken through unit accessibility audits and university-wide surveys and events, including website feedback;
- A Post-Secondary Institutions Network was struck to allow collaboration and sharing of resources among institutions in Manitoba, including the University of Winnipeg, Brandon University, University College of the North, Red River College, Canadian Mennonite University, Manitoba Institute of Trades and Technology, St. Boniface University, University of Manitoba, and Assiniboine Community College. This network meets every six to eight weeks and is developing customer service training webinars and in-person facilitation workbooks.

Mr. Juliano reviewed the work necessary as the University moves toward implementation. He noted that many policies and procedures would require revision, development of BFARs would continue in support of student accommodation, training materials must be developed, an improved human resources information system is needed to deliver and track training, some planning for accessibility of websites is necessary, and an accessibility audit of physical space must be undertaken.

Regarding costs and benefits Mr. Juliano said that real costs will result from this more highly regulated environment which are difficult to quantify. He added that there may be spin-off benefits of improved accessibility. He stated that on a project basis the cost may be large but would be spread throughout the institution.

Mr. Juliano suggested that the University be conscious of the inclusive approach needed as resources are allocated in order to incent the type of behaviour that will develop an inclusive culture.

Mr. Zegalski thanked Ms. Gruber and Mr. Juliano for the presentation and commended them on the work that went into the plan.



Mr. Mirecki asked whether the province of Ontario has run into any enforcement issues or penalties and what those costs might be. Mr. Juliano responded that the Ontario government has not put any resources into enforcement and he expects that Manitoba will not do so either. He added that many of these requirements could conceivably be covered under the Human Rights Code and non-compliance could result in complaints to the Human Rights Commission. Mr. Osiowy commented that there is a penalty in Manitoba of \$250,000 for non-compliance. Mr. Juliano noted that the University would be exposed to some risk if it were not compliant with the legislation. Mr. Osiowy noted that any new infrastructure would include compliance with requirements in the design process. Mr. Juliano agreed, stating the new buildings are compliant with the legislation and the Physical Plant department is leading the audit of the University's space.

Ms. Gruber remarked that this process has created awareness throughout the University of the issue of accessibility. In response to a question from Mr. Demmings, Mr. Juliano said that a tender would soon be issued for the accessibility audit and he could report to the Board of Governors with the details.

Ms. Gruber left the meeting.

4. MINUTES (Open) Session

- 4.1 Approval of the Minutes of the November 22, 2016 Open Session as circulated or amended

It was moved by Mr. Lieberman and seconded by Ms. Connelly:

THAT the minutes of the November 22, 2016 Open session be approved as circulated.

CARRIED

- 4.2 Business Arising – None

5. UNANIMOUS CONSENT AGENDA

Mr. Leclerc provided some background on the Unanimous Consent Agenda, explaining that the items in the Consent Agenda are typically approved without discussion or debate. He noted that any items on the Unanimous Consent Agenda can be removed and placed on the agenda for discussion and debate if a Board member wishes. Dr. Barnard added that these matters are usually routine.

It was moved by Dr. Barnard and seconded by Mr. Mirecki:

5.1.1 THAT the Board of Governors approve fifteen new offers, eleven amended offers, and the withdrawal of two offers, as set out in Appendix A of the Report of the Senate Committee on Awards – Part A [dated October 25, 2016].

5.1.2 THAT the Board of Governors approve three new offers and one amended offer, as set out in Appendix A of the Report of the Senate Committee on Awards – Part B [dated October 25, 2016].



- 5.1.3 **THAT the Board of Governors approve eight new offers, fifteen amended offers, and the withdrawal of four offers, as set out in Appendix A of the Report of the Senate Committee on Awards – Part A [dated December 20, 2016].**
- 5.1.4 **THAT the Board of Governors approve four new offers, as set out in Appendix A of the Report of the Senate Committee on Awards – Part B [dated December 20, 2016].**
- 5.1.5 **THAT the Board of Governors approve revisions to the terms of reference for the Gerry McDole Professorship in Improved Healthcare Delivery to Rural, Remote and Underserved Populations of Manitoba.**
- 5.1.6 **THAT the Board of Governors approve the conversion of the Professorship in Pediatric Asthma, Allergy and the Environment to a Chair.**
- 5.1.7 **THAT the Board of Governors approve the conversion of the Bihlers' Professorship in Stem Cell Research to a Chair.**

The Board received the following for information:

- 5.2.1 2017-2018 Academic Schedule
- 5.2.2 Implementation of Master of Finance Degree

CARRIED

6. FROM FINANCE, ADMINISTRATION, & HUMAN RESOURCES

6.1 Amendments to the Governance Documents for U of M Pension Plan (1986) and U of M Pension Plan (1993)

Mr. Zegalski reported that these amendments were reviewed and recommended by the Finance, Administration, and Human Resources Committee. Mr. Gold noted that changes to the Pension Benefits Act mean that the University must run an election for members of the Pension Committee election every 3 years. He explained that the Committee would like broader participation from other employee groups on campus so when elections do occur there will be an election of two members instead of one. He also said that a change in the maximum term length from six years to nine years will allow Committee members time to accumulate the necessary knowledge required to be effective in their role.

Mr. Juliano stated that the University of Manitoba Pension Plan (1993) is the main plan and includes most employees. He added that the Committee currently has three ex officio members, three people appointed by the Board of Governors, one person elected by active members and one person elected by retired members. He noted that the majority of committee members are from University administration because of the University's vested interest in the success of the investments in the pension plan, due to the fact that poor returns on investments may require the University to contribute additional funds to the pension plan.



IT was moved by Ms. Nagra and seconded by Mr. Mirecki:

That the Board of Governors:

- **approve an amendment to the governance document of the University of Manitoba Pension Plan (1986) to revise the term limits for elected or appointed members of the Pension Committee from six to nine years;**
- **approve an amendment to the governance document of the University of Manitoba Pension Plan (1993) to revise the term limits for elected or appointed members of the Pension Committee from six years to nine years; and**
- **approve an amendment to the governance document of the University of Manitoba Pension Plan (1993) to increase the number of elected active plan members from one to two.**

CARRIED

7. FROM SENATE

7.1 Proposal to Establish an Institute for Leadership Development

7.2 Proposal to Establish and Endowed Research Chair in Leadership Education

7.3 Proposal to Establish and Endowed Research Chair in Leadership Research

Dr. Barnard indicated that he would speak to items 7.1, 7.2, and 7.3 as one. He offered some background on the process for the establishment of Research Chairs and Institutes, explaining that these items have come through faculty processes and then forward to two Senate Committees through to the Senate Executive Committee and finally to Senate itself. He added that there was debate in Senate and a recommendation to bring this to the Board for final approval.

It was moved by Dr. Barnard and seconded by Ms. Hallock:

THAT the Board of Governors approve the establishment of the Institute for Leadership Development, for a period of five years, with continuation subject to a review process [as recommended by Senate, February 1, 2017].

THAT the Board of Governors approve the establishment of an endowed research Chair in Leadership Education [as recommended by Senate, February 1, 2017].

THAT the Board of Governors approve the establishment of an endowed research Chair in Leadership Research [as recommended by Senate, February 1, 2017].

CARRIED

8. NEW BUSINESS

8.1 Request for the Consent of the Board to Propose Amendment of the UMSU Act

Ms. Nagra explained that the University of Manitoba Students' Union (UMSU) represents all undergraduate students. She stated that the UMSU Act had been amended last in 1990 in order



to comply with government requirements that legislation be written in both official languages. She summarized the changes listed in the Board of Governors submission.

It was moved by Ms. Nagra and seconded by Ms. Hallock:

THAT the Board of Governors consent to UMSU petitioning the Manitoba Legislature to amend the UMSU Act.

CARRIED

FOR INFORMATION

9. FROM EXECUTIVE (items approved January 31, 2017)

9.1 Proposed Building Site: Centre for Research, Teaching, and Innovation in Healthcare

9.2 Proposed Building site: Engineering Innovation Centre

Dr. Barnard stated that he would speak to items 9.1 and 9.2 together. He explained that the process for building sites requires discussion held at Senate because it would affect the overall climate of the University, however the Board of Governors is responsible for oversight and has final approval. He added that these two proposed building sites were approved by the Executive Committee on behalf of the Board of Governors on January 31, 2017. Mr. Zegalski said that the Office of the University Secretary will organize a tour of the Bannatyne campus in the next while, as it has been very beneficial to Board members in the past.

Dr. Barnard commented that there were campus plans for each campus developed in the last few years. He explained that at the downtown campus there have been issues with the old basic science building, also known as T-Block, so the campus plan includes replacing that building. He noted that the proposed new building will be adjacent to the new pharmacy building and will be similar in style. Dr. Barnard remarked that there is no clear sense of where the university ends and the Health Sciences Centre begins, both within and between buildings. He said that the core idea of the plan is to more clearly delineate the University of Manitoba presence there. He added that the plan calls for the space to be more fluidly allocated and more flexibly managed.

Mr. Demmings commented that it is an excellent idea to tie in tours of the behind the scenes infrastructure and he would welcome the opportunity to tour both campuses. Mr. Leclerc stated that any specific requests be directed to his office so that arrangements can be made for a tour.

9.3 Engagement of the External Auditor

10. Report from the President

Dr. Barnard said that the recent murder on campus was not connected to the University in any direct sense other than that the bus route ends on campus. He added that some Physical plant employees had witnessed the attack and followed the assailant so as to assist security and

police who attended the scene. He remarked that this was not the kind of event anyone expects to encounter and the University's Risk Management Officer, Alan Scott, had indicated that some of the staff who were witnesses were struggling with it and are receiving counselling. Dr. Barnard noted that the Administration Building flag was lowered in honour of the victim and a number of people put flowers around the place where the murder occurred. He noted that this was the first time in the history of the University that such an event had occurred.

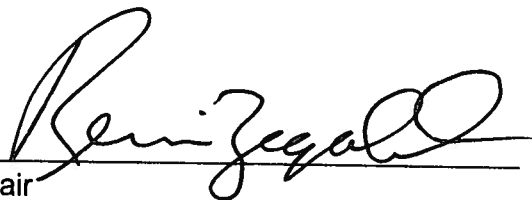
Dr. Barnard reminded Board members that the University of Manitoba is now in its 140th year. He added that there will be a number of events going on February 28 and Board members are encouraged to attend if their schedule permitted.

Dr. Barnard reported that he has had some discussions with government and have worked hard to encourage collaboration among universities and colleges in Manitoba. He added that the Council of Presidents of Universities in Manitoba (COPUM) meet regularly as a group of presidents and also recently with Minister Wishart. He noted that he is waiting to learn the outcome of all provincial considerations in front of the Premier and the cabinet.

MOTION TO MOVE TO CLOSED AND CONFIDENTIAL

It was moved by Ms. Connelly and seconded by Mr. Osiowy:
THAT the meeting move into Closed and Confidential Session.

CARRIED


Chair


University Secretary

