



**Minutes of the OPEN Session of the  
Board of Governors  
Held by Web Conference on December 1, 2020 at 4:00 p.m.**

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

J. Anderson	C. Andrusiak	D. Archer	M. Benarroch	J. Dela Cruz
J. DeSouza-Huletey	L. Hyde	K. Lee	C. Loewen	L. Magnus
A. Mahon	T. Matthews	N. Murdock	K. Osiowy	S. Prentice
L. Reimer	S. Sekander	K. Smith	J. Taylor	

**Absent:** C. Onyebuchi

**Assessors:** J. Morrill S. Woloschuk

**Officials:** N. Andrew C. Cook S. Foster D. Jayas  
A. Konowalchuk L. McKinley G. Pasioka J. Ristock

**1. ANNOUNCEMENTS**

The Chair welcomed everyone to the meeting. On behalf of the Board, he congratulated a number of people who have recently received awards.

Mr. Paul Soubry Jr. was recognized by the Association of Fundraising Professionals as Outstanding Volunteer Fundraiser. Mr. Soubry was the Chair of the University's enormously successful Front and Centre campaign. At the same event, Mr. Kearsey received the Outstanding Fundraising Professional Award.

Dr. Brian Postl and the Honourable Janis Johnson were appointed as members of the Order of Canada.

Dr. Catherine Cook was honoured by the College of Family Physicians of Canada (CFPC) and Foundation for Advancing Family Medicine with the Calvin L. Gutkin Family Medicine Ambassador Award for her vision, innovation, communication skills and relationship-building with national and international organizations and working groups that support and positively influence the ever-changing role of the family physician and family medicine in Canada.

## 2. PRESENTATION

### 2.1 The Path Forward: UM Response to the Report on Sexual Violence, Harassment and Discrimination

The Chair noted that Ms. Andrew had previously committed to providing an update to the Board on the progress toward implementation of the recommendations set out in the Path Forward Report.

Ms. Andrew said that 17 of the report's 43 recommendations have been implemented to date, including the launch of the Sexual Violence Resource Centre, and she expects ten more to be implemented before the end of this fiscal year. She explained that the recommendations were organized into 18 projects under four main work streams:

1. Training;
2. Policy & Procedure;
3. Continuous Improvement; and
4. Strategic Planning.

Ms. Andrew summarized the risks that could impact implementation of the recommendations as shown in the following table.

<b>Risk</b>	<b>Impact</b>	<b>Mitigation</b>
Resourcing Challenges	Implementation delays and slowed progress	Identifying needs and securing commitments early
Faculty Availability	Low buy-in, resistance, and implementation delays	Implementing recommendations that require extensive facilitation in later years of the project
COVID-19 disruption	Implementation delays	Prioritizing the projects that can be implemented in the current operating environment

Notwithstanding the risks described above, Ms. Andrew expressed confidence that all recommendations can be implemented with five years. The Chair thanked her for her presentation.

## **FOR ACTION**

### 3. APPROVAL OF THE AGENDA

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

**THAT the agenda for the December 1, 2020 meeting be approved as circulated.**

**CARRIED**

4. **MINUTES (Open) Session**

- 4.1 Approval of the Minutes of the September 29, 2020 Open Session as circulated or amended

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

**THAT the minutes of the September 29, 2020 Open session be approved as circulated.**

**CARRIED**

- 4.2 Business Arising

There was no business arising from the minutes.

5. **UNANIMOUS CONSENT AGENDA**

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

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

**5.1.1 THAT the Board of Governors approve the closure of the Centre for Research and Treatment of Atherosclerosis, effective upon Board approval [as recommended by Senate, October 7, 2020].**

**5.1.2a) THAT the Board of Governors approve three new offers, two amended offers, and the withdrawal of four offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated June 11, 2020].**

**5.1.2b) THAT the Board of Governors approve five new offers, eight amended offers, and the withdrawal of three offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated August 25, 2020].**

**5.1.2c) THAT the Board of Governors approve four new offers, five amended offers, and the withdrawal of two offers, as set out in Appendix A of the Report of the Senate Committee on Awards [dated September 24, 2020].**

**The Board of Governors received for information the following:**

- *Report on the Code of Conduct Declarations for 2020-2021*
- *Report to Senate Executive on the Review of the Summer Term Academic Schedule and Academic Schedule for 2021 Summer Term*
- *Implementation of Bachelor of Science (Major) in Data Science*
- *Closure of Master of Science in Textile Sciences*
- *Report to Senate Executive on the Review of the Summer Term Academic Schedule and Academic Schedule for 2021 Summer Term*

- *Extension of Suspension of Admissions to B.Sc. (Hons.) and B.Sc. (Maj.) in Biotechnology, P.B.Dip. in Agrolgy, and Integrated B.Mus./B.Ed., President’s Approval*
- *Changes to Admission Targets: Increase to Admission Target, Bachelor Kinesiology, and Suspension of Admissions to Bachelor of Human Ecology in Family Social Sciences, including the After-Degree Program*

**CARRIED**

## **FOR INFORMATION**

### **6. NEW BUSINESS**

#### **6.1 Report from the President**

Dr. Benarroch spoke to the federal government’s financial update statement announced the previous day, which was heavily focused on COVID. He said it did signal some positive elements, including a deferral on interest on student loans for another year and approximately a \$457 million increase into a summer jobs program. He noted that he will wait to see the details to determine if the University can create jobs for students that will allow it to apply for some of that funding. He added that the statement also signaled a major infrastructure program that would be in place over a five-year period with a significant amount of funding available. He noted that some of the funds will be directed to universities to focus on sustainability and greening campuses. He said the University has identified \$100 million in infrastructure projects in those areas, as well as others that may qualify for this funding.

Dr. Morrill expressed concern that there was no mention of negotiations with UMFA in the President’s written report. She said that members of the University community want to know how the University plans to deal with the impacts of the agreement reached on how members of UMFA feel, and with nothing mentioned in the President’s report, she felt it suggests that there is nothing wrong and nothing that needs to be addressed.

Dr. Morrill provided a brief summary of the steps UMFA took in advocating for financial compensation to offset the impact of COVID-19 on its members. She noted that UMFA felt it was bargaining with the provincial government rather than the University. She stated that the wage opener negotiations and ensuing mediation, resulted in an offer of a zero percent increase to salaries and a token payment to offset expenses incurred by UMFA members related to COVID-19, which she felt was inadequate to cover those expenses.

Dr. Morrill said UMFA had agreed to bring this offer to its members for a vote and with record turnout the agreement was ratified. Dr. Morrill said that after the vote members of UMFA felt very unsupported by the Administration and the resulting negative emotions still remain.

President Benarroch said that the practice has been that labour relations matters are not

discussed in Open Session of Board meetings, which is why the negotiations were not mentioned in the President's Report. He said he was happy that Dr. Morrill raised it and was comfortable speaking to the situation.

He acknowledged that this round of negotiations was extremely difficult as was the timing of it. He noted the many conversations that were held with the Board throughout negotiations, even during the final day of mediation, that he had several conversations with the provincial government trying to find a different path forward. He said he had made clear with the government and the Board, the importance of improving the wage situation and did not succeed this time, in spite of working until the very last minutes to make it happen. He said he remains committed to making sure that UMFA members are paid appropriately, though in the current environment it is difficult to achieve this quickly.

Dr. Benarroch said that he and the Provost have been meeting with faculty councils and heard loud and clear that what Dr. Morrill described is in fact how many faculty are feeling and they have a legitimate reason to feel that way. He expressed his disappointment in the outcome of these negotiations, noting it is not the result the University wanted. He said he is committed to finding a better way moving forward.

Dr. Benarroch noted that a similar situation had occurred with doctors and nurses in the province over years and government eventually stepped in and made major settlements with those two bodies to increase their wages. He said the University's situation with wage structure has happened over many years and the PSSA accelerated what was already a longstanding problem. He noted that University faculty members over the last five years will have received an average of only 0.35 percent salary increases per year, while the rate of inflation in Canada was about 1.7 percent. He said that on cost of living alone, faculty have lost 1.35 percent per year. He noted that this does not account for increases that faculty at other universities received in the same period, which is important as these are the institutions with which the University competes to attract and retain faculty. President Benarroch said he understands how people are feeling, and will work over the next months to find a different way forward to a better solution.

Members of the Board expressed appreciation for this exchange as it is important understand how people are feeling. Dr. Benarroch said he would deliver this information the following day to Senate, adding that it has been heartbreaking to listen to faculty members express their feelings about this. He noted that moving forward is something we all have to work on together, as it cannot be done if we do not find better ways to interact and cooperate. He said there is more work to do with government and with the Board, and noted that the government has asked for some analysis on academic salaries in Canada, which may be a promising sign.

The Chair thanked Dr. Morrill for raising this issue.

**FOR APPROVAL**

7. FROM FINANCE, ADMINISTRATION, & HUMAN RESOURCES

7.1 Amendments to the Governance Documents for the University of Manitoba Pension Plan (1993)

Ms. Lee reported that the Finance, Administration, and Human Resources Committee reviewed the proposed amendments on November 19. She said the Committee recommends that the Board of Governors approve them.

Ms. Andrew stated that the University of Manitoba Pension Plan (1993) (plan) Governance Document was substantively reviewed every three years. She said the proposed amendments are intended to improve clarity and documentation of processes around signing authority and member elections. Ms. Andrew introduced Mr. Bernard Gold, Director of the Pension Office, who would be able to answer questions.

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

**THAT the Board of Governors approve the amendments to the University of Manitoba Pension Plan (1993) (Plan) Governance Document.**

A question was raised about the potential control risk in the proposed change in signing authority to require only one signature. Mr. Gold explained that in the previous version of the document, the Chair of the Pension Committee could sign on their own. He noted that some contracts with the pension custodians do require two signatures, but normally only one is provided. He said an issue arose in the last year where a change required two signatures but only one signing authority was available. The change is intended to improve pension administration workflow and does not relate to due diligence.

In response to a question, Mr. Gold said that there were ten members on the Pension Committee: three who are elected, three who are appointed, and four members appointed by the Board of Governors. Mr. Leclerc added that none of the members are remunerated.

Dr. Morrill commented that the unions have had a concern with the governance structure of the Pension Plan, related to Article 6. She said the structure that existed before the pension reform in 2011 remains in place. She explained that Committee comprises only two employee representatives to represent all the employees in the plan and because they are bound by confidentiality, there is no link between the unions and the Pension Committee. She said this structure provides no mechanism for the Committee and the unions to communicate because the employee representatives cannot share what happens in the meetings.

Regarding the change in signing authority, it was noted that the amendment is being made for the purpose of expedience, yet it seems to pose an internal control risk. Mr. Leclerc stated that the contracts entered into are approved by the Pension Committee and the signature indicates

the execution of the Committee's decision. He added that the signor could not sign something that has not been approved by the Committee.

**The motion was CARRIED.**

## **FOR DISCUSSION**

### 8. Update on Implementation – Office of the Vice-President (Indigenous)

Dr. Benarroch said Indigenous achievement has been a focus of the University, and was the impetus behind commissioning the Report on University of Manitoba Indigenous Senior Leadership, which was completed in 2019. He noted that one of the recommendations of the Report was the creation of a new Vice-President (Indigenous) position. He reminded the Board that Catherine Cook was appointed the first Vice-President (Indigenous) in late 2019 and the Office of the Vice-President (Indigenous) was created shortly thereafter.

Dr. Cook presented to the Board an update on the development of the Office of the Vice-President (Indigenous). She began by providing some background and context of the creation of her office. She said that following the resignation of the Vice-Provost (Indigenous Engagement) two years ago, the University undertook a consultation process to understand what the University community was feeling and what would be relevant to Indigenous senior leadership at the University. She stated that the results of the consultations were analyzed and published in a document that set out recommendations. The report and recommendations were approved by Senate and the creation of the Vice-President (Indigenous) role was approved by the Board of Governors. She described the work underway to implement the Report's recommendations.

#### Indigenous Representation in University Governance, and Executive and Senior Leadership - Office of the President and University Secretary

Dr. Cook said she established an implementation team to consult with Elders and review what other universities are doing in this area to determine how this might be implemented at the University of Manitoba. She emphasized the importance of having the right people in the right place to implement the recommendations. She noted that one of the considerations would be whether it is necessary to change some Senate and Senate Committee processes.

#### Indigenous Leadership and Community - Vice-President (Indigenous)

Dr. Cook said the priorities of the team working in this area include establishing an Elder in Residence to support the office of the Vice-President (Indigenous) and the Office of the President, as well as to establish a permanent Indigenous Advisory Circle. She noted that the Advisory Circle will need a meaningful role and clear terms of reference.

#### Faculty Partners for Reconciliation - Provost and Vice-President (Academic)

Dr. Cook stated that a team has been established to develop a reconciliation action plan. She said that the first meeting focused on the following:

1. Faculties need to develop their own reconciliation action plans;

2. Faculties need to appoint Indigenous administrative leads; and
3. Faculties need to increase Indigenous representation on committees.

Supportive Environment for Indigenous Faculty, Students, Staff and Guests (Vice-President Administration)

Dr. Cook said this project is somewhat behind due to staffing changes in the Office of the Vice-President (Administration) which necessitated transitioning to another project lead and an Acting Vice-President (Administration). She said monthly meetings with the implementation team have begun and working groups have been established to address each recommendation.

Recognizing Indigenous Change Makers (Vice-President External)

Dr. Cook stated that the implementation team has considered the terms of reference, project charter, and tactical plan for implementing this recommendation. She said the team has discussed She added that the team would consult with Elders and Knowledge Keepers, who would be invited to meetings from time to time for input and guidance.

Research that is Respectful of Indigenous Peoples and Context – Vice-President (Research & International)

Dr. Cook said the implementation team will work to “Develop a Framework to Establish Community-Faculty Partnerships for Research and Development”.

In closing, Dr. Cook stated that people are engaged and there are a lot of very excited and passionate people are already working on these recommendations. She added that she is very happy with the support from senior leadership and deans across the university.

Dr. Benarroch noted he expects some retraction in senior administrative positions by the government and he is working to determine where the University is positioned in that regard. He added that permission would be needed from the Minister to exceed the prescribed number.

Members of the Board expressed excitement about the work underway and thanked Dr. Cook for helping them gain a better understanding.

**MOTION TO MOVE TO CLOSED & CONFIDENTIAL SESSION**

It was moved by Dr. Reimer and seconded by Ms. DeSouza-Huletey:  
**THAT the meeting move into Closed and Confidential Session**

**CARRIED**

*Approved 2021/01/26, but not signed.*

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Chair

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University Secretary