

**University of Waterloo**  
**BOARD OF GOVERNORS**  
**Minutes of the Tuesday April 16, 2024 Meeting**  
**[in agenda order]**

**Present:** Nasser Abukhdeir, Michael Ashmore, Marc Aucoin, Aubrey Basdeo, Linda Blair, Jack deGooyer, Catherine Dong, Teresa Fortney, Murray Gamble (chair), Genevieve Gauthier-Chalifour (secretary), Vivek Goel, Rob Gorbet, Neela Hassan, Nancy Heide, Russell Hiscock, Andre Hladio, Bilal Khan, Ellen MacEachen, Dorothy McCabe, Kristiina Montero, Terry Mundell, Rory Norris, David Porreca, Jagdeep Singh Bachher, Kevin Strain, Berry Vrbanovic, Dan Weber, Jennisha Wilson, Stanley Woo

**Guests:** Jean Becker, MaryAnne Chan, Tracelyn Cornelius, David DeVidi, Nenone Donaldson, Michael Dorr, Bernard Duncker, Stepanka Elias, Becky Elming, Paul Fieguth, Melanie Figueiredo, Bruce Frayne, Anne Galang, Diana Goncalves, Mike Grivicic, Sarah Hadley, Angela Herman, Michelle Hollis, Chris Houser, Diane Johnston, Andrea Kelman, Brian Lipskie, Lili Liu, Nick Manning, Jon Mason, Eleanor McMahon, Fayaz Noormohamed, Tracy Primeau, Chris Read, Jacinda Reitsma, Ian Rowlands, James Rush, Karl Schuett, Allan Starr, Brandon Sweet, Mathew Thijssen, Nickola Voegelin, Tim Weber-Kraljevski, Melanie Will, Sarah Willey-Thomas, Peter Wood

**Regrets:** Dominic Barton, Michael Eubanks, Karen Redman, John Saabas, Asher Scaini

**OPEN SESSION**

**1. Approval of Agenda**

- a) Declarations of Conflict of Interest.

There were no conflicts of interest declared.

- b) Approval of Agenda and Consent Items

Norris and Abukhdeir.

**To approve the agenda of the 16 April 2024 Board of Governors meeting, as presented; and, to approve or receive for information consent agenda items 7 a) and b). CARRIED**

- c) Business Arising from the Minutes

There was no business arising from the minutes.

**2. Remarks from the Chair**

The Chair welcomed all to the meeting and offered brief remarks including expression of thanks to outgoing governors Jagdeep Singh Bachher, Chancellor Dominic Barton, Jack deGooyer, Michael Eubanks, Rob Gorbet, Russell Hiscock, Ellen MacEachen, Rory Norris, Kevin Strain, and Stan Woo.

The Chair also welcomed Tracy Primeau and Brian Lipskie, who will be joining the Board on May 1 and were attending as guests to the meeting.

### **3. Report of the President**

#### a) General Update

The President delivered an oral report which included updates with respect to the following:

- Ongoing work on University of Waterloo values arising out of Waterloo at 100;
- Work of the Freedom of Expression Task Force;
- International student visa caps, the University's allotment and anticipated resulting enrolment
- Federal budget announcement and impact on universities, including proposals that will support building of student housing
- Blue-Ribbon Panel responses from government
- Anticipated provincial legislative changes, including Bill 166 – Strengthening Accountability and Student Supports Act, and Cutting Red Tape to Build More Homes Act which will exempt publicly assisted universities from some other regulations
- Revisions to the University's policy on smoking and transition to a smoke-free campus;
- A new Indigenous gathering space expected to be ready by Fall 2024
- Announcement of the Future Cities Institute.

#### b) University Professor Designation

The Board received the report on 2024 University Professor designations, for information.

### **4. Reports from Committees**

#### a) Audit & Risk Committee

Russell Hiscock, Chair of the Committee, presented the report for information.

#### b) Building & Properties Committee

On behalf of the Committee Chair, Jacinda Reitsma, Vice-President Administration and Finance, presented the report for information.

#### c) Governance Committee

##### i. Report from the Chair

Murray Gamble, Board Chair and Chair of the Committee, presented the report for information.

ii. Pension & Benefits Committee Terms of Reference

Teresa Fortney, Chair of the Pension & Benefits Committee, spoke to the proposed amendments to membership composition in the Committee's terms of reference.

Fortney and Hiscock.

**That on recommendation of the Pensions & Benefits Committee, and the Governance Committee, the Board of Governors accept and approve changes the Pension & Benefits Committee terms of reference, as presented. CARRIED**

d) Pension & Benefits Committee

Teresa Fortney presented the report for information.

e) Finance & Investment Committee

i. Report from the Chair

Michael Ashmore, Chair of the Committee, presented the report for Information.

ii. 2024/25 Operating Budget

James Rush, Vice-President Academic and Provost, presented the 2024/25 operating budget. The Board discussed:

- Need for public awareness of the funding of universities and ongoing efforts in this regard;
- International student enrolment and tuition and reasons for decline in enrolment;
- Impact of financial constraints on major projects;
- Ethics used with respect to investments of endowment and pensions, including alignment with the University's values and fiduciary responsibility considerations;
- Need for greater understanding of how reserve funds are built and managed;
- Impact of government policy on study permit applications;
- Request for speaking points to allow Governors to engage in conversation on the issue;
- Opportunities and risks with increases to admissions;
- Impact of student fees; and,
- Need for integrated planning and budgeting, and ongoing efforts in that regard.

Ashmore and Bachher.

**That on the recommendation of the Finance & Investment Committee, the Board of Governors approve the 2024-25 Operating Budget as presented. CARRIED**

## **5. Report of the Vice-President, Academic and Provost**

- a) Amendments to Memorandum of Agreement with Faculty Association and Related Amendments to Policy 76 and 77

Rush and Porreca presented the proposed changes to Policy 76 and 77. The Board discussed:

- Maximum course load as compared to other Canadian universities;
- Frequency of non-teaching term as compared to other Canadian universities;
- Use of pronouns in the proposed policy; and,
- Budgetary impact associated with the proposed changes.

Porreca and Abukhdeir.

**That on the recommendation of Senate, the Board of Governors accept and approve the proposed revisions to the Memorandum of Agreement between the Faculty Association of the University of Waterloo and the University of Waterloo, as presented; and,**

**That on the recommendation of Senate, the Board of Governors accept and approve the proposed revisions to University policies 76 – Faculty Appointments, and 77 – Tenure and Promotion of Faculty Members, as presented; and,**

**That the foregoing are approved in accordance with the agreed terms between the Faculty Association of the University of Waterloo and the University of Waterloo, as presented, and effective September 1, 2024. CARRIED**

- b) Amendments to Policy 3 and Policy 43

Rush and Porreca presented the amendments to Policy 3 and 43.

Porreca and Abukhdeir.

**That on the recommendation of Senate, the Board accept and approve the proposed revisions to University policies 3 – Sabbatical and Other Leaves for Faculty Members (Policy 3), and to 43 – Special Conditions for Employment for Deans (Policy 43), as presented. CARRIED**

## **6. Other Business**

There were no matters for other business.

## **7. Consent Agenda**

The following items were approved, or received for information, as part of the consent agenda:

- a) *Minutes of the February 6, 2024 Meeting*  
**To approve the minutes of the February 6, 2024 Board of Governors meeting, as presented.**
  
- b) *Report of the Vice-President, Academic & Provost*
  - i. *Sabbatical and Administrative Leaves*  
**To approve the sabbatical and administrative leaves, as presented.**

The Board convened in confidential session.

June 7, 2024

SWT/Genevieve Gauthier-Chalifour  
University Secretary

Board of Governors  
Minutes of the Meeting held April 16, 2024