

University of Waterloo
BOARD OF GOVERNORS
Minutes of the Tuesday 31 October 2023 Meeting
[in agenda order]

Present: Nasser Abukhdeir, Michael Ashmore, Marc Aucoin, Aubrey Basdeo, Linda Blair, Jack deGooyer, Catherine Dong, Michael Eubanks, 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, Rory Norris, David Porreca, Karen Redman, John Saabas, Asher Scaini, Jagdeep Singh Bachher, Berry Vrbanovic, Dan Weber, Jennisha Wilson, Stanley Woo

Guests: Cristiana Alkiviades, Jean Becker, Aldo Caputo, MaryAnne Chan, Amanda Cook, Daniela Cross, Charmaine Dean, David DeVidi, Nenone Donaldson, Bernard Duncker, Stepanka Elias, Becky Elming, Paul Fieguth, Melanie Figueiredo, Jenny Flagler-George, Bruce Frayne, Anne Galang, Mark Giesbrecht, Diana Goncalves, Sarah Hadley, Angela Herman, Michelle Hollis, Rob Hunsperger, Diane Johnston, Andrea Kelman, Jennifer Kieffer, Norah McRae, Christine McWebb, Ian Milligan, Catherine Newell-Kelly, Fayaz Noormohamed, Mike Pereira, Chris Read, Jacinda Reitsma, Ian Rowlands, James Rush, Daniela Seskar-Hencic, Greg Smith, Allan Starr, Jeremy Steffler, Mathew Thijssen, Sean Thomas, Tim Weber-Kraljevski, Glen Wepler, Meghan Whitfield, Sarah Willey-Thomas

Regrets: Dominic Barton, Kevin Strain

OPEN SESSION

1. APPROVAL OF AGENDA AND CONSENT ITEMS AND DECLARATIONS OF CONFLICT OF INTEREST

Porreca and Gorbet.

To approve the agenda of the 31 October 2023 Board of Governors meeting, as presented; and, to approve or receive for information consent agenda items 8 through 10 and 16 through 17.

CARRIED

There were no conflicts of interest declared.

2. REMARKS FROM THE CHAIR

Murray Gamble provided opening remarks, which included:

- Thanking Governors for their participation in the Board Retreat, and in particular the KAIROS blanket exercise and Waterloo at 100 Values exercise.
- Congratulate Jagdeep Singh Bachher on his recent appointment as Chancellor.
- Welcome back to Andre Hladio for his reappointment as an LGIC appointee member.
- Welcome to Gen Gauthier-Chalifour as the incoming University Secretary.

3. BUSINESS ARISING FROM THE MINUTES

The Board reviewed the summary of business arising items as presented in the agenda package.

4. REPORT OF THE PRESIDENT

a. General Update

The President delivered a verbal update, which included:

- Welcome to Jagdeep Singh Bachher as Chancellor and to Michelle Hollis as Chief Human Resources Officer.

- Reflections on the Board Retreat.
- Overview of events related to indigenization on campus.
- United Way Month.
- Principles of free expression as it relates to the war between Israel and Hamas.
- Progress and work undertaken following the attack on Hagey Hall.
- Measures introduced by the federal government related to international students.
- Status of the Blue Ribbon Report.
- Change in rankings related to the University of Waterloo and the University's approach to ranking.
- Recent events and upcoming events.

The Board discussed recent news events related to students receiving study permits but not arriving to study.

b. Strategic Plan – 2022-23 Progress Report and Key Performance Indicators

Goel presented the 2022-23 progress report and key performance indicators, noting the shift to a rolling integrated plan. The Board discussed other universities' rankings and associated rationale.

5. REPORTS FROM COMMITTEES

a. Audit & Risk Committee

Russell Hiscock presented the Audit & Risk Committee report to the Board of Governors for information.

b. Building & Properties Committee

John Saabas presented the Building & Properties report to the Board of Governors for information.

c. Executive Committee

Murray Gamble presented the matters deferred to the Executive Committee for information.

d. Finance & Investment Committee

i. Report from the Chair

Michael Ashmore presented the Finance & Investment Committee report to the Board of Governors for information.

ii. 2023/24 Budget Update

Michael Ashmore introduced James Rush, Vice-President Academic and Provost, who delivered the budget update presentation. Rush responded to question regarding the various budgetary pressures impacting the current budget; comparison with international tuition; impact of being over the corridor; the University's financial ratios.

Rush introduced Paul Fieguth, Associate Vice President – Academic Operations, to present the budget model. Fieguth responded to questions regarding the insights provided by current financial reporting systems with respect to the cost of programs; and reallocation of resources across funds across units.

e. Governance Committee

Gamble presented the Governance Committee report to the Board of Governors for information, and Gauthier-Chalifour noted the opportunities associated with the Institute of Corporate Directors (ICD) and Association of Governing Boards (AGB).

f. Pension & Benefits

i. Report from the Chair

Teresa Fortney presented the report of the Pension & Benefits Committee to the Board of Governors for information.

ii. Family Building Benefit

Fortney presented the Family Building Benefit. The Board discussed the cost associated with changes to the health benefits provided to employees and the reason for making the change.

Fortney and Abukhdeir.

Motion: That the Board of Governors approve an amendment to the extended health benefit relative to the In-vitro Fertilization (IVF) provision be approved as follows and made effective immediately:

- Revise coverage by removing the exhaustion of the provincial coverage requirement
- Removing the two-cycle limit for coverage (while maintaining the \$30,000 maximum)
- Extending eligibility

CARRIED with one abstention.

Jagdeep Singh Bachher joined the meeting.

6. REPORT OF THE VICE-PRESIDENT, ACADEMIC AND PROVOST

a. Annual Report to the Board from the Sexual Violence, Prevention, and Response Office

Amanda Cook presented the annual report to the Board from the Sexual Violence, Prevention and Response Office. The Board discussed consideration of gender based violence in addition to sexual violence; contemplation of cognitive groups in the policy; impact of bureaucracy and process on survivors; process for complaints by students against employees; and Indigenous pathways for justice.

7. OTHER BUSINESS

There were no matters for other business.

Consent Agenda

8. MINUTES OF THE 6 JUNE 2023 MEETING

9. REPORT OF THE VICE-PRESIDENT, ACADEMIC & PROVOST

a. Sabbatical and Administrative Leaves

10. REPORT FROM COMMITTEES

a. Governance Committee – Board and Committee Meeting Dates – 2024/25 and 2025/26

The Board convened in confidential session.

23 November 2023

Genevieve Gauthier-Chalifour
University Secretary