

University of Waterloo
BOARD OF GOVERNORS
Minutes of the Tuesday 6 April 2021 Meeting
(Meeting held via Teams)

Present: Nyla Ahmad, Upkar Arora, Peter Barr, Anne Bordeleau, Carol Cressman, Paul Fieguth, Cindy Forbes (chair), George Freeman, Murray Gamble, Martha George, Julia Goyal, Susan Grant, Feridun Hamdullahpur, Russell Hiscock, Andre Hladio, Karen Jack (secretary), Dave Jaworsky, Sheryl Kennedy, Sabrina Khandakar, Ian Milligan, Neil Randall, Karen Redman, Sam Rubin, Max Salman, James Schlegel, Abbie Simpson, Jagdeep Singh Bachher, Jeremy Steffler, Berry Vrbanovic, Stanley Woo, En-Hui Yang

Guests: Sheila Ager, Christiana Alkiviades, Jean Andrey, Sandra Banks, Kathy Becker, Alison Boyd, Dan Brown, Bruce Campbell, Aldo Caputo, Jeff Casello, Mary-Anne Chan, Lois Claxton, Ingrid Cowan, Charmaine Dean, David DeVidi, Robin Duncan, Rob Esselment, Barbara Forrest, Olivia Gadd, Mark Giesbrecht, Moira Glerum, Mike Grivicic, Sarah Hadley, Nancy Heide, John Hirdes, Michelle Hollis, Lee Hornberger, Dennis Huber, Tim Ireland, Glenn Ives, Mike Jack, Ryan Jacobs, Andrea Kelman, Jennifer Kieffer, Meagan Lai, Robert Lemieux, Mark Lisetto-Smith, Lili Liu, Nick Manning, Norah McRae, Samantha Murray, Cathy Newell Kelly, Martin Orwinski, Leanne Perreault, William Pristanski, Alice Raynard, Chris Read, Ian Rowlands, James Rush, Kathleen St. Laurent, Beth Sandore Namachchivaya, Emily Schroeder, Karl Schuett, Alfie Scozzaro, Daniela Seskar-Hencic, Joanne Shoveller, Marlee Spafford, Allan Starr, Kerry Stryker, Sherri Sutherland, Brandon Sweet, Mathew Thijssen, Sean Thomas, Marilyn Thompson, David Timms, Russ Tupling, Mary Wells, Chris Wilson-Smith, Kathy Winter

Regrets: Mike Ashmore, Dominic Barton, Tony Giovinazzo, Lisa Mak

*regrets

OPEN SESSION

1. CONFLICT OF INTEREST

Governors were asked to declare any conflicts they may have in relation to the items on the agenda. No conflicts were declared.

2. REMARKS FROM THE CHAIR

The chair welcomed governors to the meeting and reminded them that it is the last meeting of the governance year. After remarking on her key areas of focus in the agenda (strategic plan updates, matters in the Building & Properties report, the approval of the operating budget, and the reflection session), she asked governors to complete the Board assessment survey which will be distributed following the meeting. She remarked upon and thanked departing governors: CAL, Upkar Arora and Murray Gamble; staff representative Jeremy Steffler; faculty representatives, Anne Bordeleau, George Freeman, Ian Milligan, and Neil Randall; undergraduate student representatives, Abbie Simpson, Sabrina Khandakar, and Sam Rubin; graduate student representatives, Julia Goyal and Max Salman.

3. AGENDA/ADDITIONAL AGENDA ITEMS

The Board heard a motion to approve the agenda as distributed.

Barr and Vrbanovic. Carried unanimously.

Consent Agenda

The Board heard a motion to approve and/or receive for information by consent, items 4-9 below.

Freeman and Steffler.

Governor Grant excused herself due to a potential conflict of interest with one of the items in the consent agenda.

4. MINUTES OF THE 2 FEBRUARY 2021 MEETING

The Board approved the minutes of the meeting as distributed.

5. REPORT OF THE PRESIDENT

Recognition and Commendation. The Board received the report for information.

Sabbatical and Administrative Leaves/Administrative Appointments. The Board heard a motion to approve the sabbatical and administrative leaves as presented in the report. The remaining items in the report were received for information.

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

University Professor Designation. The Board received the report for information.

Department Name Changes – Faculty of Health.

The Board heard a motion to approve changing the name of the Department of Kinesiology to the Department of Kinesiology and Health Sciences.

The Board heard a motion to approve changing the name of the School of Public Health and Health Systems to the School of Public Health Sciences.

7. REPORT OF THE VICE-PRESIDENT, ADMINISTRATION & FINANCE

Incidental Fee Changes.

The Board heard a motion to recommend that approximately \$3.4 million of incidental fees not be assessed for the Spring 2021 term.

The Board heard a motion to recommend that the optional Imprint Student Publication Fee, currently assessed and collected from full-time undergraduate students enrolled on campus courses in Waterloo Region who have not opted out of the fee, also be assessed to part-time students enrolled in on-campus courses in Waterloo Region who have not opted out of the fee at 30% of the full-time fee (\$5.69) per term effective Fall 2021.

8. REPORTS FROM COMMITTEES

Audit & Risk. The Board heard a motion to delegate its authority to approve the University's audited financial statements for the fiscal year ended 30 April 2021 to the Board Executive Committee. The remaining items in the report were received for information.

Governance Committee. The Board received the report for information.

Pension & Benefits. The Board received the report for information.

9. BOARD ASSESSMENT SURVEY

Governors understood that the survey will be distributed following the meeting and were encouraged to participate.

The question was called and the motion carried unanimously.

Grant returned to the meeting.

Regular Agenda

10. BUSINESS ARISING FROM THE MINUTES

There was no business arising.

11. REPORT OF THE PRESIDENT

President's Update. The president spoke to: micro-credentials; the COVID Relief Fund; the recent Ontario budget; activity related to a quantum proposal; the Health Arena; the Committee on Student Mental Health; an update on the PAC-SLC construction. He closed with some commentary on the Fall term and factors informing decision-making.

Strategic Plan Update. Following from the small group discussions held the previous week, James Rush spoke to the Diverse and Sustainable Communities Action Team's outcomes which relate to the student experience. Governors heard about: commitments; ways activities work together to achieve goals; specific initiatives underway re: Indigenization, internationalization, sustainability, and employee engagement; wide-ranging actions related to students in the areas of wellness, equity, and the learning environment; key insights from last week's discussions; next steps; and to close, remarks about the shared responsibility for the student experience across the entire University and acknowledgement of the ways virtually the entire community works to enhance and ensure good student experiences. In discussion: how employees collaborate; ways the Strategic Plan informs initiatives; continuous improvement processes in communications; ways the University works with the student associations; available resources and training; how feedback is incorporated; community building initiatives; the benefits of mentorship; the value of the University's range of societies and clubs; Waterloo's longtime focus on effective teaching; agreement by Rush to continue to update the Board with respect to the student experience.

Policy 14 – Pregnancy and Parental Leaves (including Adoption), and the Return to Work.

Following a brief overview by the president and Marilyn Thompson, associate provost, human resources, of the various improvements to the policy, members heard a motion to approve it.

Hamdullahpur and Bachher.

In discussion: many expressions of thanks from the president and governors for the good work done by the policy development committee; advice that the policy will be effective following Board approval, and will apply on a go forward basis; once approved, Human Resources will communicate the news to the community; agreement by the University Secretary to provide a status update on University of Waterloo policies, and those coming forward in the near future to the Board in June.

The question was called and the motion carried unanimously.

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

Following introductory comments from Rush with respect to the proposed staff salary recommendation, the Board heard a motion to approve the terms and conditions of the compensation agreement with University staff, as outlined in the report.

Steffler and Milligan. Carried unanimously.

13. REPORTS FROM COMMITTEES

Building & Properties Committee. The Board heard a motion to approve the appointment of Diamond Schmitt Architects (together with their sub-consultants*) for the \$30 million renovation to the Joseph Street Warehouse on the Health Sciences Campus.

George and Vrbancic. Carried unanimously.

Governor Cressman excused herself due to a potential conflict of interest with the next item of business.

The Board heard a motion to approve a \$45.25 million total project budget for the Waterloo Eye Institute and appoint HOK architects as prime consultant. The proposed building addition and renovation to the existing Optometry building on Columbia Street will extend eastward between the current patient entrance and loading dock. The clinic modernization plan includes a new eye surgery centre, expanded optical services, state of the art biomedical sciences infrastructure with a goal to provide seamless integration for the full continuum of eye and vision care. Proceeding to tender is contingent on (i) securing 50% of the funding and (ii) developing a plan to raise the balance of the project costs.

George and Gamble.

In discussion: further details about timing and the estimate of expenses; some of the clinical services the centre will offer; the centre's nexus with the School's academic programming and instruction.

The question was called and the motion carried unanimously.

Cressman returned to the meeting.

Joint Report – Finance & Investment Committee and Pension & Benefits Committee. Schlegel spoke to the report distributed with the agenda and the Board heard a motion to approve Mirova Global Equity Fund and RBC Global Equity Focus Fund as investment funds/managers for both the registered pension plan and the university endowment.

Schlegel and Arora. Carried unanimously.

Finance & Investment Committee. The chair briefly spoke to the report distributed with the agenda. He invited James Rush to provide an overview of the 2021-2022 Operating Budget. Governors heard about: budget themes and priorities; ways the strategic plan priorities are being resourced; operating income and expense budget details.

The Board heard a motion to approve the 2021/22 Operating Budget, as described in Attachment 1.

Schlegel and Gamble.

In discussion: expressions of thanks and congratulations to administration on its continued sound management of the University's budget; recognition of the hard work done by the community in ensuring the University remains fiscally strong though prudent and conservative financial management.

The question was called and the motion carried unanimously.

Pension & Benefits Committee. Following a brief review of the report by Barr, the Board heard a motion to approve amendments to the extended health benefit to add a basic vision care plan to reimburse \$85 for eye exams every two years for eligible University of Waterloo employees, retirees, and their eligible dependents as described in this report and effective 1 May 2021.

Barr and Milligan. Carried unanimously.

14. OTHER BUSINESS

There was no other business.

The Board convened in confidential session and the chair invited the vice-presidents and deans to remain.

14 May 2021

Karen Jack
University Secretary