

**Minutes of the United College Board of Governors Meeting**  
**Thursday, February 15, 2024 | 7:00 – 8:30 p.m.**  
**Conducted by Zoom**

**ATTENDEES:** John Abraham, Charlene Hone (non-voting), Tracey Ens, Stephanie Horsburgh, Linda Jussaume, Winnie Lam, Tracy Mann, Allison Matthews, Rick Myers, Uche Onuora, Julia Salvini (Chair), Adam Schneider, Don Shilton, Banuja Sivarasah, Bill Watson  
**REGRETS:** Matt Jamieson, Michaëlle Jean, Tracy Primeau  
**GUESTS:** Bimadoshka Pucan, Laura Ross, Mike Steinmann

1. Salvini welcomed everyone to the meeting.

Permission to record the meeting for notetaking purposes was granted. Hone to delete the recording once draft minutes have been prepared.

2. Board members were asked to declare any conflicts of interest they might have in relation to the items on the agenda. None were declared.
3. **Motion to approve the agenda as presented. (Jussaume/Shilton-Carried)**
4. Guest Presentation. Abraham introduced Dr. Pucan, Assistant Professor, Indigenous Studies.

Pucan described the work behind the hockey camp for Indigenous youth that was developed during one of her classes last term. The initiative was led by Nolan Lee, 4<sup>th</sup> year Health Sciences student who plays hockey for the UW Warriors. He wanted to organize a high performance hockey camp for Indigenous youth to prepare them for their annual Little NHL tournament. Lee was tasked with exploring the 7 Grandfather Teachings for Sports Leadership. While Lee worked on his connections, Pucan looked for funding to support the program. Jean Becker and her staff at the Office of Indigenous Relations funded the hockey program. Jennifer Smerdon provided administrative support, and Roly Webster and Coach Brian were also very supportive.

Liam Fedak, 3<sup>rd</sup> year Health Sciences student is a coaching expert (and also plays for the Warriors) and will help support the initiative once Lee graduates. Lee and Pucan are planning to write a case study for publication about the initiative. They will need to prepare an improved proposal with the hopes of scaling up for next year. They need to figure out how to improve communication across partners, stakeholders, and participants, improve the registration process, and improve how they implement the 7 Grandfather Teachings. Eventually they would like to extend this program to the Women's Hockey team or perhaps a ball hockey camp in the summer/early fall.

5. **Motion to approve the minutes of the Board of Governors Meeting of October 12, 2023 as presented. (Shilton/Abraham-Carried)**

6. Business Arising from October 12, 2023 Board of Governors Meeting – none.
7. Principal's Report. Myers provided a few updates since the report was circulated.

The College has now received a number of bids for the Outdoor Amenities Project. The pricing is competitive, and we anticipate coming in at 15% below budget.

Food services continues to shine with positive reviews across campus. The College has been approached by the Deans at UW to host a bi-weekly lunch in Watsons. This is terrific for College reputation and for building relationships. We are currently working on renewing our contract with Browns (our 3-year contract expires with them in April).

8. Report of the Governance Committee.
  - a. **Motion to approve the A9 – Accessibility Policy as amended (Mann/Casello-Carried)**

**Action: Jason Angel, former College resident and individual with lived experience may be available to consult. Casello to forward contact information to Mann.**

Amendments:

- Third paragraph. "services or facilities to all customers including people with disabilities."
- Notice of Temporary Disruption section. "In the event of a planned or unexpected disruption to services or facilities for customers with disabilities, this organization will notify all students, staff, and guests promptly."

9. Report of the Finance & Investment Committee.
  - a. Investment Report. We ended the year with over 10% return. Investments are doing well, and we are well-positioned for a positive year ahead.
  - b. The F&I Committee has been discussing a new investment strategy. The goal is to align our investment thinking with the values that are important to the College. We are continuing to work on the strategy with Ryan Lynch from RBC and will bring that change forward to the Board when it is ready.
  - c. Operating Forecast. It is shaping up for the College to have a good year, with an anticipated surplus just under \$300K. In May, we will have to decide what to do with the surplus.
10. Report of the Executive Committee.
  - a. Our long-standing practice at United College has been to mirror the University of Waterloo on COLA adjustments for staff and faculty salaries. From 2021 to 2024, UW's COLA was set at 1% per year, the maximum permitted under Bill 124. There was a clause in this adjustment that UW committed to reviewing these amounts if Ontario legislation changed. Since that time, Bill 124 has been struck down by the courts but the

Province of Ontario has appealed. UW's approach for this year was to offer the 1% permitted under Bill 124 and to budget another 2% in reserve in case the appeal was unsuccessful. The College did the same. In October, UW decided to proceed with an additional increase for their staff for this year, retroactive to May 1.

In November, the Executive Committee held a Special Meeting and agreed to move forward with the retroactive salary increase for faculty and staff at the College. Staff received the adjustment with their regular December pay.

**11. Other Business.**

- a. Indigenous Education Council (IEC) Terms of Reference. The original Terms of Reference go back to 2013. They were revised in 2017. There is a mandated review on a periodic basis. The Terms of Reference have recently been revised and are pending Board approval.

The Council formally changed their name from the Indigenous Advisory Circle (IAC) to comply with grant mandates.

The changes mostly affect the membership. The Council must now include someone from the United College Board of Governors (Tracy Primeau currently serves on the Council), people from external Indigenous communities, a representative from the Office of Indigenous Relations (OIR) (currently Jean Becker), the Director of the WISC, and Elders. The role of the University of Waterloo President has been removed. The old terms of reference had appointments that were a shared responsibility of the Principal of the College and the President of the University.

Funds from the ISSF grants were not supposed to be spent on honorariums for members to serve on advisory bodies. The College decided that they would cover the costs of these honorariums in line with regular business practices at the WISC and the University.

**Motion to approve the revisions to the Indigenous Education Council Terms of Reference as presented. (Myers/Sivasah-Carried)**

**12. Motion to move In-Camera with Board members. (Shilton-Carried)**

Ross, Steinmann and Pucan departed.

**13. The meeting adjourned at 9:10 p.m.**

**Notice of Motions Passed:  
Meeting of the Board of Governors on February 15, 2024**

1. Motion to approve the agenda as presented. (Jussaume/Shilton-Carried)
2. Motion to approve the minutes of the Board of Governors Meeting of October 12, 2023 as presented. (Shilton/Abraham-Carried)
3. Motion to approve the A9 – Accessibility Policy as amended (Mann/Casello-Carried)
4. Motion to approve the revisions to the Indigenous Education Council Terms of Reference as presented. (Myers/Sivarasah-Carried)
5. Motion to move In-Camera with Board members. (Shilton-Carried)

Approved without amendments by the United College Board of Governors on April 18, 2024.

Signed, *Chone* Secretary of the Board Date: *April 18, 2024*

Signed, *J. Salvin* Chair of the Board Date: *April 18, 2024*