

**University of Regina Board of Governors Agenda for the Meeting of
Tuesday 4 May 2010, 8:00 a.m. - 12:00 p.m.
Room 527, Administration-Humanities Building**

Call to Order

1. Approval of the Agenda

2. Approval of the Minutes

- 2.1 Board Meeting of 9 February 2010 - *Circulated with the Agenda*
- 2.2 Special Board Meeting of 5 March 2010 – *Circulated to Board Members only*

3. Business Arising

4. Strategic Item(s)

- 4.1 2010-11 Comprehensive Budget Plan – *For Decision (F&F)*, Appendix 1
- 4.2 Tuition and Course Fees 2010-11 – *For Decision (F&F)*, Appendix 2
- 4.3 2010-11 Sustaining Capital Priority Project List including a request for additional funding of the Knowledge Infrastructure Program (KIP) Projects – *For Decision (F&F)*, Appendix 3

5. Administrative Item(s)

- 5.1 Business Student Society Student Levy Fee – *For Decision (F&F)*, Appendix 4
- 5.2 Student Health and Dental Plan Insurance Premium Increase – *For Decision (F&F)*, Appendix 5
- 5.3 Residence Three-Year Rate Increase – *For Decision (F&F)*, Appendix 6
- 5.4 Major Capital Project Development List – *For Decision (F&F)*, Appendix 7
- 5.5 Performance Measurement Framework – *For Decision (A&RM)*, Appendix 8
- 5.6 Governance Practices 2009-10: Compliance with the Adapted TSX Corporate Governance Guidelines, *For Decision (A&RM)*, Appendix 9
- 5.7 2009-10 Annual Report Format – *For Decision (A&RM)*, Appendix 10
- 5.8 May 2010 “Talking Points” - *For Information (GOV)*, Appendix 11

6. Consensus Item(s)

- 6.1 Respectful Work and Learning Environment Policy – *For Decision (HR)*, Appendix 12

7. Reports (For Information)

- 7.1 Chair - *Verbal Report*
- 7.2 Chancellor - *Verbal Report*
- 7.3 President’s Report, Appendix 13
 - 7.3.1 Institutional Dashboard Format – *For Information (GOV)*, Appendix 14
 - 7.3.2 Strategic Question, *For Discussion (GOV)*
- 7.4 URSU President, Appendix 15

8. In Camera Session I

- 8.1 2009-2010 Adjustment to Out-of-Scope Compensation – *For Decision (HR)*, *circulated confidentially*

9. In Camera Session II

10. Items for Information

Audit & Risk Management

- 10.1 Draft Minutes of the Audit and Risk Management Committee of 7 December 2009, Appendix 16
- 10.2 Meeting of the Audit & Risk Management Committee of 3 May 2010, Appendix 17

Distinguished Service Awards

- 10.3 Draft Minutes of the Distinguished Service Awards Committee of 8 February 2010, Appendix 18

Finance & Facilities

- 10.4 Draft Minutes of the Finance & Facilities Committee of 8 February 2010, Appendix 19
- 10.5 Meeting of the Finance & Facilities Committee of 3 May 2010, Appendix 20

Governance and Nominations

- 10.6 Draft Minutes of the Governance and Nominations Committee of 8 February 2010, Appendix 21
- 10.7 Meeting of the Governance and Nominations Committee of 3 May 2010, Appendix 22

Human Resources

- 10.8 Draft Minutes of the Human Resources Committee of 8 February 2010, Appendix 23
- 10.9 Meeting of the Human Resources Committee of 3 May 2010, Appendix 24

11. Adjournment



Annette Revet
University Secretary



Susan Barber
Chair

mâmahowkamâtowin: Our Work, Our People, Our Communities

Our Vision

The University of Regina is a welcoming, student-focused institution that combines deep-rooted values with innovative thinking, classroom theory with real-world practice, and global ideas with regional needs. We aspire to be one of Canada's best comprehensive universities.

Our Mission

<p>The University of Regina . . .</p> <ul style="list-style-type: none">• Provides high quality, accessible education that prepares learners for productive and creative lives.• Produces innovative and relevant research and scholarship to expand human knowledge and support social, environmental and economic development.• Embraces diversity.• Responds to the needs of Saskatchewan peoples, particularly First Nations and Métis peoples.	<ul style="list-style-type: none">• Engages with and serves communities: local, provincial and beyond.• Strives for and promotes sustainability and efficiency.• Offers a welcoming, rewarding study and work environment that fosters creativity, engagement, continuous learning, and the opportunity to succeed.• Recognizes the historic values and cultures of Saskatchewan while preparing for a prosperous and significant future.
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MEMORANDUM

To: Susan Barber, Chair
Board of Governors

From: Vianne Timmons
President and Vice-Chancellor

Date: April 21, 2010

Re: President's Report for 2009-10 (January 28, 2010 – April 21, 2010)

This report gives an overview of my progress on six key areas of priority related to the Strategic Plan that the Board and I identified last summer. An update on my own academic research program is also included. As in the past, a short summary of some of the University's highlights since the last report is included in Appendix 1.

Progress in the six key areas of priority is as follows:

OUR WORK: Teaching, Research and Public Service

▪ **Establish a strategic planning implementation process that is focused on campus engagement**

The Strategic Plan Working Group, which consists of three Associate Vice-Presidents, has reviewed the inventory of the initiatives underway or being launched across the University that will advance the plan. The Group has identified no significant gaps where the plan's goals are not being addressed. The inventory has also informed the recommendation for a new Performance Measurement Framework which is the subject of a Board decision item.

Progress highlights include the following:

- The Strategic Research and Scholarship Plan is in final draft stages following extensive consultations;
- The Campus Master Plan project has been launched with a consultation meeting with excellent attendance from the campus and the community

followed by a successful full-day workshop with approximately 60 participants;

- The Academic Program Review process has been discussed extensively by the academic leadership group, who will shortly begin selecting a consultant facilitator;
- Substantial effort has been invested in assisting First Nations University and forging a new relationship with the organization and its leadership;
- The facilitation/advisory group for the administrative and organizational structure review has been recruited and has begun meeting;
- The Employee Engagement Survey has been administered with a response rate exceeding 50 per cent, which is exceptionally high for such undertakings. Analysis of the data will occur throughout May, with the results to be shared with the senior leadership, who have committed to acting on the results. This survey will be a baseline comparison for the next one, to take place in two years;
- The transition partnership with the Regina Public and Catholic Schools has been very positive and is being renewed. Through this partnership, we together have hired a consultant to help us all better understand and address the needs of our students so they can be successful at University; and
- The call for expressions of interest in College Avenue Campus re-development has been issued, with a positive response from interested parties from Saskatchewan and beyond.

▪ **Improve administrative efficiencies**

The results of the Provincial budget mean that it is more important than ever to pursue administrative efficiencies. Work continued on a number of measures related to this objective.

In April, the University began implementing a PeopleAdmin E-recruitment system, joining more than 500 universities world-wide. This system, which has been customized for the University's needs, provides a fully automated recruitment and selection capability that will reduce the time necessary to hire staff while providing an enhanced capability to communicate with candidates. It will reduce the paper burden which Faculty Search Committees, Department Heads and Administrators face in hiring academic staff members and staff. The first phase was launched in April with competitions for administrative positions (CUPE 1975, APT and Out-of-Scope), and competitions for sessional positions and academic staff members (term and tenure-track) will move over to the system in late May.

The terms of reference have been developed for the organizational review being led by Dr. Harvey King, Director of CCE. As well, the members of the advisory committee have been identified and have begun meeting. They have distributed a survey to campus, and have begun the formal review process.

Also of note is that the Vice-President (Finance) has hired a Co-op student to compile a report of the different options available on campus to improve our sustainability – something that is a key component of the Strategic Plan. This report should be available in the coming weeks.

OUR PEOPLE: Engagement, Diversity, Success and Esteem

- **Build a strong senior leadership team at the University and contribute to the continued development of a strong leadership team at the Board**

Dr. Rick Kleer has been appointed Dean of Arts for a five-year term. He had been serving in this role in an interim capacity for approximately one year, and has done a great job leading his Faculty.

The University held the “Inspiring Leadership” women’s leadership forum in early March, and many employees from the University benefited from attending this event.

Planning is underway for the fall ULT retreat, which will focus on a number of things, including the Strategic Plan implementation, employee engagement, and team building.

As well, a UET retreat is tentatively being planned for mid-May, at which we will continue discussing how we can best work together as a team for the benefit of the University.

- **Continue to focus on stabilizing enrolments**

Reviewing the comparable year-over-year registration statistics using April 15 as the snapshot date, one can see that enrolments are not only stabilizing but growing. The total student headcount for Winter 2010 is up 2.3% from Winter 2009. The University of Regina proper with its increase in undergraduate headcount of 4.2%, representing an increase of 287 students, offsets the federated units, which vary as follows: Champion is down 9.3% or 76 students, Luther is down 7.3% or 42 students, and First Nations University is down 3.2% or 21 students. 77% of this term’s undergraduates are full-time students.

This winter, undergraduates are carrying an average of 10.4 credit hours, a little higher than the 10.3 credit hours they carried last winter. Thus, there are 6,706 full load equivalents at the undergraduate level, an increase of 2.1% over last winter when we had 6,568 full load equivalents.

The Faculty of Graduate Studies and Research has 1,429 students registered, up 101 students over last winter. This is an increase of 7.6%. 46% of graduate students are attending full time. The average credit load for graduate students is 3.6 this year, up

slightly from 3.5 a year ago. The number of Ph.D. students has increased 7.2% over last year, while the total number of International students in the FGSR is up 18.2% or 72 student over last winter.

Looking forward, applications for the Spring/Summer semester are up 30.45% overall, resulting in a current increase of 11% in admitted students.

Preliminary undergraduate applications for Fall 2010 are significantly up over the same time last year with the University of Regina proper showing increases of 12.4% over last year. The University of Regina system as a whole is showing an impressive 9.6% increase in undergraduate applications. Although application stats are merely a trend indicator, it is a positive sign to see such growth in the applicant base of the University.

In the third week in April, Student Recruitment hosted more than 1,000 grade 11 students on campus for several days, giving them an introduction to life at the University of Regina. These students were from the Prairie Valley as well as Regina Public and Catholic School Divisions.

Our Communities: Presence and Partnerships

- **Continue to focus on building relationships with the campus, city, provincial and national communities**

My efforts to build strong working relationships both within and outside the University continued in the time since my last report. On campus, I hosted three “Coffee and Conversation” events with faculty, staff and students, including one in March at the College Avenue Campus. I have also attended and spoken at many campus events, including the Athletics awards, the Teaching and Learning Scholars Showcase, the Long Service Award reception, and the announcement of Stephanie Young’s WED funding for her greywater reclamation project. In addition, I hosted a CFUW-Regina meeting at my home, and attended the Campus Master Planning launch which brought together interested parties from both on and off campus.

Moving beyond the campus community itself, I helped plan and host the second annual “Forward Together” lecture, which brought a large number of people from off campus to the University. I also brought greetings to various events, hosted a breakfast for Regina media, and spoke at Regina Executive Club luncheon. I also spoke at the “Inspiring Leadership” forum, which brought together more than 200 women leaders from across Canada, and was a keynote speaker at the National Congress on Rural Education. By the time the Board meeting takes place, I will have also given a keynote address on “Schools for the Future” to the Canadian Association of Principals annual conference. In March, I was also part of a community outreach event in Saskatoon, meeting with alumni and community and business leaders in that city.

I continued working with officials from different levels of government, particularly in light of the First Nations University of Canada situation. In addition, I met with officials from the Saskatchewan Trade and Export Partnership to discuss areas of mutual interest for our organizations, and I met with the United States Consul-General, as well as Dr. Michael Ignatieff, leader of the federal opposition.

At the same time, I continued my work for the University with respect to national organizations like AUCC and CBIE, and hosted Paul Davidson, the new AUCC president, on campus.

The Board will be interested to know that the honorary degree recipients for the forthcoming Convocation have been decided: Hayley Wickenheiser, Alistair MacLeod, and Tom Jackson. This is an important part of the University's outreach to the larger community, and I am excited that these candidates will be receiving degrees.

- **Engage with the First Nations and Métis communities**

In late January, I was invited to moderate a round-table discussion on Aboriginal educational issues at an AUCC symposium in Toronto, and in March, I participated in the provincial summit on Aboriginal education. These events were timely in light of the First Nations University of Canada funding crisis, which I have played an active role in trying to help resolve.

During this crisis, I have kept the campus informed of key developments, and in February I hosted dialogue meetings for faculty, staff and students both at the University of Regina and at the three FNUUniv campuses. I have met, consulted with and advocated for FNUUniv with different stakeholders, including the municipal, provincial and federal governments. I have remained in close contact with the University's representatives on the FNUUniv working group, providing my guidance and support at every opportunity.

Dr. Gary Boire is working with a Co-op Student to plan an Aboriginal Symposium to be held at the University in the fall. Dr. Lloyd Axworthy has already confirmed his participation as a keynote speaker.

- **My Academic Research**

I am remaining very active in terms of my own academic research program. My HRSDC-funded ESL Family Literacy project which is taking place both in Regina and in Charlottetown has reached an exciting phase. Now that interviews have been completed, transcribed and analyzed, researchers at both sites are creating modules in consultation with the families. This will allow us to run the pilot program this

summer, after which the modules will be refined and the program can be run with the families.

My work on the SSHRC-funded Community-University Research Alliance project on which I am Education Team Lead is also progressing well. Working with two faculty members in the Faculty of Education, the student researcher I hired to work on the project has created a scoping review of existing disability policy in Canada. This review will be one of the topics of discussion when I host the entire 25-member research team at the University of Regina at the end of April. The student is also helping organize a western-Canadian workshop on inclusive education that will take place at the University in November.

A draft final report is almost completed for my Train-the-Trainer family literacy project, and the final report for my CCL-funded “Health and Inclusion” report was accepted by CCL.

As Chair of the 2012 Halifax World Congress for the International Association for the Scientific Study of Intellectual Disabilities, I met with the organization’s executive in March, and the preliminary budget for the conference was approved.

In terms of my publications, my co-edited book entitled *A Long Walk to School: Global Perspectives on Inclusive Education* is in the final stages of completion. I am currently reviewing the next-to-final proofs. In addition, I am co-editor of a book entitled *Exploring Inclusive Teaching Practices through Professional Inquiry*. This book is nearing completion, and I have written a commentary to preface it. The manuscript will be sent to the publisher shortly.

In February, I delivered a keynote address on my research in inclusive education at a conference at Ryerson University. At that conference, I was honoured to received the Canadian Association for Community Living’s National Inclusive Education Award for my and contributions to inclusive education in Canada. The following month, I delivered a keynote address on my rural family literacy research at the National Congress on Rural Education.

The past academic year has been both challenging and rewarding, and although I have much work to do, I believe I have gone a considerable way toward achieving the objectives we set out for the year. I look forward to continuing this work in service to our wonderful University.



Vianne Timmons
President and Vice-Chancellor

Appendix 1

University of Regina Highlights – January 28, 2009 – April 21, 2010

January

- Barb Pollock, Vice-President (External Relations) was named one of the Top Women of Influence in Saskatchewan. She should be congratulated for her leadership and commitment to the University.

- The University of Regina varsity men's curling team consisting of Chris Busby, Jason Obst, Justin Mihalicz, Brad Wallin and Brent Rogers captured the gold medal at the Karuizawa International Curling Championship in Japan.

- In January, the University began an apprenticeship program to help in-house and external candidates in reaching their journey person status in the electrical, carpentry and plumbing trades. The program is designed to recruit and retain external and internal staff members, targeting youth, representative workforce group members and other employee groups.

February

- On February 1, it was announced that through the Institut français, the University of Regina is one of 11 Canadian universities chosen to pilot a program where students have access to government software that will help them prepare for careers in the bilingual civil service.

- The first week in February was Archives Week, and the University of Regina Archives hosted an open house.

- On February 19 and 20, the Institut français hosted a bilingual conference on the status of French in Western Canada that brought together nearly 200 delegates from across Canada. This coincided with the launch by Graham Fraser, the Commissioner of Official Languages, of a report on the vitality of rural francophone communities in Saskatchewan.

- In early February, approximately 20 U of R students completed the month-long Presidents' Leadership Program put on by Johnson-Shoyama Graduate School of Public Policy.

- On February 17, a luncheon was held in honour of Walter Raff, a long-time employee and later volunteer in the University Library. Unfortunately, on the day of the luncheon Walter was unable to attend as scheduled for health reasons, but those present submitted their well wishes and memories which were compiled for him.

March

- On March 9, the kick-off for the Campus Master Plan process took place in the Riddell Centre.
- The Stapleford Lecture took place on March 10, with Anne Doig, President of the Canadian Medical Association, discussing the development of a Patient Quality Charter.
- On March 11, former Campion professor of English Monty Williams presented the Campion's annual Nash Lecture, entitled "The Incarnation and the Stories We Live By."
- The 5th Annual Graduate and Undergraduate Student Research Conference took place on March 12 and 13 – a great opportunity for our students to showcase their work.
- In mid-March, at the CIS Curling Championships, the U of R women's team captured first, and will represent Canada at the World University Games in 2011 in Turkey.
- CCE held a fundraiser for the Brian Campbell Scholarship, in honour of Brian, the former head of Distance Learning who passed away last year. This was a nice way of honouring him and creating a scholarship for a distance student.
- On March 25, Tony Burman, Managing Director of Al Jazeera English delivered the 30th Annual School of Journalism Minifie lecture.
- On March 27, the Department of Philosophy and Classics put on a Graduate Student Symposium together with Luther, Campion and the University of Manitoba.
- On March 30, the University of Regina and the three Federated Colleges held the second annual "Forward Together" lecture by noted author and environmental advocate Richard Manning.
- Holly Hastie retired at the end of March. The university community owes her a great debt for her longstanding work on our emergency planning.

April

- On April 7, the Centre for Teaching and Learning held the President's Teaching and Learning Scholars Showcase. Kathleen Wall, Myrna Pitzel, Doug Durst and Pauline Minevich presented their work.
- On April 9, the HRI's annual Barbara Powell Memorial Lecture took place, with Dr. Mark Roseman talking about the Holocaust.

- On April 7, it was announced that Dr. Greg Marchildon's Canada Research Chair appointment in Public Policy and Economic History was renewed for seven years.
- On April 10, the Faculty of Engineering held its Project Day 2010, where fourth year students presented their final-year design projects. Two of them – Warren Ryberg and David Shymko – won the Ingenuity Award for their space heater operated via text message – featured in the Leader-Post.
- On April 16, the University announced that as of September 2010, smoking on campus will be confined to outdoor designated smoking areas that will be located at least six metres from doorways, windows and air intakes.
- Former URSU President and current Student Recruitment employee and graduate student Mike Burton has been named the winner of a \$20,000 Queen Elizabeth II Scholarship in Parliamentary studies – the only one in Saskatchewan. It is for a student working on studies related to Saskatchewan politics and government, including legislature.
- The University of Regina ATLAS team headed by Kamal Benslama is now collecting data at CERN.
- Dr. Malcolm Wilson, Director of the Office of Energy and Environment, will be assuming the duties of Executive Director of the Petroleum Technology Research Centre (PTRC) effective 24 April 2010 on a temporary basis following the departure of Carolyn Preston.