



**UNIVERSITY OF REGINA BOARD OF GOVERNORS**  
**Meeting of the Board of Governors**  
**Tuesday, September 15<sup>th</sup> via Video Conference (Zoom)**

---

Present: R. Brandvold (Chair), G. Bosgoed, T. Chase, D. Chow, C. Delorme (part), P. Klein, M. Lang, G. Singh Lehal, C. Londoño Sulkin, A. Opseth (part), M. Smadu

Resources: D. Button, d. Gregory, Kathy McNutt, G. Sylvestre

Recorder: P. Daniels

Guests: L. Mitchell, L. Stradeski

**1. Call to order – 8:04 a.m.**

The Chair called the meeting to order.

The Chair congratulated P. Klein on being the recipient of the 2020 Outstanding Philanthropist Award, presented by the Association of Fundraising Professionals – South Saskatchewan. He also recognized C. Delorme for being the recipient of the 2020 ABEX Awards – Community Leader of the Year.

**2. Approval of the Agenda**

Smadu – Londoño Sulkin  
*Moved approval of the agenda as circulated.*

CARRIED

**3. Governor Conflict of Interest**

The Chair asked Board members to declare a conflict of interest should they have one with any of the agenda items. No conflicts were declared.

**4. Approval of the Minutes of July 10, 2020, Minutes of the Special Email Vote of July 27, 2020, and Minutes of the Special Board Meeting of August 20, 2020**

Klein – Londoño Sulkin  
*Moved approval of the minutes as circulated.*

CARRIED

**5. Business Arising – None**

## 6. Strategic Items

### 6.1 Performance Measurement Framework 2020-21 (GOV&NOM)

Smadu – Chase

*That the Board of Governors approve the attached indices and goals for use in the 2020-21 Performance Measurement Framework, the first in the five-year life of the 2020-25 Strategic Plan, kahkiwaw kiwâhkômâkaninawak: All Our Relations.*

M. Smadu introduced the decision item to the Board and noted that a robust discussion occurred at the Governance & Nominations Committee meeting.

T. Chase noted that this framework was developed after broad consultation across the University. He noted that new indices are presented in “green” and the “black” indices are carried over from the previous strategic plan. After approval, individual academic and administrative units will develop their own strategic goals in support of the 2020-25 Strategic Plan.

Discussion followed. Topics included:

- A request to remain attentive to qualitative measures and outcomes
- The difficulty in measuring progress toward increasing Indigenous knowledge

T. Chase noted that student satisfaction will be presented as a narrative in the President’s regular reports, along with other qualitative information supporting the strategic goals.

The Chair reminded Board members of the importance of this document in assessing the performance of the President and the University.

A typo was noted in the title and motion within the decision item. The final version of the 2020-21 Performance Measurement Framework is [appended to the Official File](#).

The question was called on the motion.

CARRIED

## 7. Administrative Items

### 7.1 2020-21 Terms of Reference and Annual Work Plans for the Board of Governors and its Standing Committees (A&RM, F&F, GOV&NOM, DSA, HR)

Smadu – Bosgoed

*That the Board of Governors approves the amendments to the Terms of Reference and Annual Work Plans of the Board of Governors and its Standing Committees.*

M. Smadu introduced the decision item to the Board and noted that each Committee reviewed and approved their individual Terms of Reference and Annual Work Plans. At the Governance & Nominations Committee, the Committee also discussed how meeting agendas are created, and how the work plans provide the basis for regular meeting agendas.

The question was called on the motion.

CARRIED

*(The Chair requested the agenda be adjusted to have 7.2 - 7.4 delayed in order to accommodate attendance of the chair of the Human Resources Committee to present those items for approval).*

#### **7.5 Ramsey Drive and Hamilton Street Road Repair (F&F)**

Bosgoed – Chow

*That the Board of Governors approve the budget increase from \$300,000 to \$550,000 for Phase 1 of the Ramsey Drive Road Repair project. This work was originally funded by Central Funds (\$300,000). Additional funding will be provided by the Facilities Management Preventative Maintenance and Renewal (PMR) budget and College Avenue Campus (CAC) Project (\$250,000).*

The question was called on the motion.

CARRIED

#### **7.6 Statement of Investment Policies & Goals (SIP&G) for Trust and Endowment Fund (F&F)**

Bosgoed – Chow

*That the Board of Governors approves the attached Statement of Investment Policies & Goals (SIP&G) for the University of Regina Trust and Endowment Fund to be effective July 1, 2020.*

G. Bosgoed introduced the decision item to the Committee and noted that this is an annual item that is presented to the Board, and that the recommended changes relate to a change in an investment fund and the timing of required meetings with investment managers.

*(A.Opseth joined the meeting at 8:23 a.m.)*

Discussion followed. Topics included:

- A future presentation and discussion is planned related to the pension plans and related investments at the December meeting of the Board
- Market volatility and its impact on the investments in the Trust and Endowment Fund
- The timing of regular reviews, reporting and meetings with the Fund's investment managers

The question was called on the motion.

CARRIED

#### **7.7 SaskPower Research Chair (A&RM)**

Lang – Chase

*That the Board of Governors approve the creation of a new University of Regina Research Chair titled the SaskPower Chair in Artificial Intelligence.*

M. Lang introduced the decision item to the Board and noted that this is a very positive initiative, given the current economic climate.

T. Chase noted that there are several named chairs on campus and that it's important to continue to pursue partnerships to advance the University's research mission.

K. McNutt acknowledged the work done by the University Advancement & Communications team in securing this funding.

Discussion followed related to the nature of an industry-sponsored chair. K. McNutt confirmed that the Research Chair will retain their academic freedom and there is no limitation on research focus (such as a non-disclosure agreement). However, the researcher and industry partner will typically undertake co-designed processes for mutual benefit.

The question was called on the motion.

CARRIED

## **7.8 Annual Audited Financial Statements for the Year Ending April 30, 2020 (A&RM)**

Lang – Bosgoed

*That the Board of Governors approve the financial statements (Attachment A) of the University of Regina for the year ended April 30, 2020.*

M. Lang introduced the decision item to the Board. He noted that the Committee had a productive discussion the day prior. No concerns were raised by the Provincial Auditor as a result of their audit work, and management appears to have a good working relationship with the audit staff.

T. Chase noted that the delay in the completion and audit of the financial statements was due to impacts of COVID 19 and remote working arrangements, and expressed thanks to the management team and Provincial Auditor's Office for their work.

Discussion followed. Topics included:

- The reason for the increase in utilities compared to the prior year. Although energy use declined, it was more than offset by inflationary and other cost increases
- Clarification of presentation of decreases in financial statement balances, which are presented in brackets
- The decrease in scholarship, bursaries, prizes and grants compared to the prior year reflects that certain scholarship funds are now provided directly to students rather than flowing through the University
- A decrease in the fair value of the assets in the pension plans reflects the declining membership in the Academic & Admin defined benefit plan as well as the performance of plan investments

The question was called on the motion.

CARRIED

## **7.9 2019-20 Annual Report (A&RM)**

Lang – Smadu

*That the Board of Governors approve the draft content for the 2019-20 Annual Report and authorize the Interim President to approve additional material and amendments as necessary to satisfy the Provincial Auditor's requirements, consistent with the draft material.*

M. Lang introduced the decision item to the Board and noted the recent efforts to streamline the annual report.

Discussion followed. The strategic goals related to Truth & Reconciliation present both a strategic opportunity and a risk, if they are not done well. Management provided information on the recruitment of the new AVP Indigenous Engagement and other actions currently underway in response to this strategic area of focus.

The question was called on the motion.

CARRIED

### **7.10 Provincial Audit's Post-Audit Questionnaire (A&RM)**

Lang – Delorme

*That the Board of Governors approves the attached Post-Audit Questionnaire as completed by the University of Regina Management.*

M. Lang introduced the item for decision to the Board and noted that management and the Provincial Auditor's Office have a positive working relationship. As the Chair of the Audit & Risk Management Committee, he will continue to build on this relationship already established.

The question was called on the motion.

CARRIED

*(Item 7.3 was presented prior to Item 7.2, and is reflected as such in the minutes)*

### **7.3 Actuarial Funding Valuation for the Pension Plan for the Academic and Administrative Employees of the University of Regina (HR)**

Opseth – Lang

*That the Board of Governors approve the University's filing of the actuarial valuation at 31 December 2019 for the Pension Plan for the Academic and Administrative Employees of the University of Regina.*

A.Opseth introduced the decision item and noted that the Committee had a good discussion on the valuation results of this plan.

Discussion followed. Topics included:

- Impact of changes in discount rates
- Number of active versus retired non-active members, and future steps that may be taken to reduce financial risk

The question was called on the motion.

CARRIED

### **7.2 Actuarial Funding Valuation for the University of Regina Non-Academic Pension Plan (HR)**

Opseth – Lang

*That the Board of Governors approve the University's filing of the actuarial valuation at 31 December 2019 for the University of Regina Non-Academic Pension Plan.*

A.Opseth introduced the decision item to the Board and noted the financial concerns related to this plan.

D. Button provided more information on the financial health of the plan, and steps taken to maintain viability.

Discussion followed. Topics included:

- The impact of the discount rate assumption on the valuation results

- Discussion and explanation of smoothing, to reduce the impact of market volatility
- Funding required to meet past obligations
- Potential actions to limit future financial risk

The question was called on the motion.

CARRIED

*(C. Delorme withdrew from the meeting at 9:33 a.m.)*

#### **7.4 Respectful University Policy (GOV-100-010) (HR)**

Opseth – Chow

*That the Board of Governors approves the revised policy GOV-100-015 Respectful University as attached (Attachment A).*

A. Opseth noted the importance of this policy to reflect the behavioural expectations of members of the University community.

Discussion followed. Topics included:

- The amendments made to the policy to incorporate common sense discretion when investigating and deciding whether or not to discipline for alleged breaches of the policy
- Process of handling complaints and the typical number of complaints made under the policy
- The role of the Coordinator, Respectful University Services, in assisting individuals with reporting procedures
- Removal of physical violence from the listing of examples of “gay-bashing”, as this is already included in the earlier example of transphobic violence
- Evaluation of conduct according to the objective standard of a reasonable person

The question was called on the motion.

CARRIED

### **8. Consensus Items**

Bosgoed - Londoño Sulkin

Agreed to move items 8.1 – 8.3 as an omnibus motion as follows:

#### **8.1 Parking Bylaw Amendments (F&F)**

*That the Board of Governors approves the updates to the Parking Bylaws, Appendix C, as described below.*

#### **8.2 Trust and Endowment Committee Terms of Reference (F&F)**

*That the Board of Governors approves the attached terms of reference for the Trust & Endowment Committee (TEC);*

*And that the Board of Governors reaffirm that the current five appointees to the Trust & Endowment Committee are:*

- *Dr. R.J. Tomkins;*
- *Dave Button, Vice-President (Administration);*
- *Kelly Kummerfield, Associate Vice-President (Human Resources);*

- *Lamont Stradeski, Associate Vice-President (Finance); and*
- *Financial Analyst (Accounts Payable, Banking & Trust) (ex-officio)*

### **8.3 Walter Raff Collection Development Endowment (F&F)**

*That the Board of Governors approve broadening the purpose of the Walter Raff Collection Development Endowment.*

The question was called on the omnibus motion.

CARRIED

*(The Board had a brief recess from 9:58 a.m. - 10:12 a.m.)*

## **9. Reports**

### **9.1 Chair's Report**

The Board Chair provided a brief update on meetings and activities since the last Board meeting, including:

- Meetings with the presidential search advisory committee, including consultations with Boyden and an unconscious bias workshop
- Conversations and email communications with Interim President Chase
- Conversations with the Minister of Advanced Education regarding issues related to COVID 19

### **9.2 Chancellor's Report**

The Chancellor provided a brief update on meetings and activities since the last Board meeting, including:

- Her participation in the Prince's Operation Entrepreneur with Enactus and the Faculty of Business Administration
- University of Regina Alumnus Dr. Nevan Krogan's presentation on COVID 19 research
- Participation in presidential search advisory committee meetings
- Virtual fall graduate recognition
- Tour of the new Conexus building

The Chancellor also expressed her appreciation for the work by University Advancement & Communications to increase alumni engagement. She also noted the upcoming Inspiring Leadership Forum in March 2021, which will be delivered virtually.

### **9.3 President's Report**

#### **9.3.1 President's Report to the Board**

T. Chase presented his report to the Board and highlighted:

- Increase in student enrolments for spring and summer and expected fall enrolments
- Self-declared Indigenous student enrolment increased significantly compared to the prior year
- Introduction of remote proctoring software, after careful evaluation

- Zero Cost Materials courses assist in reducing costs for students
- Continued communication includes bi-weekly Town Halls and a weekly message from the interim President

T. Chase expressed thanks to the senior leadership team and the Board of Governors in managing the challenges resulting from COVID 19.

Discussion followed. Topics included:

- Increase of Indigenous students likely attributed to remote course delivery options, which are accessible to these students from their home communities
- Transition to remote teaching and learning has resulted in both positive and negative outcomes. Additional instructional design support has been provided to assist instructors.
- Misconceptions regarding remote proctoring

All questions were addressed by T. Chase.

### **9.3.2 Key Messages**

This report is regularly provided for the Board's information. It provides a few key messages for the Board of Governors to speak to in their conversations with community members.

T. Chase noted the upcoming virtual launch of the Mental Wellness Hub and the additional resources allocated to support student counselling services.

### **9.4 Report from Vice-President (Research)**

K. McNutt presented her report to the Board and highlighted the following:

- The recent appointment of Dr. Christopher Yost as the Associate Vice-President (Research)
- Meetings with the Ministry of Environment to advance relationships
- Phase 1 and 2 of the Return to Research Plan has been well-received, with phase 3 launched on September 1
- The University's participation in the Treaty 4 Gathering, including delivering student talks and beading activities

All questions were addressed by K. McNutt.

### **9.5 Committee Chair Highlights**

M. Lang provided an update from the Audit and Risk Management Committee, including:

- Enterprise Risk Management update and Risk Mitigation report
- No significant issues identified in the most recent Internal Audit report
- Statutory remittances are up to date. The University has many statutory remittance requirements
- No major concerns resulting from the third party service provider data breach previously identified to the Board

A question was raised related to resourcing of the Internal Audit department. M. Lang noted that the Committee would continue to monitor.



A. Opseth provided an update from the Human Resources Committee, including:

- Mid-Year senior administration and academic appointment updates
- Timing of the collective agreements that are due in the next year for negotiation

G. Bosgoed provided an update from the Finance & Facilities Committee, including:

- Project updates on Darke Hall Interior and the Business School building
- Enrolments for spring and summer show an increase in credit hours and headcount, however international student enrolments will be carefully monitored
- Reconciliation of the Operating Fund Budget Report to Year End Financial Statements
- Strong fundraising funnel and donor contributions noted in the Development Report

M. Smadu provided an update from the Governance and Nominations Committee, including Committee discussion of a change in transactions involving mineral rights to require Board approval. This change will be made to the Approval Registry the next time it is brought to the Board for decision.

#### **9.6 URSU President's Report**

G. Singh Lehal presented his report to the Board and also highlighted the following:

- URSU is looking forward to future Town Hall events to stay connected to students and hear their concerns
- URSU offered a subsidy to assist students in purchasing a post-secondary transit pass starting in June and through the Fall. URSU is working with the City of Regina to try to make transit passes more affordable for students

A question was raised whether URSU could accept donations from the community for the URSU Cares Pantry. G. Singh Lehal responded by noting that community members can contact URSU to arrange donation drop off.

*(P. Daniels withdrew from the meeting at 10:57 a.m. and L. Stradeski joined at this time.)*

#### **10. In Camera Session I - 10:57 a.m.**

*These items are recorded in the In Camera minutes and are [appended to the Official File](#).*

*(All resources and guests withdrew from the meeting at 11:32 a.m.)*

*(T. Chase withdrew from the meeting at 11:54 a.m.)*

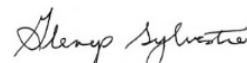
#### **11. In Camera Session II – 11:54 a.m.**

*These items are recorded in the In Camera minutes and are [appended to the Official File](#).*

#### **12. Adjournment - 12:05 p.m. Moved by Londoño Sulkin.**



Roger Brandvold  
Chair



Glenys Sylvestre  
University Secretary