

**UNIVERSITY OF REGINA BOARD OF GOVERNORS**  
**Meeting of the Board of Governors**  
**Tuesday, July 30, 2024**  
**AH 527**

---

Present: A. Russell (Acting Chair), C. Delorme (Board Chair - via videoconference), K. Addison, M. Ahmad (via videoconference), L. Bellegarde, A. Cameron, M. Deters, K. Howlett (via videoconference), J. Keshen, P. Klein, M. Lang

Resources: D. Biesenthal, D. Ford, d. Gregory, G. Sylvestre, C. Yost

Guests: G. Raboud, J. Spitzer, L. Stradeski, M. Voss  
Aon: E. Achtemichuck, J. Schwartz

Recorder: S. Nelson

### **1. Call to order and Introductions**

The Board Chair asked that A. Russell take the Chair for this meeting to better manage and facilitate discussion. A. Russell agreed and called the meeting to order at 8:02 a.m.

#### **1.1 Reconciliation**

The Chair acknowledged that the University of Regina and its federated colleges are on Treaty 4 and Treaty 6 — the territories of the nêhiyawak, Anihšīnāpēk, Dakota, Lakota, and Nakoda peoples, and the homeland of the Michif/Métis nation.

### **2. Approval of Agenda**

Cameron - Klein

*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.

*(All resources and guests with the exception of G. Sylvestre withdrew from the meeting at 8:04 a.m.)*

### **4. In Camera Session**

The Board held an *In Camera* session with management excused.

*(M. Deters joined the meeting at 8:08 a.m.)*

*(All resources and guests returned to the meeting at 8:13 a.m.)*

## 5. Minutes

### 5.1 Approval of Minutes of April 30, 2024

Lang - Cameron

*Moved approval of the minutes of April 30, 2024 as circulated.*

CARRIED

## 6. Business Arising

None

## 7. Strategic Presentation – “Pension Master Trust Investments”

D. Biesenthal introduced the representatives from Aon to the Board and invited them to share their presentation. Highlights of the presentation included:

- Master Trust performance update and risk/return
- Comparison of funded ratios and contribution rates
- Master Trust asset mix and investment management structure
- Responsible investing rules impacting Canadian pensions

At the conclusion of the presentation, discussion followed and included:

- Discount rates and inflation assumptions
- Status of pension plans (defined contribution versus defined benefit, employee versus retiree members)

All questions were addressed by management and the consultants.

*(E. Achtemichuk and J. Schwartz withdrew from the meeting at 8:46 a.m.)*

## 8. Strategic Items

### 8.1 Annual Audited Financial Statements and Reports for the University, Year Ending April 30, 2024 (A&RM)

Lang – Howlett

*That the Board of Governors approves the financial statements (Attachment A) of the University of Regina for the year ended April 30, 2024.*

M. Lang introduced the item to the Board and noted that this year was slightly different with a late settlement of a collective bargaining agreement requiring last minute financial statement adjustments. He reported that the Committee met with representatives from the Office of the Provincial Auditor. No issues, problems, or significant errors were identified in the reports or through discussion with the auditors.

The previously identified matter related to PCards was closed and there were no new recommendations made by the Provincial Auditor.

Discussion followed on the auditors' review of the University's information technology controls, noting that a specialist was engaged to perform this work. The Audit & Risk Management Committee will receive a risk presentation on cyber security at a future meeting.

The question was called on the motion.

CARRIED

## **8.2 Annual Audited Financial Statements and Reports for the Pension Plans, Year Ending December 31, 2023 (A&RM)**

Lang – Deters

*That the Board of Governors approves:*

- 1. the financial statements of the Pension Plan for the Academic & Administrative Employees of the University of Regina for the year ended December 31, 2023 as circulated (Attachment A); and*
- 2. the financial statements of the University of Regina Non-Academic Pension Plan for the year ended December 31, 2023 as circulated (Attachment B).*

M. Lang introduced the item to the Board and noted the presentation from Aon was very relevant to this item. M. Lang summarized the discussion by the Committee the day prior which included investment mix and performance, discount rates and funding. The Committee met with representatives from the Office of the Provincial Auditor. No issues, problems, or significant errors were identified in the reports or through discussion with the auditors.

The question was called on the motion.

CARRIED

## **8.3 Statement of Expenses for Health Care Professional Training and Retention Project for the period of April 1, 2022 to March 31, 2023 (A&RM)**

Lang – Addison

*Moved that the Board of Governors approves the Statement of Expenses for the Healthcare Professional Training and Retention Project for the period of April 1, 2023 to March 31, 2024 (Attachment A).*

M. Lang introduced the item to the Board and noted that the University prepares a statement of expenses for the Healthcare Professional Training and Retention project in support of bilingual nursing, as required by the 5-year funding agreement. No issues were identified by the Provincial Auditor.

The question was called on the motion.

CARRIED

## **8.4 2023-2024 Annual Report (A&RM)**

Lang – Cameron

*That the Board of Governors approves the draft content for the 2023-2024 Annual Report and authorize the 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 item to the Board, noting that the Audit and Risk Management Committee reviewed a draft at its April meeting. The Board was appreciative of the variety and balance of information included within the Annual Report.

It was noted that some formatting and photo quality adjustments will be made before finalization.

The question was called on the motion.

CARRIED

### **8.5 2025-2026 Operations Forecast (A&RM)**

Lang – Addison

*That the Board of Governors approves the attached 2025-2026 Operations Forecast.*

M. Lang introduced the item to the Board. This Forecast includes all anticipated expenditures and is required for submission to the Ministry of Advanced Education.

The question was called on the motion.

CARRIED

*(M. Voss and J. Spitzer withdrew from the meeting at 9:20 a.m.)*

### **8.6 Performance Measurement Framework: 2023-2024 Results (I&I)**

L. Bellegarde introduced the item to the Board and noted some targets were met while others were not fully achieved. The Committee had a very good discussion on this item the day prior.

### **8.7 Performance Measurement Framework: 2024-2025 Targets (I&I)**

Bellegarde – Addison

*That the Board of Governors approves the individual recommended targets (below) for the 2024-2025 Performance Management Framework (PMF), measuring progress on the goals of the 2020- 2025 Strategic Plan, kahkiwaw kiwâhkômâkaninawak: All Our Relations.*

L. Bellegarde introduced the item to the Board, noting that many of the targets were the same as the prior year, to allow for monitoring of trends and continued progress. Others are more dynamic and iterative to adjust to current areas of required focus.

J. Keshen noted that some results may be impacted by how we track Indigenous employees and students as a result of identity verification initiatives.

The question was called on the motion.

CARRIED

### **8.8 President's 2023-2024 End of Year Board Report (GOV&NOM)**

J. Keshen provided highlights from the written report circulated prior to the meeting. He thanked his team for their excellent work and the Board for their support. The majority of the items were completed and those that were not will be completed in the Fall.

### **8.9 President's 2024-2025 Performance Objectives (GOV&NOM)**

Russell – Klein

*That the Board of Governors approves the President's Proposed Objectives for the 2024-2025 academic year as provided in Attachment A.*

J. Keshen noted his proposed goals are grounded in the University's Strategic Plan. The number of objectives was purposely reduced to make it more focused.

Discussion followed regarding expectations for the strategic planning process following the conclusion of the 2020-2025 plan, including engagement/consultation and possible emerging areas of strategic focus.

The question was called on the motion.

CARRIED

## **9. Administrative Items**

### **9.1 Revitalization of the Administration-Humanities Pit (I&I)**

Bellegarde – Cameron

*That the Board of Governors approve a \$4.3M maximum upset budget with Level Three Approval (approval to tender and construct) for the Revitalization of the Administration-Humanities Pit.*

L. Bellegarde introduced the item to the Board and noted this will be a substantial renovation. The cost increases from original estimates are due to additional project scope and costs of construction. Demolition is scheduled to begin shortly.

Management clarified information regarding planned washroom facilities and electrical service.

The question was called on the motion.

CARRIED

### **9.2 Student Wellness Centre Expansion (I&I)**

Bellegarde – Cameron

*That the Board of Governors approve an additional \$100,000 for a new budget total of \$1.25M for the Student Wellness Centre Expansion Project, main floor of Paskwāw Tower.*

L. Bellegarde introduced the item to the Board noting the small cost increase. This project remains an important investment in student service and support.

The question was called on the motion.

CARRIED

**9.3 Saskatchewan Police College Expansion (I&I)**

Bellegarde – Klein

*That the Board of Governors provide \$115,000 Level 1 and Level 2 approval (to complete the full design) to renovate the College West 218 suite into two classrooms to support expansion of the Saskatchewan Police College.*

L. Bellegarde introduced the item to the Board and noted that the costs will be build into the lease with the College.

The question was called on the motion.

CARRIED

**9.4 CKHS Parkade Sealant Project (I&I)**

Bellegarde – Cameron

*That the Board of Governors approve a construction budget of \$250,000 for the Centre of Kinesiology, Health, and Sport (CKHS) Parkade Slab Repairs.*

The question was called on the motion.

CARRIED

**9.5 Artificial Turf Field Facility Site Servicing (I&I)**

Bellegarde – Cameron

*That the Board of Governors approve a \$150,000 budget with Level One and Two Approval (approval to complete the full design) for site servicing that will support future seating, press box and amenities for the artificial turf field (ATF).*

D. Ford explained that this project will respond to communications (live-streaming) and safety needs and will support continued revenue generation through community use. Funding for the project will be provided by the Faculty of Kinesiology and Health Studies.

The question was called on the motion.

CARRIED

**9.6 2025-2026 Board Meeting Schedule (GOV&NOM)**

Russell – Cameron

*That the Board of Governors approves the 2025-2026 Board Meeting Schedule.*

A. Russell introduced the item to the Board and noted this schedule is consistent with previous years.

The question was called on the motion.

CARRIED

*(Board recessed at 9:48 a.m. and returned at 10:20 a.m.)*

## 10. Consensus Items

Klein - Addison

Agreed to move items 10.1, 10.2, 10.3, 10.4, 10.5 as an omnibus motion as follows:

### **10.1 Retire Policy – GOV-020-010 – Creating, Renaming, or Deleting a School or Department**

*That the Board of Governors approve the retirement of GOV-020-010 Creating, Renaming, or Deleting a School or Department (Attachment A).*

### **10.2 Acting President Assignment (GOV&NOM)**

*That the Board of Governors, in the absence of the President for periods of normal business travel, illness, or vacation, approves the following priority for Acting President:*

- 1. The Provost and Vice-President (Academic) or, if absent,*
- 2. The Vice-President (Research) or, if absent,*
- 3. The Vice-President (Administration)*

*If all the vice-presidents will be absent, the President may designate another member of the senior leadership team as Acting President for a period of not more than five days.*

### **10.3 Annual Assessment of Board Governance (GOV&NOM)**

*That the Board of Governors approves the assessment of substantial compliance with the 14 categories as defined in the attached report Governance Practices (Fiscal 2023-2024): Compliance with the Adapted TSX Corporate Governance Guidelines.*

### **10.4 Appointment to Investment and Infrastructure Committee (GOV&NOM)**

*That the Board of Governors approves the addition of the University of Regina Students' Union (URSU) President, Mahad Ahmad, to the membership of the Investment and Infrastructure Committee.*

### **10.5 CIHR-PHAC Applied Public Health Research Chair (I&I)**

*That the Board of Governors approves the CIHR-PHAC Applied Public Health Chair in Promoting Indigenous Wellness and Health Equity through Health Research.*

The question was called on the omnibus motion.

CARRIED

## 11. Reports

### **11.1 Board Chair's Report**

The Board Chair provided highlights from the written report circulated prior to the meeting. He noted that Convocation attendance was especially gratifying, to witness the culmination of our students' hard work.

### **11.2 Chancellor's Report**

The Chancellor provided highlights from the written report circulated prior to the meeting, including the launch of the Chancellor's Graduate scholarships which were awarded to students with post-secondary averages over 90%. When asked why they choose the University of Regina, recipients responded it was because of the professors they will study with.

The Chair thanked P. Klein for her report.

### **11.3 President's Activity Report**

J. Keshen provided highlights from the written report circulated prior to the meeting and also reported on upcoming events and activities including planning for next year's Vanier Cup to be hosted by the University of Regina.

The Chair thanked J. Keshen for his report.

### **11.4 Key Messages**

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

### **11.5 URSU President's Report**

M. Ahmad provided highlights from the written report circulated prior to the meeting.

The Chair thanked M. Ahmad for his report.

### **11.6 Report from the Vice-President (Research)**

C. Yost noted that the 2023-2024 Report on Research was included in the Board package, and verbally provided additional research highlights since the end of April.

The Board congratulated C. Yost on the receipt of a NSERC Discovery grant.

The Chair thanked C. Yost for his report.

### **11.7 Report from the Associate Vice-President (Indigenous Engagement)**

L. Campbell provided a written report for the Board's information.

### 11.8 Committee Chair Highlights

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

- Management has complied with all statutory remittance requirements
- Accounts receivable and bad debt analysis update was provided, and University of Regina experience is aligned with other universities
- The Committee received a report on year-end carry forward balances
- An update on multi-year funding consultations was received; no further updates are anticipated until after the provincial election
- Receipt of the annual ERM and policy update
- Discussion with internal auditor on new global audit standards. Board members are encouraged to read the 'essentials on internal audit' which outlines Board responsibilities. There is a section related to executive management and the Committee encourages this to be read by the executive team as well
- No significant changes in this year's annual litigation update

K. Howlett provided an update from the Human Resources Committee, including:

- Employee engagement survey results were reviewed, noting a change in scoring methodology. Results were positive and next steps are underway, with action plans being created by unit leaders
- Respectful University Report was reviewed, noting a focus on education during the prior year
- Equity, Diversity and Inclusion report was reviewed, noting the shared responsibility with the AVP (Indigenous Engagement) in relation to Indigenous recruitment initiatives

L. Bellegarde provided an update from the Investment and Infrastructure Committee, including:

- As part of the review of PMF results, the Committee discussed the number and nature of requests from government for data and reports, and the information that is provided
- Following the Indigenous procurement update, The Committee had a robust discussion including in relation to the development of relevant web resources, and sourcing of vendors for capital projects

A. Russell provided an update from the Governance and Nominations Committee, including reporting from Executive of Council and Senate.

*(Resources with the exception of G. Sylvestre withdrew from the meeting at 11:07 a.m.)*

### 12. In Camera Session I – 11:07 a.m.

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

### 13. In Camera Session II – 11:12 a.m.

The Board held an *In Camera* session with the President excused.

**14. Adjournment** – 11:25 a.m. Moved by Lang.

Cadmus Delorme  
Board Chair

Glenys Sylvestre  
University Secretary