

BOARD OF GOVERNORS

DOCUMENT 2011-3-02

JANUARY 27TH, 2012
MCGREER 100, 16H TO 18H15

AGENDA

1.	Welcome		R. Gordon	5 mins
2.	Approval of Agenda	<i>Document 2011-3-02</i>	R. Gordon	2 mins
3.	Approval of minutes of the December 2 nd meeting	<i>Document 2011-3-03, attached</i>	R. Gordon	3 mins
4.	Business Arising	<i>No document</i>		
	i. Emergency response protocol		V. Meikle	2 mins
5.	Principal's Report	<i>Document 2011-3-05, attached For information</i>	M. Goldbloom	10 mins
6.	Academic Report	<i>Document 2011-3-06, attached For information</i>	M. Childs	20 mins
7.	Report of the Finance Committee	<i>Documents 2012-3-07 and 07i, to follow For information</i>	G. Blenkhorn	20 mins
8.	Motion for approval of tenure-stream hires	<i>Document 2012-3-08, to follow For approval</i>	M. Goldbloom	10 mins
9.	Report on the Capital Campaign	<i>Document 2011-3-09, attached For information</i>	D. McBride	15 mins
10.	Report of the Governance and Ethics Committee	<i>No document</i>	S. Lloyd	5 mins
11.	Report of the Human Resources Committee	<i>No document</i>	E. Roper	5 mins
12.	Report on the Canada Games	<i>Document 2011-3-12, attached For approval</i>	H. St-Amand	10 mins
13.	Information items			

14. Other business
15. Closed session



BOARD OF GOVERNORS

DOCUMENT 2011-4-03

MEETING OF JANUARY 27TH, 2012
MCGREER 100, 16H

MINUTES

Chair: Robert Gordon

Present: Gesner Blenkhorn, Claude Charpentier, Michael Goldbloom, Scott Griffin, Taylor Johnston, Deborah Langford, Nadia Martel, Michele Murray, Kelly Murumets, William Robson, Elaine Roper, Luce Samoissette, James Sweeny

Participating by phone: Drew Leyburne

Senior Administration: Benoit-Antoine Bacon, Catherine Beauchamp, Michael Childs, Steve Harvey, David McBride, Hélène St-Amand

Regrets: Stephen Lloyd, Royal Orr

Secretary: Victoria Meikle

ITEM 1: CHAIR'S WELCOME

The Chair called the meeting to order.

ITEM 2: APPROVAL OF AGENDA

Jim Sweeny moved approval of the agenda, and Nadia Martel seconded the motion.

The motion carried.

ITEM 3: APPROVAL OF THE MINUTES OF THE JANUARY 27TH, 2012 MEETING OF THE BOARD OF GOVERNORS

Nadia Martel moved approval of the minutes of the January 27th, 2012 meeting of the Board of Governors on and Gesner Blenkhorn seconded the motion.

The motion carried.

ITEM 4: BUSINESS ARISING

At the January 27th, 2012, meeting of the Board, Governors requested a report on the University's Emergency Response Protocol. The Secretary General reported that the item had been postponed until the Director of Security, Dan Major, was available to present it.

ITEM 5: PRINCIPAL'S REPORT

The Principal added a few comments to those contained in his written report, Document 2011-3-05.

Director of Athletics

The Principal announced that Tony Addona, Director of Athletics at Bishop's University for ten years, was retiring from the University. He had accepted a position as a football coach at the *Université de Montréal*.

Sports Centre

The Principal provided an update to the Board on work on the conceptual stage of the Sports Centre. It did not appear that the plan developed by the architects could be executed within the budget and the University was working with the professionals on the project to find design solutions that were within budget.

Winter enrolment and 2012 recruitment

The Principal reported that, while numbers for winter enrolment are not final, he expected final numbers to be close to our target. University revenues are closely tied to enrolment, so meeting our enrolment targets would be critical to meeting the deficit target for fiscal 2011-12.

The Principal noted that changes to Ontario policies in relation to tuition had had an impact on the number of applications to Bishop's from that province, our largest pool of candidates. As of January 1, 2012, the Ontario government is offering a reduction of 30% on tuition for students enrolled in Ontario universities from families whose income is less than \$160,000. Jock Phippen, Director of Enrolment Management, advised that, as of the date of the Board meeting, applications from Ontario were down 9% compared to the same date in 2011. The Recruitment Office was planning several activities aimed at persuading Ontario candidates to register at Bishop's.

Board of the Centre hospitalier de l'Université de Sherbrooke (CHUS)

The Principal advised Board members that he had agreed to serve on the Board of the *Centre hospitalier de l'Université de Sherbrooke (CHUS)*.

ITEM 6: ACADEMIC REPORT

The Vice-Principal Academic, Dr. Michael Childs, gave an overview of his report, Document 2011-3-06.

Tenure Stream Appointments

Dr. Childs spoke to the importance of tenure-stream appointments: although Bishop's benefits from the contributions of many committed part-time faculty, over the medium to long term, tenure-stream academics take responsibility for research consistency and the quality of teaching in the University.

The recommendations of Senate for tenure-stream hires, and the priorities established by Senate, are set out in Dr. Childs' Academic Report. He outlined the criteria used to establish priorities among requests for tenure-stream faculty, and explained that these have evolved from a calculation based on a series of student to faculty ratios to a more nuanced approach including considerations of program integrity.

The Vice-Principal was confident that the recruitment process for tenure-stream faculty would be aligned with the outcome of the review of the Liberal Education, since Academic Officers and members of Senate Planning Committee, who were informed of the reflections of the Ad Hoc Senate Committee on the Liberal Education, were participating in recruitment processes. Among the positions recommended by Senate Planning Committee, some are in disciplines that we will certainly continue to offer at Bishop's; others are in areas where we are confident we can maintain very high levels of enrolment.

Finally, Dr. Childs noted that, for 2012-13, the University has an obligation to make an appointment in the History Department to replace Dr. Cristian Berco, Canada Research Chair in Social and Cultural Difference.

The positions recommended by Senate had been advertised subject to budgetary approval, in order to position Bishop's to attract the best candidates, and the quality of applicants had been extremely good.

Governors indicated that the report of Senate Planning Committee was very useful. Appreciation was expressed for the nuanced approach to the setting of priorities among tenure-stream appointments, and a concern noted that only 1.5 positions recommended were in the Humanities.

ITEM 7: REPORT OF THE FINANCE COMMITTEE

Gesner Blenkhorn, Chair of the Finance Committee, noted that the Committee had met twice during the previous two weeks, and thanked Committee members for their work. He also expressed appreciation for the work of the Vice-Principal Finance and Administration, H el ene St-Amand, and of the Director of Finance, Isabelle Goyette.

The forecast for 2011-12 had been revised to include the impact on University's operating budget of increased contributions to cover the pension fund deficit. The magnitude of the increases was such as to create a risk of missing the deficit target established under the ten-year plan for 2011-12. Expenditures during the remainder of the fiscal year would have to be reduced.

The University maintained its commitment to meeting the deficit target under the ten-year plan of \$428,000 for the 2011-12 fiscal year, and to producing a balance budget for 2012-13. Options for meeting the deficit target for 2011-12 were discussed. The Principal emphasised that, while the University had the option of deferring payments on the pension plan deficit, he and other members of the senior administration regarded this as a course of last-resort. The terms of the pension plan itself were under review by a parity committee made up of equal representation from the APBU and the University.

The University administration undertook to come back to the March Board meeting with a forecast that meets the deficit target. The Board endorsed a process whereby the University would reduce expenditures over the remaining three months of the current fiscal year by the \$410,000 required to meet the deficit target. The University would opt to defer the payment of contributions to the pension deficit for the period from July 1, 2011 to December 31, 2011 only if absolutely necessary to meet the deficit target. The Board endorsed this approach.

During the course of discussion, it was noted that the impact of proposed tenure-stream hiring on the 2012-13 operating budget would be to reduce costs, as retiring faculty are replaced with academics closer to the beginning of their careers. In order to continue to meet the targets of the ten-year plan, the University would need to reduce expenditures in both 2012-13 further, and reduce expenditures planned for 2013-14. The enrolment target of 2400 students would have to be achieved consistently, and the University would have to look for other ways of increasing revenues.

ITEM 8: MOTION FOR THE APPROVAL OF TENURE-STREAM HIRES

Bill Robson moved approval of funding for 9 ½ tenure stream positions as prioritised in the report of the Vice-Principal Academic. Luce Samoisette seconded the motion.

The motion carried.

RESOLUTION 2011-3-01

**APPROVING 9 ½ TENURE-STREAM HIRES
FOR THE 2012-13 ACADEMIC YEAR**

WHEREAS in 2007 the Senate of Bishop's University established criteria to be applied in determining whether or not a departing faculty member should be replaced or a new faculty position added;

AND WHEREAS these criteria were modified in 2009 to take into account considerations of program integrity;

AND WHEREAS Senate Planning Committee reported to Senate on December 12th, 2011 that 16 of the tenure-stream positions requested by Departments and Schools met the criteria established to determine the need for tenure stream positions and priority among requests from different disciplines;

AND WHEREAS Senate approved the recommendation of Senate Planning Committee in relation to the need for 16 positions, and the disciplinary priorities among those positions;

AND WHEREAS the senior administration has produced a projection for 2012-13 that includes funding for ten of these positions (including one half-position) without incurring a deficit;

AND WHEREAS the Finance Committee has discussed the University's current financial projections in comparison with the goals of the ten-year plan;

BE IT RESOLVED THAT the Board of Governors approve the recommendation that ten tenure-stream faculty (9 ½ positions) be hired to take up their positions in 2012-13, in accordance with the priorities established by Senate.

Moved by: William Robson

Seconded by: Luce Samoisette

ITEM 9: PRESENTATION ON THE CAPITAL CAMPAIGN

Dave McBride and Donna Williams presented the preparations for the upcoming capital campaign, including a process overview, organisational chart and next steps. A copy of the presentation is appended to these minutes.

ITEM 10: REPORT OF THE GOVERNANCE AND ETHICS COMMITTEE

The Secretary General reported both the ratings and comments of Governors received in response to the Board survey had been compiled, and that the Chair of the Governance and Ethics Committee would speak to them at the March meeting of the Board.

ITEM 11: REPORT OF THE HUMAN RESOURCES COMMITTEE

Elaine Roper, Chair of the Human Resources Committee, reported that the Committee had met just prior to the Board meeting and had received updates on the impact of the pension plan valuation, the job classification process, and the search for a new Director of H. R. She thankedCarolyn Raymond, the Interim Director of Human Resources, for her work, and Guy Bertrand, who continues to support the Department.

ITEM 12: REPORT ON THE CANADA GAMES

The Chair asked for questions on Document 2011-3-12, the Report of the Vice-Principal Administration and Finance on preparations for the Canada Games.

ITEM 13: INFORMATION ITEMS

Taylor Johnston, President of the Students' Representative Council and Chair of the Committee on Life at the University, spoke to Document 2011-3-13, the report on the allocation of the Student Affairs Budget surplus of \$125,000 among student services and athletics departments.

ITEM 14: ADJOURNMENT OF THE OPEN SESSION

The Chair asked for a motion to adjourn the open session at 6:06 p.m. Jim Sweeny moved adjournment and Elaine Roper seconded the motion. Governors then moved into closed session.

Robert Gordon, Chair

Victoria Meikle, Secretary