

THURSDAY, DECEMBER 18, 2025
BISHOP'S UNIVERSITY
BY VIDEOCONFERENCE

MINUTES

Chair: Murielle Lortie

Present: Daren Bardati, Kent Carson, Nanci Chagnon, Alexandre Demers, Michelle Dunn, Anthony Dumas-Stephenson, Daniel Fournier, Christopher Gokiert, Alexandra Lebel, Sébastien Lebel-Grenier, Pascale O'Bomsawin, Jean-Pierre Perreault, Jessica Riddell, Nicole Riley, Junior Sirivar

Regrets: Alena Perout, Arshad Taseen

Senior Administration: Nick Andrews, Danai Bélanger, Kylie Côté, Julie Desjardins, Valerio Faraoni, Kerry Hull, Margaret B.K. Sherpherd, Jean Manore, Matthew Peros, Jacqueline Scott, Margaret Shepherd

Secretary: Geneviève Gagné

1 CHAIR'S WELCOME

Chair Murielle Lortie called the meeting to order at 3:02 p.m.

2 APPROVAL OF AGENDA

The agenda was approved without modification.

- Disclosure of Conflicts of Interest

Board members were invited to declare any conflicts of interest regarding the items on the agenda. No conflicts of interest were declared by any member.

On a motion duly proposed and seconded, the agenda was adopted as presented.

3 APPROVAL OF MINUTES

The minutes of the Board of Governors' meetings held on November 7, 2025, were presented for approval.

On a motion duly proposed and seconded, the Minutes were adopted as presented with one (1) abstention.

4 BUSINESS ARISING

No items were discussed.

5 PRINCIPAL'S REPORT

Special Advisory on Athletic Operation Sustainability

Principal Sébastien Lebel-Grenier informed Governors that the Committee's work is ongoing and the Board will be updated as the work progresses.

WinterFest

Issues related to resource implications were identified as preventing WinterFest from continuing in its previous format. After consultations with the Operations team and the Students' Representative Council (SRC), a solution was reached: the event will proceed this year in the Quad with several operational adjustments to address the concerns raised. A post-mortem meeting will be held afterward to evaluate the effectiveness of these measures and determine requirements for future editions of the event.

International Students

Principal Sébastien Lebel-Grenier reported that the Quebec Government will continue with the imposition of international students quota, with some adjustments. A key change is that *Certificat d'acceptation du Québec* (CAQ) renewals will no longer count toward quotas, but they will conversely be reduced by 15% over last year. Additionally, the Quebec government chose not to exclude graduate students from the quota structure. A positive development is that the quotas will remain stable for the next two years.

Bill no. 1

Governors were informed that the University submitted a written brief and that Principal Sébastien Lebel-Grenier testified before the National Assembly. While it is not expected that this participation in the consultation process will lead to changes to Bill 1, it allowed to state for the record the concerns of Bishop's University's as a Quebec anglophone institution.

Bill no. 9

The Principal informed Governors of the recent introduction of *Bill no. 9*, which is presented as reinforcing secularism in Quebec. The bill has wide-ranging implications for universities, including changes to the standard for religious accommodation, restrictions on religious practice on campuses, limitations on religious symbols in communications and many other measures. For Bishop's, the Bill could additionally have serious implications for the continued use of St. Mark's Chapel as a place of worship. The University is addressing concerns through a concerted effort with elected officials, communities of worship, including the Anglican Church, and all other Quebec universities.

Provincial Cabinet Changes

An update on the appointment of the new Minister of Higher Education Martine Biron was given. It was noted that heads of Quebec universities met with Minister Biron to discuss financial pressures, enrollment growth, reporting requirements, and upcoming changes to funding envelopes. The financial outlook for next year was noted as being difficult, though the Minister seems committed to providing support to institutions where feasible.

Research Funding Opportunities

Principal Sébastien Lebel-Grenier provided information on new research funding opportunities. The Government of Québec announced new research Chairs aimed at attracting high-level talent from the United States – the University will be preparing proposals. Work is also underway on an application for a *Canada Excellence Research Chairs* position, alongside efforts to benefit from federal talent-attraction programs announced in the most recent budget. The University is seeking to leverage at least one of these programs to support recruitment of high-level research chairs.

A question was raised regarding Bishop's allocation under the Impact Researcher Program. It was noted that Bishop's would have an allocation of approximately \$2 million per year.

6 REPORT OF THE STUDENT'S REPRESENTATIVE COUNCIL PRESIDENT (SRC)

Student's Representative Council (SRC) President Anthony Dumas-Stephenson reported that the SRC received concerns from students regarding *Bill no. 9* and the School of Education's recent communication on government directives. Students expressed apprehension about potential impacts on their rights and well-being. The SRC is preparing a position and will coordinate with the University to ensure consistent messaging.

Elections

A restructured training model for prospective members has been developed, and an all-day Election training session will be held on January 17, 2026, to provide students with comprehensive preparation on elections, campaigning, and the responsibilities associated with serving on the Student's Representative Council Board, including engagement with University stakeholders.

Study Hall and Safe Drive

In collaboration with the *Student Success Centre*, the SRC offered extended study halls during the examination period, along with extended library hours. The Safe Drive program operated nightly from December 3 to 13, 2025, to support student safety, with the service radius increased to 6 km per drive. Usage data and outcomes are currently being compiled.

Blood Drive

A blood drive was held on November 24, 2025, in collaboration with *Héma-Québec*. The event had strong participation with 118 donors.

Examination Care Package

On December 2, 2025, exam care packs were distributed, with a total of 876 packages provided.

WinterFest

President Anthony Dumas-Stephenson noted the planning challenges associated with the event. Following an agreement with the University, the event will proceed with adjustments to address the identified concerns.

Take Back the Night

The *Sexual Culture Committee* held a Take Back the Night event on November 13, 2025, to raise awareness of sexual and gender-based violence. Members of the SRC were present to express support for the cause with many students attending the event.

Holiday Activities

The Student's Representative Council hosted a series of events during the week of November 24, 2025, aimed at boosting student morale and fostering a holiday spirit. The events were well attended.

Remembrance Day

Student's Representative Council President Anthony Dumas-Stephenson noted his presence at the ceremony held by the Town of Lennoxville on November 9, 2025, where a wreath was presented on behalf of the University. On November 11, 2025, SRC Board member Jessie Graddon delivered the land acknowledgment at the ceremony held on campus.

Paw Support Day

In collaboration with *Champlain Regional College*, an activity took place on December 18, 2025, offering students an opportunity to interact with animals through a zoo therapist as a stress-management initiative. Continued interest in future events was expressed.

Advocacy Week

SRC President Anthony Dumas-Stephenson informed the Board members of his attendance at the Canadian Alliance of Student Associations (CASA) meetings in Ottawa from November 17 to 21, 2025, where advocacy focused on student funding and alignment with student realities, and challenges faced by international students.

7 VICE-PRINCIPAL ACADEMIC AND RESEARCH REPORT

The Interim Vice-Principal Academic and Research Dr. Kerry Hull reported on the Tenure-Stream appointment recommendations from Senate, noting that twelve (12) applications were received across nine (9) departments. She explained that the analysis was informed by resourcing and viability reviews, qualitative differentiators, a quantitative matrix, and a risk and needs assessment.

Based on the Senate Planning Committee analysis and recommendation from Senate, a recommendation for four (4) Tenure-Stream appointments was presented to the Board of Governors.

Tenure-Stream Appointments

- William School of Business (Accounting)
- Drama (Contingent upon the proposed merger of Drama, Music and Arts Administration)
- Sports Studies
- Psychology (Quantitative Methods)

The resolution to approve the Tenure-Stream appointments will be presented under Item 8 – *Finance and Audit Committee*.

A question was raised regarding whether a comparable 2017–2024 analysis had been conducted for programs and student enrolment. It was noted that enrolment patterns and program trends are monitored through the research and viability review process, with data available to support comparisons over time, including between 2017 and 2024.

8 FINANCE AND AUDIT COMMITTEE

Financial Forecast and Cash-Flow Overview

Chair of the Committee Kent Carson reviewed the 2025–2026 financial forecast and cash-flow outlook, noting an improved projected deficit of approximately \$400,000 compared to the projected \$1.4 million deficit presented in the 2025-2026 budget, as well as an increase in the University’s cash-flow balance to approximately \$15 million. The projected 2028–2029 cumulative deficit was also noted to have decreased to approximately \$30.5 million. Work to address financial challenges remains ongoing.

Tenure-Stream Position Recommendations

Following discussion, the Finance and Audit Committee recommended that the Board approve the four (4) tenure-stream positions as presented at *Item 7 Vice-Principal Academic and Research Report* by Interim Vice-Principal Academic and Research Dr. Kerry Hull. It was noted that the recommendations reflect extensive work by the Senate Planning Committee and other contributors.

It was reported that risk management activities are planned for the coming year, the related policy will be updated by the Secretary General. The report concluded with the review of the declaration of conformity, with no non-conformity issues noted.

RESOLUTION 2025-05-01
APPROVAL OF THE TENURE-STREAM POSITIONS FOR THE 2026-2027 BUDGET

WHEREAS, at its meeting on April 11, 2025, the Senate adopted a resolution directing that each program and department develop a teaching delivery plan to align with University resources and bring it to a viable position for ongoing curriculum delivery by 2028-2029 at the latest;

WHEREAS, at its meeting on April 11, 2025, the Senate adopted a motion directing the Senate Planning Committee to develop long-term staffing plans covering a 5-10 year horizon for both academic programs and divisions;

WHEREAS, at its meeting on April 11, 2025, the Senate adopted a motion directing the Senate Planning Committee to conduct a Viability and Resourcing review of all programs and departments;

WHEREAS the Senate Planning Committee conducted a Viability and Resourcing review informed by the University Recovery Plan for all departments that requested tenure-stream positions;

WHEREAS the Senate Planning Committee reported to the Senate at its December 5, 2025, meeting that four (4) of the Tenure-Stream positions requested by departments, schools and programs met the criteria established for a position, and established the following priority among the positions for approval by the Board of Governors for the 2026-27 budget:

1. Williams School of Business (Accounting)
2. Drama (Contingent upon the proposed merger of Drama, Music and Arts Administration)
3. Sports Studies
4. Psychology (Quantitative Methods)

WHEREAS the Senate approved the recommendation from the Senate Planning Committee and recommended its approval to the Board of Governors;

WHEREAS the senior administration had produced a financial projection for 2026-27 that includes funding for these positions;

AND WHEREAS the Finance and Audit Committee has discussed the University's current financial projections and has supported the Senate's recommendation for four (4) Tenure-Stream positions, beginning July 1st 2026;

BE IT RESOLVED THAT the Board of Governors approve:

- That four (4) Tenure-Stream positions be allocated as of 2026-27 in accordance with the priorities established by the Senate.

On a motion duly proposed and seconded, the Resolution was adopted as presented with Nanci Chagnon abstaining.

Chair Murielle Lortie left the meeting. Vice-Chair Junior Sirivar assumed the role of Chair.

Sustainable Transportation Program Updates

Chair Alexandre Demers reported that the sustainable transportation program delivered 83 subsidized bus passes to students. He also noted that a new covered bike shelter is now in operation, with nine (9) of the twelve (12) spaces already rented. Discussions with *Communauto* remain ongoing regarding the potential introduction of the shared vehicle service on campus.

Waste Management

An annual waste characterization exercise was conducted, and while notable improvements were observed, some food waste and recyclable materials continue to be disposed of as garbage. Food Services and high traffic building remaining areas presenting the greatest challenge.

Biodiversity

The Community Garden continues to operate at full capacity, and the Bishop's bee farm remains active. Awareness-raising activities were held to promote these initiatives.

Capital Projects

Capital projects completed in 2025 included campus housing renovations, upgrades to Dewhurst cafeteria, McGreer Hall foundation and drainage repairs, and the construction of the secure bike shelter.

Planned projects for 2026-2027 include the Paterson Hall extension and the development of additional large classroom capacity. It was noted that two large classrooms are to be delivered by summer 2026 and summer 2027. Work will also be done at the McKinnon Hall.

Responsible Investment

An update on responsible investment was provided, noting that most recommendations remain on track. It was further noted that, due to the inaccessibility of MSCI Environmental, Social and Governance (ESG) ratings, the University was unable to independently confirm its ESG score.

Kwigw8mna Committee

The Committee's mandate is nearing completion, and a final report will be presented at a later date.

Due to unforeseen site conditions, including soil contamination and soil bearing capacity issues, the projected completion date has been revised from August to the November–December period. It was noted that the project remains within the approved budget of \$18.9 million, with additional costs related to soil conditions, estimated at approximately \$250,000, being absorbed within the project contingency, originally set at 7 %.

A clarification regarding the Paterson Hall reserve was sought. It was confirmed that the deferred maintenance reserve remains intact and has not been used, while a separate reserve to help fund the project has increased since last year.

Chief Information Officer Scott Stoddard provided an overview of the ongoing Enterprise Resource Planning (ERP) project, including the development of a data model to support digital project architecture. Updates were also provided on changes in vendor structure, noting that the procurement approach differs from the previous model. It was reported that a provisional cost formula for services has been identified, with final figures expected to be confirmed in January. It was further noted that the project schedule has been revised, with implementation deferred by one (1) year. The overall project scope and sequencing remain unchanged.

A question was raised regarding whether the revised ERP timeline would impact end-of-life software risks. It was clarified that the delay does not affect any current end-of-life software, including the upcoming end-of-life of the financial software package.

A question was raised regarding the scope of the ERP initiative, specifically whether modules beyond Human Resources are being considered. It was clarified that the project additionally includes Finance and Procurement modules, and that cost estimates and requirements reflect this scope.

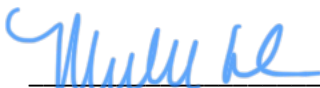
The report concluded with an update indicating that Information Technology project management and asset-tracking processes will be revised to improve efficiency and support faster delivery of core systems initiatives.

Chair Murielle Lortie returned to the meeting and resumed her role.

The open session adjourned at 4:24 p.m.

The closed session with internal members adjourned at 4:45 p.m.

The meeting ended at 4:58 p.m.



Murielle Lortie, Chair



Geneviève Gagné, Secretary General