



DECEMBER 17TH 2021
MINUTES
VIDEOCONFERENCE

- Chair:** Robert Hall
- Present:** Kent Carson, Enzo Evangelisti, Daniel Fournier,
Michael Goldbloom, Brian Levitt, Michel Marleau,
Heather McKeen-Edwards, Cathy McLean, Samia Mihoub,
Suzie O'Bomsawin, Jessica Riddell, Scott Stoddard, Calin Valsan
- Regrets:** Abel Bosum, Jane Brydges, Pierre Cossette, Tova White
- Senior Administration:** Nick Andrews, Reena Atanasiadis, Anthony Di Mascio,
Isabelle Goyette, Claire Grogan, Kerry Hull, Denise Lauzière,
Stine Linden-Andersen, Michele Murray, Jacqueline Scott,
Miles Turnbull
- Guests:** Amy Abe, Gregory Brophy, Jenn Cianca, Georgia LaPierre
- Secretary:** Trygve Ugland

ITEM 1: CHAIR'S WELCOME

Chair Robert Hall called the meeting to order at 3:02 p.m.

ITEM 2: APPROVAL OF AGENDA

Principal Michael Goldbloom requested that items 6, 7 and 8 be moved to the end of the agenda to accommodate Vice-Principal Academic and Research Miles Turnbull who was attending a meeting with the Ministry of Higher Education concerning the rising spread of the Omicron variant of the COVID-19 virus and the impact on Quebec's universities.

The agenda was approved with the revisions mentioned above.

Moved by: Michel Marleau

Seconded by: Jessica Riddell

Motion carried.

ITEM 3: APPROVAL OF MINUTES

The minutes of the November 12, 2021 meeting were approved as presented.

Moved by: Kent Carson

Seconded by: Michel Marleau

Motion carried.

The minutes of the November 29, 2021 email consent vote were approved as presented.

Moved by: Jessica Riddell

Seconded by: Kent Carson

Motion carried.

The minutes of the December 10, 2021 email consent vote were approved as presented.

Moved by: Cathy McLean

Seconded by: Michel Marleau

Motion carried.

ITEM 4: BUSINESS ARISING

There was no business arising.

ITEM 5: PRINCIPAL'S REPORT

Principal Michael Goldbloom reported that Minister of Higher Education Danielle McCann and MNA Geneviève Hébert were at Bishop's on December 16th. Minister McCann announced that the Government of Québec was granting Bishop's University \$1.8M (\$600K per year for 2021-22, 2022-23 and 2023-24) for the Sustainable Agriculture and Food Systems (SAFS) program.

Other issues discussed with Minister McCann during her visit included:

- funding for small universities,
- international student recruitment and enrolment in the context of COVID-19
- conversion of the Norton residence into academic space
- infrastructure needs, including Kwigw8mna and civil engineering
- enhanced teaching of French, and
- prevention of sexual violence.

Principal Goldbloom said that a preliminary report on academic freedom had been released by the Government of Quebec's *Commission scientifique et technique indépendante sur la reconnaissance de la liberté académique dans le milieu universitaire*. He said that more information would be shared with the Board when the *Bureau de coopération interuniversitaire* (BCI) has had time to review the document.

The Students' Representative Council, in collaboration with Student Services, Residence Life and Jack.org, offered 1,000 free exam care packs to students as the Fall semester exam period got underway. Principal Goldbloom was part of the team distributing the care packages and

he said that it was a very positive experience, both for the students receiving the care packages and for the volunteers distributing them.

ITEM 8: REPORT OF THE AD HOC COMMITTEE ON THE PREVENTION OF SEXUAL VIOLENCE

The Chair of the Ad hoc Committee on the Prevention of Sexual Violence, Ms. Cathy McLean, reported that the Ad hoc Committee met on December 10, 2021 to discuss:

- an update of the situation, including the town halls and working groups;
- proposed changes to the Policy for the Prevention of Sexual Violence;
- draft terms of reference for an independent external review of the University's policies, procedures and practices for the prevention of sexual violence at Bishop's; and
- an online tool for the disclosure of sexual violence (REES – Respect Educate Empower Survivors).

Ms. McLean said that the Ad hoc Committee will continue to meet frequently and that the Board would be updated regularly.

ITEM 9: POLICY ON THE PREVENTION OF SEXUAL VIOLENCE

General Counsel Marie-Josée Dufour, reported that the Committee on the Prevention of Harassment and Sexual Violence undertook a new comprehensive revision of the Policy on the Prevention of Sexual Violence in Summer and Fall 2021. M^e Dufour invited the co-Chairs of the Committee for the Prevention of Harassment and Sexual Violence, Georgia LaPierre and Gregory Brophy, to present the revised Policy for the Prevention of Sexual Violence.

Georgia LaPierre reported that the proposed changes to the Policy were based on recommendations from the Sexual Culture Committee of the Students' Representative Council and the Joint Board-Senate Task Force on Equity, Diversity and Inclusion.

The main revisions include:

1. The survivor-centred approach of the *Policy* was reinforced by highlighting the role of the Sexual Aggression Support Coordinator (SARC) as the primary resource and support, and by specifying the various options for disclosure (including anonymous disclosure) that exist for survivors of sexual violence.
2. The procedures on the immediate measures that can be implemented in order to protect the personal security and safety of any member of the University community have been clarified and strengthened.

In addition, the revised *Policy* also includes new measures like an immunity clause for survivors reporting sexual violence which may have occurred while under the influence of alcohol or drugs, a new definition of consent and gender-neutral language.

Dr. Gregory Brophy said that the composition of the Committee for the Prevention of Harassment and Sexual Violence would be modified to add a member of the Sexual Culture Committee as well as a member of a vulnerable group.

RESOLUTION 2021-06-01
FOR THE APPROVAL OF A REVISED
POLICY FOR THE PREVENTION OF SEXUAL VIOLENCE

WHEREAS the Committee for the Prevention of Harassment and Sexual Violence has unanimously approved the revised Policy for the Prevention of Sexual Violence;

WHEREAS the Executive Group has endorsed the revised Policy and recommended that it be brought forward to the Board for approval;

WHEREAS the Association of Professors of Bishop's University (APBU) has been consulted;

AND WHEREAS the Ad Hoc Board Committee for the Prevention of Sexual Violence has endorsed the revised Policy and recommended that it be brought forward to the Board for approval;

BE IT RESOLVED THAT the revised Policy for the Prevention of Sexual Violence is approved.

Moved by: Kent Carson

Seconded by: Heather McKeen-Edwards

Motion carried.

ITEM 10: JOINT BOARD-SENATE TASK FORCE ON EQUITY, DIVERSITY, AND INCLUSION

The Chair of the Joint Board-Senate Task Force on Equity, Diversity, and Inclusion, Dr. Jenn Cianca, presented the Task Force's annual report.

Dr. Cianca reported on three developments that have occurred in the past year as a direct result of the Task Force's recommendations and consistent effort:

1. The University implemented the Task Force's recommendations that an EDI Special Advisor be hired.
2. The University has partnered with CCDI (the Canadian Centre for Diversity and Inclusion) to provide ongoing training open to all employees through webinars, conferences, and on-demand training opportunities.
3. The University became one of the originating signatories of the newly-released Scarborough Charter on Anti-Black Racism, on the unanimous recommendation of the Task Force membership.

The Chief of Staff, Ms. Denise Lauzière, introduced Ms. Amy Abe, the Special Advisor – Equity, Diversity and Inclusion. Ms. Abe, who graduated from Bishop's in 2003, has over 15

years' experience in change readiness, intercultural competence, Indigenization, decolonization and EDI.

Chair Robert Hall asked what the University's response was to Bill 21, *An Act Respecting Laicity of the State*, especially given the recent removal of a professor from a Quebec classroom for wearing a hijab.

Principal Goldbloom said that in April 2019, just after the bill was announced, he had shared his views with the Bishop's community. He noted that faculty members in the School of Education had signed a statement criticising the legislation. He also reported that the issue had been raised at the Senate meeting held on December 10, 2021

Chair Robert Hall indicated that he and the Principal would consider whether it would be appropriate for the Board to adopt a formal position on the matter.

RESOLUTION 2021-06-02
SUPPORT FOR THE
JOINT BOARD-SENATE TASK FORCE ON
EQUITY, DIVERSITY, AND INCLUSION

BE IT RESOLVED THAT the Board of Governors accepts the annual report and expresses its support for the Joint Board-Senate Task Force's ongoing work to advance equity, diversity and inclusion at Bishop's University.

Moved by: Heather McKeen-Edwards

Seconded by: Jessica Riddell

Motion carried.

ITEM 11: REPORT OF THE FINANCE AND AUDIT COMMITTEE

The Chair of the Finance and Audit Committee, Mr. Michel Marleau, reported that the Committee discussed the results of the call for tenders for the Auditor of the University's financial statements and the appointment of the Auditors for the 2021-22 fiscal year.

In November 2021, the University issued a public call for tenders for year-end audit services.

Raymond Chabot Grant Thornton (RCGT) was the winner of the process as it had the submission that conformed with the criteria defined in the call for tenders document and submitted the lowest price.

RESOLUTION 2021-06-03
APPOINTMENT OF THE AUDITORS FOR 2021-22

WHEREAS Raymond Chabot Grant Thornton (RCGT) is the selected firm following the public call for tender issued by the University in November 2021;

WHEREAS the Finance & Audit Committee of Bishop's University recommends the

appointment of RCGT as auditors of the University for the year ending April 30, 2022, in accordance with the mandate outlined in the 2021 call for tender;

WHEREAS the fee for the 2021-22 audit is set at \$76,700 and any additional mandates will be billed separately;

AND WHEREAS the Finance & Audit Committee recommends that Isabelle Goyette, Vice-Principal Finance and Administration, be authorized to sign any and all documents relating to this contract;

BE IT RESOLVED THAT the Board of Governors approves the appointment of RCGT as auditors of the University for the year ending April 30, 2022;

AND BE IT FURTHER RESOLVED THAT Isabelle Goyette, Vice-Principal Finance and Administration, is authorized to sign any and all documents relating to this contract.

Moved by: Michel Marleau

Seconded by: Kent Carson

Motion carried.

ITEM 13: REPORT OF THE SUSTAINABLE DEVELOPMENT COMMITTEE

The Chair of the Sustainable Development Committee, Ms. Suzie O'Bomsawin, reported that the Committee met on November 30, 2021 to discuss the 2020-24 Sustainable Development Plan and receive updates on the Sustainable Development action plan and on three working groups (Tree care and Biodiversity, Certifications and commitments, Waste management).

Mr. Michel Marleau asked whether the proposed new vehicle charging stations would be Type 2 or Type 3.

Vice-Principal Finance and Administration Isabelle Goyette said that the University had not yet decided. Type 3 charging stations or fast charging stations can charge much more quickly, however not all electric vehicles can handle the power requirements (Type 3 typically charges at 50 kW whereas Type 2 is typically 6 kW).

Mr. Michel Marleau asked how confident the University is about achieving carbon-neutrality by 2030.

Ms. Goyette said that environment sustainability consultants estimated the University was only \$20K worth of carbon credits short of being carbon-neutral. This year the same consultants will re-do a complete carbon assessment. Ms. Goyette said she was confident that Bishop's would be carbon-neutral before 2030.

ITEM 14: REPORT OF THE AD HOC OVERSIGHT COMMITTEE FOR THE STUDENT CENTRE

The Chair of the Ad Hoc Oversight Committee for the Student Centre, Mr. Kent Carson, presented the final report of the Student Centre. He thanked Ms. Nadia Martel, Ms. Isabelle Goyette and Dr. Stine Linden-Andersen for their commitment to the project.

Mr. Kent Carson left the meeting at 4:03 p.m.

ITEM 15: REPORT OF THE AD HOC OVERSIGHT COMMITTEE FOR KWIGW8MNA

Dr. Samia Mihoub, a member of the Ad hoc Oversight Committee for Kwigw8mna reported that since the last report to the Board on October 1st 2021, there had been no significant changes in risk levels for the project timelines or budget. The work on the building is scheduled to be completed in April 2023 and the work on the grounds is scheduled to be completed in August 2023.

ITEM 16: PEDESTRIAN AND BIKE PATH

Vice-Principal Finance and Administration Isabelle Goyette reported that as part of the agreement between Bishop's University and the Ministry of Transport of Quebec (MTQ), related to the highway 410 extension project, the MTQ had agreed to build an access road connecting a path from the Agriculture Canada Experimental Farm to the Sports Centre.

The access road will cross the Léopold-Clément stream and a culvert will be built there. The work is being carried out in the 0-20-year and 0-100-year flood zone of the Saint-François River. The access road will allow access to the University's property from Glenday Road.

RESOLUTION 2021-06-04
ACCESS ROAD FROM THE
SPORTS CENTRE TO THE AGRICULTURE CANADA EXPERIMENTAL FARM
AND
DELEGATING SIGNING AUTHORITY FOR THE PROJECT

WHEREAS Bishop's University must obtain an authorization from the *Ministère de l'Environnement et de la Lutte contre les changements climatiques* (MELCC) concerning the project to create an Access Road from the Sports Centre to the Agriculture Canada Experimental Farm;

BE IT RESOLVED:

THAT the University undertakes to send, if required and when the work is completed, a certificate of compliance with the MELCC conditions, no later than 60 days after the end of the work;

THAT the University undertakes to pay the fees relating to this request, including any financial contribution determined by the MELCC to compensate, if applicable, for the damage to wetlands or bodies of water provided for in section V.1 of Chapter IV of the Environment Quality Act;

AND BE IT FURTHER RESOLVED that the Board of Governors authorizes either one of the following two individuals (Isabelle Goyette, Vice-Principal Finance and Administration and David Lacroix, Manager Capital Planning and Projects), to sign documents pertaining to this project.

Moved by: Cathy McLean
Seconded by: Brian Levitt

Motion carried.

ITEM 17: COPIBEC (COPYRIGHT CONTRACT)

Vice-Principal Finance and Administration Isabelle Goyette reported that Copibec provides Quebec universities with licences to photocopy and/or reproduce electronically a broad range of copyright material. The universities pay Copibec for these licences, through a general licence fee and through specific licences to cover material not included in the general licence. The costs of the general licences are passed through to our students as ancillary fees (frais institutionnels obligatoires, or FIO).

RESOLUTION 2021-06-05
APPROVAL OF THE
2021-24 AGREEMENT WITH COPIBEC

WHEREAS Quebec universities have negotiated the attached agreement regarding the reproduction of copyright materials in Quebec for a term of three years, from June 1st 2021 to May 31st 2024;

BE IT RESOLVED that the Board of Governors of Bishop's University approves the attached agreement between Copibec and Bishop's University.

AND BE IT FURTHER RESOLVED THAT Trygve Ugland, Secretary General and Vice-Principal Government Relations and Planning, is authorized to sign the agreement on behalf of the University.

Moved by: Brian Levitt
Seconded by: Jessica Riddell

Motion carried.

ITEM 18: REPORT OF THE SRC PRESIDENT

Students' Representative Council President Enzo Evangelisti reported that the SRC recently created a Sexual Assault Response and Prevention Action Plan, which included the creation of a SRC Sexual Misconduct Policy, Safer Spaces Policy and an SRC Meetings Policy. The SRC also approved the implementation of mandatory Consent Culture Training for all SRC staff, elected members, club leads, and volunteers which will begin in January 2022.

Mr. Evangelisti reported that the SRC recently adopted MealCare as a service of the SRC. MealCare is a Canadian non-profit whose mission is to help food vendors decrease the amount of food going to waste by providing emergency food aid to food-insecure members of the community. The SRC will be working with MealCare and students to reduce food waste from Dewhurst Dining Hall by redistributing food that would otherwise go to waste, to organizations like the Partage St-François.

Mr. Evangelisti said that the distribution of exam care packages was very well received by students who expressed their gratitude for the thoughtful gesture.

Unless prohibited by Public Health directives, Winter Orientation will be held as planned with most activities occurring outdoors.

ITEM 6: COVID-19 UPDATE

The Dean of Student Affairs, Dr. Stine Linden-Andersen, reported that 99% of students in residences had received two vaccinations. As of December 17th, in Fall 2021 there had only been a single two-person outbreak on campus and there were 47 final exams yet to be administered.

Vice-Principal Academic and Research Miles Turnbull briefed the Board on the meeting he had just attended which was held by the Minister of Higher Education for the heads of the Quebec universities. Dr. Turnbull said that on December 21st, the Quebec Government would issue an official decree on COVID-19 restrictions with the aim of limiting the spread of the new COVID-19 Omicron variant as much as possible.

Dr. Turnbull said that most universities would announce the delivery method for Winter 2022 before the end of the Fall 2021 semester. The Winter 2022 Public Health measures appear similar to Fall 2021 measures. However, Dr. Turnbull said that the Public Health measures may change at any time in response to the evolution of the pandemic.

Principal Goldbloom said that the Academic Officers and the Executive team would be meeting to discuss a communication for students regarding the Winter 2022 semester.

ITEM 7: ACADEMIC REPORT

Vice-Principal Academic and Research Miles Turnbull reported that recruitment for tenure-stream positions had started. Associate Vice-Principal Academic Claire Grogan and the department of Human Resources are supporting the Appointment Committees in pursuit of the University's objective of increasing the diversity of its faculty.

Dr. Turnbull announced that the Director of Research and Graduate Studies, Dr. Amy Svoletis, had been elected the President of the *Association des administratrices et administrateurs de la recherche universitaire du Québec (ADARUQ)*.

ITEM 8: STRATEGIC ENROLMENT MANAGEMENT PLAN

Vice-Principal Academic and Research Miles Turnbull and Vice-Principal Finance and Administration Isabelle Goyette presented the Strategic Enrolment Management (SEM) Plan.

Strategic Enrolment Management Planning is a key priority in the University's Strategic Framework (Priority 7.1):

Grow and optimize enrolment by creating a Strategic Enrolment Management Plan that establishes targets for the number and mix of our student population (Quebec vs. Rest of Canada, international vs. Canadian; undergraduate vs. graduate).

In Winter 2020, consultants from the American Association of Collegiate Registrars and Admissions Officers (Dr. Tom Green and Dr. Stanley Henderson), came to campus to complete an assessment of the University's enrolment management. Based on the assessment by Dr. Green and Dr. Henderson, the SEM Steering Committee, co-chaired by Dr. Turnbull and Ms. Goyette, identified five goals to be attained by 2027 to aid the University in ensuring its financial sustainability:

- Goal 1: Grow the population of Full-time students from 2600 to 3000
- Goal 2: Improve undergraduate student three-year retention rate from 72% to 80%
- Goal 3: Increase the number of Full-time graduate students from 7% to 15%
- Goal 4: Increase the Quebec student population to 55% of all students
- Goal 5: Increase the number of students from designated equity-seeking/ underrepresented groups by 10%

Each goal is supported by strategies which provide a framework for achieving the goal and tactics which are actions or programs on how to implement the strategies.

The SEM Planning Committee was supported by a Data Committee, a Retention Committee and a Recruitment Committee which met regularly over the past year to develop the strategies and tactics.

On October 13th and October 27th 2021, the draft SEM Plan was presented to the Bishop's community and on December 10th it was presented to Senate.

Ms. Cathy McLean suggested that the Athletic coaches could be consulted for recruitment guidance.

Dr. Turnbull said that members of the coaching staff were consulted during development of the Recruitment and Retention goals, strategies and tactics.

Mr. Michel Marleau asked how the University intended to market Liberal Arts to the francophone population.

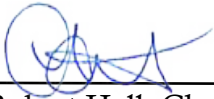
Ms. Jacqueline Scott said that she refers to a liberal education as being comparable to the education one would receive in a "collège classique".

Chancellor Daniel Fournier suggested a communication strategy to promote Bishop's University as a whole, rather than focussing on how to explain liberal arts or repeating the notion that the University is 'the best kept secret'.

Principal Goldbloom said that a marketing strategy would be required to promote the University and support the attainment of the enrolment goals.

The open session ended at 5:04 p.m.

The meeting ended at 5:37 p.m.



Robert Hall, Chair



Trygve Ugland, Secretary