

**Board of Governors
Minutes of Meeting****Date:** April 25, 2024**Time:** 4:02pm-7:12pm**Room:** Freed-Orman Commons, Assumption Hall, University of Windsor**Members:** Daniel Ableser, Ken Alexander, Chris Baillargeon (virtual), Fazle Baki, Carolyn Brown, John Cappucci (virtual), Brian Cowell, Shari Cunningham, Ferruccio Da Sacco, Megan Evans (virtual), Tiffany Gooch (virtual), Robert Gordon, Ghallia Hashem, Eric Joshi, Lisa Milne, Irene Moore Davis, Celso Oliveira, Beth Ann Prince, Helga Reidel (Chair), Jennifer S. Rooke, Mike Ruthard (virtual), Debbie Sheppard-LeMoine, Brahmjot Singh, Mario Sonogo, Bruce Tucker, Bill Van Heyst (virtual), Lionel Walsh, Elaine Whitmore (virtual), Susan Williams.**Regrets:** Rana Olwan, Teresa Piruzza.**Administration and Guest Speakers:** Robert Aguirre, Judy Bornais, Chris Busch, Ray Darling, Krista Devine, Jody Fraser, Beverley Hamilton, Gillian Heisz, Kaye Johnson (virtual), Shanthi Johnson, Dusty Johnstone, Ryan Kenney, Andrew Kuntz, Erika Kustra, Charlie Simpkins, Vincent Yeung; Yvonne Arnowitz (Associate University Secretary (Board)), Renée Wintermute (University Secretary).

*Declaration of conflict of interest and reminder of confidentiality: none reported.**Although items were not discussed in sequential order, the minutes do reflect the agenda order of business.***1 Approval of the Agenda****MOTION:** That the Agenda be approved.Joshi/Cunningham
CARRIED**2 Minutes of the meeting of February 27, 2024**
*(see document BG240227M for more details.)***MOTION:** That the minutes of the meeting of February 27, 2024 be approved.Walsh/Williams
CARRIED**3 Business arising from the minutes**
None to report.**4 Outstanding Business/New Business****4.1 Reports****4.1.1 Remarks from the Chair**

NOTED:

- Congratulations to Board members Irene Moore Davis, recipient of the Alumni Award at the April 3rd Equity, Diversity, and Inclusion Awards Celebration, and Beth Ann Prince, recipient of the Alumni Ambassador Award at the April 11th Alumni Awards of Excellence. Jennifer Jones, Past Board Chair, was also awarded the Alumni Award of Merit.

4.1.2 President's Report

(see document BG240425-4.1.2 for more details.)

General Update

NOTED:

- The President provided an update on current and upcoming initiatives and events, including: the naming of the new Residence to Rodzik Hall; partnering with YMCA to align resources and programming; Turtle Island House progress; and impact and next steps with Bill 166 (Strengthening Accountability and Student Supports).
- Congratulations to Dr. Charlene Senn, Applied Social Psychology Professor and Canada Research Chair, and Dr. Narayan Kar, Electrical and Computer Engineering Professor and Canada Research Chair, for being recognized as Distinguished University Professors.
- Board members are encouraged to attend Spring Convocation Sessions which will be held June 4- June 7, 2024. 5,220 students have applied or are eligible to graduate.

Addressing Identity-Based Violence on University Campuses

NOTED:

- It was noted that as a result of the impact of global conflict, increased polarization, personal and familial connection, and social media, there are heightened concerns regarding identity-based violence, including: Antisemitism, Islamophobia, and Anti-Arab and Anti-Palestinian racism.
- Members were reminded of the University's commitment to free expression, noting the importance of advancing understanding of the difference between open and challenging discourse and expressions of threats, violence and hatred against identifiable groups.
- An overview of the Boycott, Divestment, and Sanctions (BDS) movements was provided. BDS motions have been adopted by the UWSA and WUFA calling for "academic and financial divestment from the government of Israel, its products and in keeping in with their RI policy."
- Members were reminded that the UWSA and the University are two distinct and separate entities, and that UWindsor is not held to motions passed by UWSA. Once a formal letter from UWSA is received, it will undergo committee review in light of current policies, including the Responsible Investing (RI) policy, and consistent with fundamental principles of higher education, including academic freedom.
- Current and planned strategies and frameworks for addressing identity-based violence were reviewed.
- Several questions were raised by a board member regarding specific allegations of antisemitism on campus, reported in media. The role of the Board in these matters was discussed. The Board was reminded that it has oversight over operational matters, and that its role is one of policy-making and oversight and not management of operational matters or executive decision making. Its role is to ensure that appropriate operational policies, controls, and agreements are in place; the implementation which falls under the purview of management.
- In response to questions, it was noted that the University investigates formal complaints and addresses other concerns raised in public forums that have been brought forward for further review consistent with the regular complaints-driven processes, and aligned with approved policies and procedures, including human rights, freedom of expression, and other relevant policies.
- Following a lengthy discussion, it was agreed to close the discussion, deferring further discussion to a Fall meeting at which time a more fulsome plan outlining the strategies and framework for addressing identity-based violence could be presented.

4.1.2.1 Annual Report on Sexual Misconduct Policy (2023-2024)

(see document BG240425-4.1.2.1 for more details.)

NOTED:

- The “Man Enough” workshops have been a big success, with plans to continuing there offering.
- Regarding the 10 cases which resulted in the coordination of financial support, it was noted that such support is provided via an emergency reserve fund and has included funding for medication, providing food gift cards, and assistance with a housing issue, for example.

4.1.3 Questions Arising from the Reports of the Vice-Presidents and Associate Vice-President, External

(see document BG240425-4.1.3 for more details.)

NOTED:

- The Emeritus Faculty Centre will be located in the Odette House on Sunset Ave, next to the Kerr House, providing a tangible space for retired faculty members to remain connected to the University, intellectually and socially.

4.2 Audit Committee

***4.2.1 Internal Audit Plan for 2024-2025**

(see document BG240425-4.2.1 for more details.)

The document was received for information.

4.2.2 Enterprise Risk Management Dashboard and Update

(see document BG240425-4.2.2 for more details.)

NOTED:

- The University has made great progress on ERM oversight. All actions and initiatives are undertaken through a ERM lens.
- It was noted that in terms of cybersecurity, progress in addressing cyber risks will be made with the move to more cloud-based software, including the rollout of the new cloud-based HRIS system.
- The document was received for information.

4.2.3 Results of Recent Third Party Cyber Audit (NREN)

The results of the recent NREN third party cyber audit were circulated to members.

***4.2.4 HRIS System Implementation Update**

(see document BG240425-4.2.4 for more details.)

The document was received for information.

4.3 Executive Committee

Nothing to report.

4.4 Governance Committee

Nothing to report.

4.5 Human Resources Committee

Nothing to report.

4.6 Investment Committee

Nothing to report.

4.7 Pension Committee

*4.7.1 Faculty Pension Plan Valuation Update as at July 1, 2023

(see document BG240425-4.7.1 for more details.)

The document was received for information.

4.8 Resource Allocation Committee

4.8.1 2024-2025 Proposed Operating Budget

4.8.1a Tuition and Compulsory Ancillary Fees

(see documents BG240425-4.8.1a and BG240425-4.8.1a&b for more details.)

MOTION: That the proposed 2024-2025 Tuition and Compulsory Ancillary Fees be approved.

Sonego/Cowell

NOTED:

- A thorough presentation on the proposed tuition and compulsory ancillary fees for 2024-2025 was provided.
- In February 2024, MCU confirmed that domestic tuition remains frozen for the next three years, but will allow out of province tuition increases of up to 5%, which has been included in the proposal. The MCU is allowing continued adjustments to Business, Engineering, and Law undergraduate domestic tuition under the tuition anomalies program. In response to a question, it was noted that the government determined which programs fell under the tuition anomaly program and set the allowable increase.
- The International Student Tuition Guarantee continues to apply and provides international students with stability in base tuition for the duration of their studies. It was noted that UWindsor is one of the few institutions with a tuition guarantee program. This allows students to better plan their academic careers. However, such a policy does require seemingly higher tuition increases, as the rate follows the student, and as such there is no opportunity for adjustments for in-program students.
- Comparisons with other universities for research-based graduate programs are difficult as considerations such as guaranteed GA/TA work are not included at other universities.
- Should the Board approve the proposed tuition rates, 14% of UWindsor students will be impacted by a rate change.
- Compulsory ancillary fees have been approved by the Ancillary Fee Board, most of which are linked to CPI increase of 3.879%. New items include a Digital UWinCard and a Bookstore All-Access Fee pilot. It was noted that the Bookstore All-Access fee pilot, a student initiative, will include an opt out option.
- It was also noted that the fees in the Transit Windsor UPass were negotiated by the student unions and Transit Windsor.

CARRIED

4.8.1b Operating Budget

(see documents BG240425-4.8.1b and BG240425-4.8.1a&b for more details.)

MOTION: That the proposed 2024-2025 Operating Budget be approved.

Sonego/Oliveira

NOTED:

- A thorough presentation on the proposed 2024-2025 operating budget was provided.

- The proposal represents year one of a two-year balanced base budget strategy. The proposed 2024/25 budget will be balanced in-year with the application of one-time Postsecondary Education Stability Fund grant, which is the province's response to the Blue Ribbon Panel recommendations, as work begins to develop strategies for a budget balanced at the base for 2025/26.
- The Budget Balancing Strategy includes a realignment of 1.5% of eligible Salary & Benefits budgets, divesting base operating budget funding from profit-oriented units, increasing typical ABB reduction targets and decreasing typical ABB investments, increasing ancillary department contributions, and reducing all institutional administrative travel budgets by 20%.
- All traditional levers for generating revenue are under pressure. International student enrolment has softened, which was expected, but remains further impacted by the Canada-India geopolitical climate and government policies.
- 2024/25 domestic tuition rates are lower than they were in 2016/17.
- The Enrolment Contingency Reserve continues to be a necessary tool to mitigate the need for possible mid-year cuts if enrolment targets are not reached. Strategic investment and reserve funds are designed to support the Aspire Strategic Plan, institutional priorities, and mitigate institutional risk.
- Savings will be realized due to the early filing for the Faculty Pension Plan valuation and the resulting decreases in contribution rates for the Minimum Guarantee Benefit.
- It is expected that 15,712 full-time students will be enrolled in Fall 2024, which is a decrease of 4% from Fall 2023 (representing \$9M less in academic fees from Fall 2023). This decrease was expected as the extraordinary enrolment increase for graduate enrolments resulting from deferrals during the first year of the pandemic has worked its way through.
- Following years of realignments, across the board cuts are no longer feasible or sustainable. Differential realignments and strategies are needed moving forward.
- A provincial decision on whether UWindsor qualifies for additional one-time funding is expected in May.
- The Strategic Enrolment Management Plan will be reviewed at a Fall Board meeting.
- As a comprehensive university, it is understood that not all Faculties will be able to achieve a balanced or positive position, though all should strive to be close to or above the balanced position. FAHSS has seen positive enrolment growth and pursued cost containment efforts, moving it closer to a balanced position.
- Members agreed by general consent that the level and amount of detail in the budget document is appropriate for the Board, enabling it to conduct its due diligence. Detailed department or program budgets fall under management and the role of the Deans to decide how best to allocate funds within their Faculty.

CARRIED

5 In Camera

6 Adjournment

MOTION: That the meeting be adjourned.

Prince/Milne
CARRIED