

**UNIVERSITY OF KING'S COLLEGE**

**MINUTES OF THE BOARD OF GOVERNORS**

The Board of Governors of the University of King's College met in the Boardroom of the University on December 1, 2016, at 1:09 p.m.

PRESENT: Ms. Adriane ABBOTT, Mr. Andrew BLACK, Dr. Stephen BOOS, Ms. Lindsay CAMERON WILSON, Ms. Chère CHAPMAN, Dr. Elizabeth EDWARDS, Dr. Chris ELSON, Ms. Dale GODSOE (Chair), Ms. Jennifer GRAY (Secretary), Ms. Julie GREEN, Professor William LAHEY (President), Dr. Laurelle LeVERT, Supt. Don MacLEAN, Ms. Catherine Anne MARTIN, Ms. Mary MARTIN, Ms. Alexandra McCANN, Mr. Curran McCONNELL, Ms. Aidan McNALLY, Ms. Bonnie SANDS (Bursar), Professor Fred VALLANCE-JONES, Mr. Hugh WRIGHT

Attending by conference call: Ms. Katrina BEACH (Treasurer), Dr. Gwendolyn DAVIES, Mr. Tom EISENHAUER, Professor Kim KIERANS (Vice President), Mr. Paul THOMSON

REGRETS: Ms. Jonna BREWER, Mr. Liam COMPTON, The Right Rev. Ronald CUTLER, Mr. Bernard DOUCET, The Right Rev. David EDWARDS, The Hon. Kevin LYNCH, Mr. Peter JELLEY

STAFF: Ms. Janet HATHAWAY (minutes)

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**(2016:47) APPROVAL OF MINUTES**

The President reported that a new Secretary now in place, the Board is in the process of making administrative changes. There will be a combined and coordinated effort to produce Board minutes, including the addition of Ms. Janet Hathaway who will be preparing the first draft of the Board minutes for the Secretary. As per Board motion, Board minutes will be posted on the University website following approval at the subsequent Board meeting. The President also highlighted several changes to the October 1, 2016 minutes from the draft circulated in the Board packages.

**MOTION:** (McNally/Elson) that the minutes of the Board of Governors meeting of October 16, 2016, be accepted as amended. **CARRIED.**

**(2016:48) PRAYER**

Dr. Chris Elson read the College prayer.

**(2016:49) NECROLOGY**

The Secretary read the Necrology. A moment of silence was observed.

The Chair introduced new Board members Superintendent Don McLean and Ms. Chère Chapman.

**(2016:50) CONSENT AGENDA**

A Consent Agenda addressing the following matters was circulated:

- a) Alumni Report - Alumni Association President
- b) Facilities Management Update - Bursar
- c) Advancement Director's Report - Advancement Director
- d) Vice Presidential Search Committee - Chair of the Vice President Search Committee

**MOTION:** (McCann/Beach) that the Consent Agenda be approved as circulated. **CARRIED.**

**(2016:51)      CHAIR'S REPORT**

The Chair spoke of the orientation programme for all new Board members and the excellent governance presentation by the President. The Chair reported that it has been a pleasure to work with the President to date and she has a sense of optimism and excitement about the University.

The Chair attended an event the previous evening, as did the President, celebrating former President George Cooper on his retirement from McInnes Cooper. She noted that the University was discussed in many positive ways during that event.

**(2016:52)      PRESIDENT**

**a) REPORT OF THE PRESIDENT**

The President noted that a written report of the President had been circulated in advance and highlighted the following from his Report:

- In terms of his transition into the role of President, he is not taking attention off internal matters, but is also focusing on the community at large and forming relationships outside of the University.
- The University is taking new approaches to recruitment this year, a culmination of work that was already in progress when the President took office. Because strategic funds appropriated for recruitment are being used, it is important that the Board be aware of what is being done with those funds. The President reported that a new view book has been developed, a new mobile-friendly website designed and launched, new recruiters hired, new King's and King's/Dalhousie "narratives" developed, and a new memorandum of understanding relating to collaboration in recruitment has been implemented with Dalhousie.
- There are many meetings and discussions on various levels with Dalhousie in other areas. The current focus is on the following:
  - The overall financial relationship between Dalhousie and King's and revisiting various aspects of that relationship to ensure fair allocation of funding between institutions.
  - An ongoing conversation with Dalhousie's Faculty of Arts and Social Sciences on how the History of Science and Technology (HOST) programme might be repositioned between King's and Dalhousie. This may involve the development of a new medical humanities programme to which HOST members would contribute.
- There are also five vacancies in the Carnegie Professorships. The vacancy issue may be bundled or unbundled from the various discussions with Dalhousie if that would help with the financial

situation at the University, as it is more of an administrative issue.

- A number of faculty members with sessional status will soon reach the limit for which the University allows employment of sessional faculty.
- The President flagged the need for more capacity, including more staff in three areas: fund-raising and recruiting (institutional research); communications (internal and external); and marketing. Discussions have been held with Dalhousie on how the two universities can collaborate, but the President believes more staff resources are needed to be successful in these critical areas.
- Collective bargaining has just begun with the Faculty Fellows. A new round of bargaining between Dalhousie and the Dalhousie Faculty Association will start soon, which is relevant to King's because of the parity principle.
- The President has asked the Library Committee to undertake an analysis of the rare books that were appraised by Sotheby's last summer, to assess their relevance to the academic mission and the University's broader mission. He wants all of the evidence that might be relevant to discussions about these books to be available, in addition to the financial appraisal.

Board members then asked several questions of the President regarding his Report:

- On the issue of the status of discussions with Dalhousie on the funding formula issues, the President noted there remain many issues to discuss but that he is looking for a positive outcome with a more rational financial formula which reflects the conditions of today. He noted the current funding formula has been cobbled together in an incremental fashion making collaboration between the institutions difficult.
- The President was asked whether there was a choice not to renew the sessional faculty positions. The President said the recommendation he received was that individuals in those positions should be put in a tenure track position without a competition being held. The alternative would be to terminate them as sessional members of faculty because they have come to the limit of the number of renewal terms allowed.
- The President was asked who is responsible for reviewing the recommendations regarding the conversion of sessional faculty to tenure track, the Board or the President. The President advised that if he did not accept the recommendation, there is no decision for the Board. If the recommendation is to accept the conversion of sessional members to tenure track, given the current freeze on tenure track positions, the Board would have to approve the exemption from that policy. However, the President noted that the decision for the Board would not be on the merits of the individuals involved in the recommendations but on the more general issues relevant to a decision to apply, vary or depart from the policy under which creation of tenure track positions requires Board approval.
- It was noted that in making a decision of the Board in respect of conversion of sessional members to tenure track, understanding the impact of the policy to freeze tenure track positions would be beneficial. The President agreed that when the time came for a decision to be made, he will provide information and analysis to the Board for consideration.
- The President was asked as to the timeline on the HOST and medical humanities programme, and

would there be consultation with current students. The Vice President noted that this is just the first step of several processes to obtain approval for the proposal. The Vice President was then asked whether the programme would have to go through the Maritime Provinces Higher Education Commission. She indicated it was a possibility.

## **b) PRESIDENT'S MANDATE**

The President then spoke on the draft "Mandate for the President of the University of King's College", recommending that the Board proceed in that direction. The proposed document is the substance of a letter that the Board would send to the President. The draft mandate will also be shared with faculty for feedback before finalized. The President noted it is important to emphasize the difference between a mandate and a job description: a mandate directs what to give priority to while at the same time one is executing the requirements of the job description. He indicated that adoption of a mandate will become central to the President's relationship with the Board. The Board would expect him to report on his progress on implementing the mandate to the Board, and when it was time for a job evaluation, he would expect the Board to consider where he stood relating to the mandate. Good mandates focus on outcomes, not tools or ends, and are intended to be core governance documents. As the mandate evolves and develops, more time can be spent discussing specific action items and metrics to determine progress. In the absence of a specific mandate, there is only a job description without any prioritization.

The President welcomed input regarding the mandate. Board members then asked several questions of the President regarding the draft mandate:

- The President was asked if this was a single year mandate or a mandate over several years. The President replied that the mandate would be reviewed at least annually to see what had been accomplished, and adjusted to respond to new circumstances and opportunities. He said the framework was for a five-year term, subject to itemization on a year-by-year basis.
- The President was asked if it would be beneficial to quantify what student experience is in the areas of student life, student services, and academics and that the term "student experience" may be too broad to be helpful. The President indicated that was a helpful comment and he was open to that suggestion.
- The President was encouraged by Board members to develop an evaluation framework. The President advised he will try to bring a draft mandate and an evaluation framework to the next Board meeting so the Board could approve the mandate with the evaluation framework in mind.
- With respect to the last short term goal in the mandate: "[e]nsure the importance, quality and value of King's are known, understood and supported in the wider community beyond King's...", it was noted that it would be important for the Board to know more about what is happening in discussions with the Province of Nova Scotia and in the Council of Nova Scotia University Presidents (CONSUP). The President said he would be happy to press for more transparency at that level, including reporting to the Board on the proceedings of CONSUP.
- The President was asked if King's would develop a strategic plan if the draft mandate were approved. The President advised that he wishes to know from the community as to whether the University needs a single "strategic plan" or a set of plans. He indicated a need for some type of multi-year plan for the University.
- The President was also asked for a further explanation of the Carnegie Professorships at a future

meeting.

### **c) TIMELINE FOR BUDGET PROCESS**

The President noted that the community would like an open and transparent approach to budgeting and noted that there are many forums at King's where conversations can take place relating to the budgetary process, including: faculty meetings, the senior administrative team's regular meetings, Budget Advisory Committee, Finance Committee, and Board meetings. The budgetary process is bigger than the BAC and the Board because it must embrace the wider community and take advantage of the opportunities for creating awareness, seeking input and holding consultations that are provided by the many other forums, processes and committees that function in the University. Mapping these processes shows how they will be used to achieve a comprehensive budgetary process without creating another layer of consultation and process.

With respect to the 2017-2018 budget, the President advised that it not realistic to think the University can produce a budget for 2017-2018 to go from the current financial situation to a balanced budget. On the other hand, the University cannot be open-ended and hope things will go the right way to produce a balanced budget. The President is working with a three-year horizon, with the goal that through a combination of revenue increases and expenditure control, substantial progress will be made in each of those years in advancing toward a balanced budget while also preserving and enhancing the academic mission. The objective this year would be a budget closer to being balanced. The University cannot sustain another budget in 2017-2018 like the one it is currently operating under.

The Chair asked the President to speak on his visits to high schools. The President has visited about 15 to 16 schools in Ottawa, New Brunswick, and Nova Scotia, mostly in Halifax, with the support of the Registrar's office. He is meeting with principals and guidance counsellors, asking for guidance and input on how he can be effective as the President of the University. He has received great feedback from the schools, which appreciate that a university president is visiting them. All the schools are very positive and have offered good suggestions about how King's profile could be higher and how the University can help them send more of their students to King's. Schools have indicated a desire to strengthen their relationships with King's.

Recruitment was also a significant focus in the Vice President's recent trip to China, Philippines and Hong Kong.

### **d) USE OF PROTECTED RESERVE FUNDS**

The President spoke about a motion passed last June relating to the reserve funds to clarify what the motion said (and did not say). In effect, the motion authorized the use of the reserve funds to reduce the operating deficit. The motion did not require the University to use reserve funds to cover the current year deficit, but that the University had authority to do so if required. Conversely, in light of the motion, Board approval would be required to use reserve funds for something other than for deficit reduction or elimination.

The President advised that the limits on the University's borrowing capacity imposes real constraints on how much debt can be incurred and carried. However, it is important going in to the budgetary process to keep an open mind on how the University might use the reserve funds strategically on activities that could yield benefits in the coming years. For example, the work the University is doing this year on recruitment is being funded out of the reserve funds. This is an example of a strategic investment that probably has to be sustained to continue the momentum on recruitment efforts. As tempting as it might be to apply reserve funds to the carried-forward deficit, it is important to consider the importance to the ultimate goal

– a balanced budget that is sustainable over years – of other applications for the funds. This Board’s previous motion gives the Board this flexibility.

**(2016:53)      VICE PRESIDENT’S REPORT**

The Vice President reported the following:

- Negotiations will soon commence with the University of King’s College Teachers’ Association representing Foundation Year Programme (FYP) Faculty Fellows and Senior Fellows in the Humanities. Bob Mann, who negotiated the two prior contracts, is also involved in these negotiations, as are the Bursar and Vice President. The negotiating team hopes to have a proposal to bring to the Board after the bargaining. At Dalhousie, collective bargaining for a new agreement between Dalhousie and the DFA will begin soon.
- The Vice President will appear before the Dalhousie Senate on December 12, 2016 to discuss the report of the Dalhousie Senate Committee on the Dalhousie/King's relationship. The focus will be on progress made in the areas of recruitment and cooperation with Dalhousie. The Vice President has meetings relating to that next week.
- The Vice President hopes to meet with the King’s Students’ Union soon to discuss a committee on drafting a stand-alone sexual assault policy so they can start work in January.
- The Vice President reported on the Humanities for Young People (HYP) program: applications for Social Sciences and Humanities Research Council grants have been made, and a two-week program with 60 students will be held next summer on the theme of reconciliation. Ten students from the first HYP group will be HYP ambassadors, speaking to classes in their high schools about why students should take HYP.

Board members then asked several questions of the Vice President regarding her Report:

- The Vice President was asked for clarification about the sexual assault policy. During discussion it was noted that reporting to police is one option, but not the only option. The recent Outcomes Agreement requires universities to have stand-alone policies that allow them to respond to assaults that occur on campus and provide accommodation. The Vice President was asked if the sexual assault policy would include preventive measures or just dealt with acts that happened on campus. The Vice President said that it would deal with preventive measures, education, and what would happen if there was a complaint.
- A Board member noted that this issue is sweeping the entire country and described the process of putting in place such a process and protocols at another post-secondary institution. This included processes and parameters for responding to a complaint, and processes to educate, inform, and provide accommodation. Often, the person coming forward does not want to go to the police, so many institutions have put support mechanisms in place to support the individual. It is important to have a policy that lays out where parameters are, including the responsibility of the university in these cases.

**(2016:54)      BURSAR'S REPORT**

**a) PURCHASING POLICY**

The Bursar said that, in line with public accountability of the University for expenditures, the new Purchasing Policy sets out strict guidelines of what is expected.

**MOTION:** (Lahey/Chapman) that the Purchasing Policy be approved. **CARRIED.**

The Bursar advised that a travel and hospitality policy will also be completed in the near future.

#### **b) INVESTMENT COMMITTEE UPDATE**

The Bursar gave an update on the Investment Committee. On its recommendation, a motion was passed at the October 13, 2016, meeting of the Board of Governors to consolidate the management of the University's endowment funds to a single investment manager, Foyston, Gordon & Payne. As of the Board meeting, \$20 million was transferred to the new investment manager, which now has a total of \$40 million under management. This transfer has been done pending an agreement by Dalhousie to take on the management of King's investments. As Foyston, Gordon & Payne is now managing King's complete endowment portfolio, they have reduced their fees, resulting in savings for King's, and have offered an annual scholarship in the amount of \$2,500 for an initial period of three years to be awarded based on financial need at the discretion of the University. The Advancement Office is drafting a gift agreement for the scholarship.

#### **(2016:55) FINANCIAL UPDATE**

The Bursar gave a financial update for second quarter 2016-2017. King's deficit is still hovering around \$1.6 million. Although ten more beds than expected are occupied and the meal plans are doing better than expected, enrolment is down 17 upper class students full-time equivalents (FTEs), so that cancels out gains. The Registrar noted that some upper year students may not return in winter and that retention can be lower than expected. Students are increasingly not carrying full course loads, due to a variety of financial and personal reasons.

The Bursar was asked about full time equivalent (FTE), head count, and full course equivalent (FCE). The Bursar said that the FTE count is 927 FTE and that the headcount (bodies) is 947. FYP enrolment is 186, but the forecast still reflects budgeted enrolment of 182 in case further withdrawals occur. In addition to the decline in upper year enrolment, a change in the Bachelor of Journalism one-year program degree requirements (reduced by a half credit) also reduced revenue by \$30,000 due to the change to a per course tuition model from a program-based tuition model.

#### **(2016:56) UPDATE ON 2017-2018 RECRUITMENT**

The Registrar gave an update on 2017-2018 recruitment, and a slide presentation on Recruitment Strategy that she and the Advancement Director had created, a copy of which has been distributed to Board members. The Registrar noted the following in her presentation:

- Enrolment levels are declining across the sector in humanities and journalism. The Registrar's office has collected evidence on which changes to recruiting methods are based. The Canadian University Survey Consortium were surveyed in January to April 2016. The two largest sources of King's students are Ontario (44% of the FYP population, averaged over the past 5 years) and Nova Scotia (35%). She said that King's must receive more applications from Ontario students to get the same number to come: 58% of Nova Scotia students who apply do come compared to 38% of Ontario students who apply and then come.

- University and college fairs at high schools are now called career fairs, and high school students are asking how many alumni are employed the year after graduation. Prospective students are focussed on careers and have expressed concerns about their career options.
- Fewer students are enrolled in full time studies. Communication mediums have altered radically. There is a shifting context: a decline in humanities, focus on careerism and on non-traditional students; competitiveness; new communication mediums.
- Recruiting strategies are using evidence-based decisions. The Registrar's Office has surveyed applicants who registered at King's and those who did not. One question was "how did they hear about King's"? About half who enrolled heard by word of mouth, which is critical to success in getting students to attend. Word of mouth today means social media as well.
- Location is important, and students' concerns about what they will do after the FYP or after graduation are important factors in their decisions about whether they will attend King's. Significant reasons for students who did come to King's were the FYP and Journalism programmes. In subsequent Board discussion it was noted that financial decisions are a factor in whether students are able to come or not: scholarships are significant. It was noted that there are many cost of living considerations, including the cost of residence and the cost of returning home.
- Students' uncertainty about their future after King's is a significant factor in their decisions. In discussion amongst Board members it was noted that location can also relate to where economic opportunities are after graduation. Location may be a "catch-all" response.
- Most students who came to King's came for FYP. The Registrar said FYP and Journalism as individual "brands" have good reputations and may be eclipsing the overall brand of the University.
- King's has relied on external consultants, including National and Norex (providers that have strong King's connections) to assist with the new recruitment focus. Among the recruiting changes have been a new University website designed and online before the recruitment season started, which makes it accessible to mobile devices. New materials and more personalized communications with students have been implemented.
- King's offers supportive and immersive learning. It is academically intermingled with Dalhousie and has signed an agreement with Dalhousie to set up recruitment efforts together and reinforce each other's messages. The different pedagogical approaches in the first year of university were illustrated for Board members.
- King's has ramped up its social media strategy. Students want to hear from current students, and many students who did come did not know current students. The University has hired two current King's students as social media ambassadors to post on channels that are popular with students and their influencers. Instagram is popular with students, Facebook with the influencers.
- The Registrar noted that the lecture tour in past years was done in February, but this year it was in November to get applicants earlier. The University is combining admissions, scholarships and housing options. The University made 158 "on the spot" admissions offers already this year, both during the lecture circuit and the open house. The Registrar is seeking to remove as many barriers as possible for prospective students.



- Students are interested in interacting with faculty members with whom they will be studying. For example, Simon Kow will be touring in Toronto talking about how West-East traditions can be mutually educational when they are combined.
- King's is also trying out SimplyCast customer relationship software for a year; Dalhousie and Saint Mary's University use it. It allows a prospective student to dial a number on their phone, say a recruiter's name, and receive more information automatically, enabling a consistent flow of communication with students. That, however, puts the onus on King's to generate a large amount of content to implement the system.

Board members then asked several questions of the Registrar regarding her presentation:

- The Registrar was asked whether the message of “how the years at King's prepares you for a career” was missing from the website and social media approach. The Director of Advancement advised that two campaigns will begin soon: an alumni word-of-mouth campaign that will help profile outcomes of degrees and how wide and varied alumni's careers are; and a renamed website that will show more alumni profiles with stories about careers possible with a King's degree.
- It was raised that more emphasis could be placed on providing counselling services and making real world connections so students learn about specific jobs that are available. The Registrar advised that King's is working closely with Dalhousie on how to retain students, focussing on academic advising and career advising. Students need to seek out career counselling from Dalhousie.
- It was noted that the President is going into high schools, faculty and current students are helping directly with recruitment, but there are also the alumni, who need to be engaged more. The Advancement Office has put work into laying a foundation for this, having alumni host or attend recruiting events or talk to current students or go to high schools to tell about what can be done with a King's degree. More can be done in this area.
- Board members discussed the benefits of letting students know about careers and real world tangible jobs and the need for “critical thinkers”. It was suggested a bigger emphasis should be placed on local alumni who are working here, because 60% of students who attend are from Nova Scotia, so more resources should be focussed locally.
- The President advised that the University was doing a lot more in the Maritimes than in the past. He appreciated the comments focussing on the ultimate career benefits of a King's degree. King's should encourage students to take advantage of career counselling available at Dalhousie. He noted that the Advancement Director and the Registrar have been working very hard to date and feedback has been positive.
- The Registrar was asked as to whether high schools had been targeted in Ontario and how many. She advised her office looks at the number of applicants, recruits, and registered students from a school in the last five years and focusses on those schools, but also diversifies to feeder schools with which King's is building relationships, as well as new schools.
- The Registrar asked Board members to follow King's on social media, saying that social media is considered word of mouth, which is an important recruiting tool.

**(2016:57)      KING'S STUDENTS' UNION REPORT**

Ms. McNally and Mr. McConnell presented the King's Students' Union (KSU) Report.

- Over 300 King's students participated in a national Day of Action on November 2, 2016 that called on all levels of decision-makers to eliminate tuition in post-secondary institutions. King's students joined others from across the province in front of the Nova Scotia Legislature to call attention to the crisis in student debt and highlight that tuition fees prevent thousands of students from attending university.
- Last month, KSU Financial Vice President Zoë Brimacombe attended the Canadian Federation of Students' semi-annual meeting in Quebec, where she put forward a motion in support of the Chronicle Herald newspaper workers who have been on strike since January 2016; the motion passed.
- Regarding the fall reading week that was instituted this year, the consensus among students is that the break was important and they hope it will continue. Students face long waiting lists for counselling at Dalhousie Student Health Services, and the fall reading week helps to address mental health issues.
- In student life activities, King's P.R.I.D.E. Society held a Queereoke event in the Wardroom. The Early Modern Studies and Contemporary Studies student societies held a trivia showdown in the Wardroom on November 22, 2016; the HOST student society team earned the highest score. On November 28, 2016, the KSU hosted a screening of *The Hunting Ground*, a documentary about sexual assault on university campuses. A facilitator from South House Sexual and Gender Resource Centre led a discussion after the screening. Students Advocating for Representative Curricula (SNARC) hosted the second birthday party for the Wall of Women in the Wardroom on November 18, 2016. The Wall of Women is an archival project to help balance the over-representation of men in artwork at King's and recognize the role women have played in the University's history. The pictures were removed during recent renovations to the Wardroom; students hope to have them reinstalled soon. SNARC is hosting its second annual academic conference January 21-21, 2017, *Re:Presentations*, which will provide a space for discussion of under- and misrepresented voices in academia.

**(2016:58)      GOVERNANCE, HUMAN RESOURCES AND NOMINATING COMMITTEE REPORT**

Mr. Black, Chair of the Governance, Nomination and Human Resources Committee (the Committee), advised the Committee is recommending two changes to the Equity Committee's Terms of Reference that are outlined in the Yellow Book.

1. Section 4.2 of the *Policy and Procedures for Prevention of Discrimination and Harassment* outlines committee membership. Subsection 4.2.1 requires that at least one committee member be a lawyer licensed to practice law in Nova Scotia. Giving the Committee Chair the ability to appoint an additional committee member would provide flexibility and allow the University to benefit from greater external expertise (in issues of equity), a practice that is common on other committees.

**MOTION:** (Black/Kierans) that section 4.2 of the *Policy and Procedures for Prevention of Discrimination and Harassment*, contained in the Yellow Book, be amended to allow the Equity

Committee Chair to appoint an additional committee member, after prior consultation with the President. **CARRIED.**

2. The second change also relates to Subsection 4.2.1, which provides that, “The Chair of the Board Equity Committee shall be one of the two Board members and the Chair will report at least annually to the Board of Governors, normally at the June meeting.” It was noted that non-Board appointees have chaired the Equity Committee in recent years. The Committee recommends allowing non-Board appointees to serve as Equity Committee Chair.

**MOTION:** (Black/Boos) that section 4.2.1 of the *Policy and Procedures for Prevention of Discrimination and Harassment*, contained in the Yellow Book, be amended to allow non-Board appointed committee members to act as Chair of the Equity Committee. **CARRIED.**

The Committee provided for information the names of the following individuals who have been appointed to Board Committees:

- Laurelle LeVert - Campus Planning; Appeals & Discipline
- Don MacLean - Governance, Nomination and Human Resources
- Catherine Martin - Equity; Honorary Degrees
- Chère Chapman - Advancement
- Tom Eisenhauer - Finance, Audit and Risk; Investments

The Committee recommended the re-appointment of Katrina Beach as Treasurer for a period of up to three years.

**MOTION:** (Black/McCann) that the Board of Governors reappoint Katrina Beach as Treasurer for a period of up to three years. **CARRIED.**

Mr. Black noted that participation in events within the King's community is an important part of being a member of the Board of Governors and that the Committee encourages Board members to embrace this voluntary personal responsibility. The Committee hopes to distribute a calendar of major events well in advance. Having Board members attend King's events will make the members more visible and help demystify the Board.

#### **(2016.59)      PRESIDENTIAL PERSONNEL RECOMMENDATIONS**

The President suggested that any questions on appointments be dealt with before the meeting moved *in camera*. Dr. Elson absented himself because his name was to be discussed.

The President recommended that the Board approve the following personnel appointment: Ms. Danielle Hallett - appointed to teach a half-credit course, HSTC 2210.03 *Engineering the Planet: the Anthropocene Era, from Prehistory to Today's Global Crisis*, in the 2016-2017 winter term in the HOST Programme.

The President recommended that the Board approve the following sabbaticals:

- Dr. Christopher Elson - full sabbatical July 1, 2017-June 30, 2018.
- Dr. Kyle Fraser - full sabbatical July 1, 2017-June 30, 2018.
- Dr. Ken Kierans - full sabbatical January 1-December 31, 2017
- Prof. Susan Newhook - half sabbatical, January 1, 2018-June 30, 2018.
- Dr. Ian Stewart - half sabbatical, July 1-December 31, 2017.
- Dr. Judith Thompson - full sabbatical July 1, 2017-June 30, 2018.

**MOTION:** (Gray/McCann) that the Board of Governors enter an *in camera* discussion. **CARRIED.**

*The meeting moved to in camera discussion.*

**MOTION:** (Black/McNally) that the Board of Governors move out of the *in camera* discussion. **CARRIED.**

**MOTION:** (Lahey/Vallance-Jones) that the Board of Governors approve the personnel appointments and sabbaticals. **CARRIED.**

**(2016.60)      OTHER BUSINESS**

The Director of Advancement encouraged Board Members to participate in the Annual Fund.

**(2016.61)      IN CAMERA DISCUSSION**

**MOTION:** (Gray/McConnell) that the Board of Governors enter an *in camera* discussion. **CARRIED.**

*The meeting moved to in camera discussion.*

**MOTION:** (Martin/McLean) that the Board of Governors move out of the *in camera* discussion. **CARRIED.**

The meeting of the Board of Governors of the University of King's College adjourned at 4:20 p.m.

Respectfully submitted,

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Dale Godsoe, Chair

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Jennifer Gray, Secretary