

**UNIVERSITY OF KING'S COLLEGE BOARD OF GOVERNORS**  
**EXECUTIVE COMMITTEE MINUTES**

A special meeting of the Executive Committee of the University of King's College Board of Governors met by Zoom teleconference on Thursday, August 26, 2021, at 2:30 p.m.

ATTENDING: Dr. Sarah CLIFT (Vice-President); Dr. Gwendolyn DAVIES (Vice-Chair); Dr. Susan DODD (Faculty Representative); Mr. Nick HARRIS (King's Students' Union President); Professor William LAHEY (President and Vice-Chancellor); Mr. Douglas RUCK, Q.C. (Chair); Mr. Hugh WRIGHT (Diocesan Representative)

GUESTS: Ms. Noella MARTIN (Wickwire Holm); Mr. Ian WAGSCHAL (Director of Facilities Management)

REGRETS: Ms. Katrina BEACH (Treasurer); Mx. Jennifer GRAY (Secretary); Mr. Ian WHYTOCK (Alumni Representative)

BY INVITATION: Ms. Adriane ABBOTT (Advancement Director); Ms. Julie GREEN (Registrar); Ms. Katie MERWIN (Dean of Students); Ms. Bonnie SANDS (Bursar)

STAFF: Mx. Janet HATHAWAY (minutes)

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At 2:33 p.m., the Chair called the meeting to order.

**(2021: 22) COVID-19 VACCINATION POLICY**

The Chair thanked the Executive Committee members for attending on short notice.

The President welcomed guests Ian Wagschal and Noella Martin, noting Ms. Martin gives the University legal advice on many things, including this afternoon's topic.

The President advised that this past Monday, university presidents met with Dr. Strang specifically on vaccination requirements. Dr. Strang discussed various measures being taken. Being safe inside the University in the coming year is going to depend a lot on safety in the surrounding community. Dr. Strang has indicated that intervention may be necessary depending on the circumstances.

The President discussed vaccination. King's number one priority is a very high level of vaccination. There is a high degree of certainty that 100% of the students living in residence at King's who can take the vaccine are going to be double-vaccinated. There are only a few that have satisfied the University that they need to be accommodated. From surveys, the level of participation by faculty and staff was close to 100%. King's had a plan that called for very high levels of double vaccinations that has been achieved.

The safety of King's also depends on what is happening at Dalhousie. The President noted that from a Board perspective, the Board needs to be satisfied that King's is complying with the *Occupational Health and Safety Act* not only in terms of vaccinations but COVID safety generally. The *Act* imposes a requirement to take reasonable precautions for the safety of people who live and work on campus. The question is: have you taken reasonable precautions? Whether it is compliance with the *Act* or a civil requirement, if King's is not doing testing at this time, an inspector might have difficulty accepting that the University has taken reasonable precautions. Most Canadian universities have default testing or a vaccination requirement. After seven days of relatively intense conversations among universities and a

movement among faculty associations to make vaccinations required, the Senior Administrative Team, the two co-chairs of the Occupational Health and Safety Committee (OH&S) and the five Directors of the King's Programs had a discussion. There was unanimity that King's didn't need this, and there was a danger that this was damaging around the culture of COVID safety.

After discussions with the KSU President, the President asked the OH&S Committee for its advice and structured the request within the framework of the *Occupational Health and Safety Act* and within the two scenarios. The President noted he has not adopted the recommendation yet, as he wanted the Executive Committee to share their perspectives. There is going to be a special Faculty meeting on Monday morning and any decision taken will follow that meeting.

Dalhousie's proposal is that you will be asked if you are vaccinated and if you say no or do not answer, you will be required to be tested twice a week. The system will be an app. This is the system that is in place at Saint Mary's University for their more restrictive requirement.

The OH&S Committee's recommendation could be interpreted as being satisfied by a separate King's program, a separate King's policy, and a separate King's system. There's a lot of work to be done in creating this system, which could be a surveillance system. King's does not have the resources that Dalhousie can bring to bear here. There are understandable privacy concerns. Most importantly, from an operational point of the view, the most important consideration is seamlessness and operational consistency across King's and Dalhousie. King's will not achieve that seamlessness with a separate system. There are a lot of things pointing in favour of being part of a Dalhousie-King's process.

Board members, along with Ms. Martin and the Director of Facilities Management discussed various aspects of the policy and the need for clarity for the King's community. Means of accommodation and the quickly changing COVID landscape were also discussed.

The President invited the Director of Facilities Management to discuss the COVID safety plan, entitled "Living with COVID". Mr. Wagschal noted that in any kind of safety planning, where you have a hazard and a control, you have a compromise. We will have COVID with us for quite a while. There is a trade-off with public health measures, especially those that have been compulsory. Dr. Strang is making a judgment call that with 75% vaccinated, the risk of COVID and the balance has shifted. The President noted that an acceptable stable state of living with COVID requires many people to develop immunity by getting COVID or getting vaccinated. Vaccines do significantly reduce illness.

The Chair inquired as to next steps. The President noted that every other element of the University's COVID policy has been decided by recommendation of the OH&S Committee and approval of the President. Taking into account whatever Faculty wants to propose or suggest on Monday morning and pending the Executive Committee's view, the President would take the decision. The President noted that things are moving very quickly, and he was in favour of what the OH&S Committee has decided.

The Chair indicated that he saw no reason for the Executive Committee or the Board to step in at this point. What is key for the Board is to be informed and leave it to the administration to proceed in the proper manner. The OH&S Committee has given guidance to make a determination. The Chair thanked everyone for their efforts on this.

The meeting of the Board of Governors' Executive Committee was adjourned at 3:45 p.m.

Respectfully submitted,

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Douglas Ruck

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Jennifer Gray