

2020 – MINUTES AND SUMMARY OF MOTIONS

(2020:25) PRAYER

(2020:26) NECROLOGY

(2020:27) EQUITY OFFICER

(2020:28) OPENING REMARKS – CHAIR

(2020:29) CONSENT AGENDA

MOTION: (Wright/Clarkson) that the Consent Agenda be approved.

CARRIED.

(2020:30) BUSINESS/DECISION ITEMS

a) 2019-2020 FINANCIAL STATEMENTS

i. Draft Audited Financial Statements 2019-2020

ii. Management Discussion & Analysis (MD&A)

iii. Accountability Report - Framework for Investing Internally Restricted Funds

iv. Resolution to Approve 2019-2020 Audited Financial Statements

MOTION: (Beach/Davies) to recommend that the Board approve the University of King's College audited financial statements for the year ending March 31, 2020. CARRIED.

b) 2020-2021 ENROLMENT AND RESIDENCE OCCUPANCY

c) 2020-2021 OPERATING BUDGET

i. Tuition, Ancillary and Auxiliary Fee Increases for 2020-2021

ii. 2020-2021 Operating Budget PowerPoint Presentation

iii. 2020-2021 Operating Budget and Schedules

iv. Resolutions Regarding 2020-21 Operating Budget

MOTION: (Beach/Wright) that the Executive Committee recommends to the Board to approve the proposed tuition and student fee increase as presented. CARRIED, with one contrary vote.

MOTION: (Beach/Wright) that the Executive Committee recommends to the Board to approve the operating budget for the 2020-2021 fiscal year. CARRIED.

d) ESTABLISHMENT OF A SECOND ENHANCED VOLUNTARY RETIREMENT PROGRAM (EVRP)

MOTION: (Davies/Gray) that the Executive Committee recommends that the Board grants approval for the University of King's College to proceed with the development of a second Enhanced Voluntary Retirement Program (EVRP) along the lines described in the accompanying documentation.

Be it further resolved that the Executive Committee recommends that the Board authorize the use of the funds remaining from the first EVRP program to finance a second EVRP program.

CARRIED.

e) RESPONSIBLE INVESTING POLICY

MOTION: (Wright/Gray) to refer the KSU President's motion to amend the Responsible Investing Policy as noted in these minutes to the Investment Committee to review and report back to the Executive Committee. CARRIED.

f) REPORT OF THE VICE-PRESIDENT RENEWAL COMMITTEE

MOTION: (Lahey/Davies) that the Executive Committee recommend to the Board that the term of the Vice-President be extended for one year, from July 1, 2020, to June 30, 2021.

CARRIED.

g) RESPONSE TO STUDIES BY ACADEMICA ON RECRUITMENT

(2020:31) GOVERNANCE, HUMAN RESOURCES AND NOMINATING COMMITTEE

(2020:32) PRESIDENT'S REPORT

(2020:33) KING'S STUDENTS' UNION REPORT

(2020:34) VICE-RESIDENT'S REPORT

(2020:35) OTHER BUSINESS

(2020:36) IN CAMERA

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

MOTION: (Ruck/Gray) that the Board of Governors move out of the in camera discussion. CARRIED.

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

The Executive Committee of the University of King's College Board of Governors met by Zoom teleconference on Thursday, June 11, 2020, at 12:08 p.m.

ATTENDING: Ms. Katrina BEACH (Treasurer), Mx. Levi CLARKSON (Student Representative), Ms. Rosalie COURAGE (Board of Governors Representative), Dr. Gwendolyn DAVIES (Vice Chair), Dr. Susan DODD (Faculty Representative), Mx. Jennifer GRAY (Secretary), Professor William LAHEY (President and Vice-Chancellor), Dr. Peter O'BRIEN (Vice-President), Mr. Douglas RUCK (Chair), and Mr. Hugh WRIGHT (Diocesan Representative)

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

REGRETS: Mr. Paul THOMSON (Alumni Representative)

STAFF: Mx. Janet HATHAWAY (minutes)

At 12:08 p.m., the Chair called the meeting to order.

(2020:25) PRAYER

The Vice-President read the College Prayer.

(2020:26) NECROLOGY

The Secretary did not have a Necrology list, but the Chair and President made note of Captain Jennifer Casey and Silver Donald Cameron. The Chair asked for a moment of silence.

The President spoke about Silver Donald Cameron (Honorary D.C.L. 2004), a writer and environmentalist. Silver Donald Cameron's writings go back to the early 1970s and were foundational in Nova Scotia's environmental movement. The President also commented on the outpouring of affection for Jennifer Casey from former classmates and students.

(2020:27) EQUITY OFFICER

The Chair introduced Tanisi Pooran, the University's Equity Officer, providing background information and welcoming her to the meeting.

Ms. Pooran advised that for the two-and-a-half months she has been at King's, her time has been spent looking at programming and policy development, especially online, to see how the University can do equity work in this fashion -- looking at online plans, KSU's Orientation Week, support for students and faculty who will be online. She reported that she has been engaged in relationship building and keeping up connections with Dalhousie from her earlier work. Among other activities, Ms. Pooran reported that she has been looking at how King's can still do anti-bias and antiracism training online, supporting various

student identities, looking at accessible resources for students as they go online, how to bring equity programming online in a way that is accessible. Building connections while separated.

Ms. Pooran indicated that she had been working with Jordan Roberts on online content to roll out in August and September. They are looking at programming that is live and interactive as well as pre-recorded, so someone attending virtually on the West Coast will not feel they are missing anything. Ms. Pooran advised that her office will be hiring summer students to work on projects and she will continue to build connections with the student body to see what they are looking for from the Equity Officer.

Board members asked if Ms. Pooran has been able to connect with external resources. Ms. Pooran advised she has Halifax connections and also in Toronto and in the U.S. – a network of knowledge, support and resources. She advised that she is looking forward to being able to connect students more with broader community resources, for example, helping students and the University connect with African Nova Scotian and Mi'kmaq communities.

Board members and the Chair thanked Ms. Pooran for her presentation and welcomed her to campus.

At 12:24 p.m., Ms. Pooran left the meeting.

(2020:28) OPENING REMARKS – CHAIR

The Chair noted that the Equity Officer's role on campus becomes more important in view of the news of the past two weeks. The Chair referred to the death of George Floyd and spoke of his personal experiences of racism in Nova Scotia.

The Chair observed that King's has made extraordinary strides in a very short time and has issued a statement condemning racism, police brutality and the death of young black people. However, a great deal of work needs to be done -- King's must be aware of this moment, of the time it is in. The real test is what now happens. There is a deficit when it comes to the area of equity. The Chair noted that it is not enough for the Chair or the President to speak on this issue. Each person has to support this commitment. This is the time to act. Individuals in society must look at themselves and see what needs to be done. The Chair expressed his wish for the Board to work in a leadership role and represent the value of antiracism in every activity -- ask the hard questions and deliver the hard answers. The Chair encouraged Board members to support Tanisi Pooran in her capacity as Equity Officer.

Board members expressed appreciation for the Chair's remarks.

(2020:29) CONSENT AGENDA

A Consent Agenda addressing the following matters was circulated:

- a) Approval of Minutes of the meetings of March 12, 2020; April 23, 2020; and May 21, 2020
- b) Alumni Report
- c) Advancement Director's Report
- d) Advancement Committee Report
- e) Campus Planning Committee Report
- f) Investment Committee Report
- g) Registrar's Report

MOTION: (Wright/Clarkson) that the Consent Agenda be approved.

In discussion, the Secretary noted the date on the first page of the March minutes needed to be corrected from "2019" to "2020", there was a further correction to the numbering of minutes in the May 21, 2020 minutes and noted that the Alumni Report was not included in the meeting package.

CARRIED.

(2020:30) BUSINESS/DECISION ITEMS

a) 2019-2020 FINANCIAL STATEMENTS

i. Draft Audited Financial Statements 2019-2020

ii. Management Discussion & Analysis (MD&A)

The Treasurer reported that KPMG completed the audit and presented a clean audit opinion. She noted how smoothly the audit was executed and thanked the Bursar and her team, who did an exceptional job, even in the middle of the pandemic.

The Bursar presented the audited financial statements including the Statement of Operations. She discussed the figures and explained that although it looked like there was a deficit of \$303,689 for the year, this was a bit misleading because of a \$1.165 million adjustment related to the market values of investments. The surplus was really \$861,000 once this adjustment is excluded. The unrestricted operating fund had a "surplus" of \$1.434 million as compared to \$1.135 million in the previous year.

The Bursar pointed out variances. Journalism tuition was frozen for the year. There was also an 18% international differential tuition increase for first year students as implemented by Dalhousie (compared with 3% in the prior year). Gifts had a large increase, primarily due to the Deane Little athletic scholarships. The Dalhousie allotment was lower because King's is teaching more Dalhousie students than in the past – Dalhousie credits King's for teaching their students. The Facilities restructuring last year reduced a position and the new Director started in May. Advancement looks like they are higher than last year because of Academica and media buying from the internally restricted funds. The SVPRO was new in August, so \$52,352 represents proportional costs.

The Bursar then discussed the Statement of Financial Position (i.e., balance sheet): there was a large decrease in investments due to the swing in market values at year-end of almost \$2.8 million caused by the pandemic. Accounts payable was higher than last year – King's owes Dalhousie \$700,000 more for the allotment. The current portion of long-term debt is lower because the University negotiated with the lender to defer principal payments in 2020-21. The market value of the internally restricted funds is \$9.4 million but the book value is \$10.6 million. The markets will probably rebound.

The Bursar discussed the disclosures/notes, including a note that King's entered into a contract with Castone Construction for the Tri-Bay project for \$5 million and a note related to COVID-19.

iii. Accountability Report - Framework for Investing Internally Restricted Funds

The Bursar noted that the Accountability Report was required by resolution passed on October 3, 2019. The Board approved total spending of \$1.85 million. The report shows \$1.57 million left after the various Board approved expenditures made in 2019-20.

iv. Resolution to Approve 2019-2020 Audited Financial Statements

MOTION: (Beach/Davies) to recommend that the Board approve the University of King's College audited financial statements for the year ending March 31, 2020. CARRIED.

b) 2020-2021 ENROLMENT AND RESIDENCE OCCUPANCY

The Registrar discussed enrolment scenarios in contrast to the traditional enrolment model. Due to COVID uncertainties, current forecasting methodology would be unreliable, so King's decided to deal with that by developing different scenarios based on the best knowledge as to what enrolment would look like in the fall.

The University hoped to have an entering FYP class of 195 before COVID-19. The middle case scenario looks like 147 entering FYP, a lower number of returning students from outside the Atlantic region and a larger percentage of students from within HRM and no first-year international students. The worst-case scenario would see a FYP class of 132, with very few students from outside the region and no first-year or returning international students. King's has been doing significant outreach and decided to go with the middle scenario, which the Bursar has been using for her budgeting for the coming year: 739 forecast enrolment for fall, dropping to 709 in winter, with a FYP class of 147, dropping to 142 in winter.

Recruiting is focusing on how the integrated nature of FYP removes many of the logistical barriers students might encounter at another university where they would have five courses online. Insights from the Academics studies have been incorporated, such as an emphasis on King's partnership with Dalhousie, the strong outcomes of King's students and the commitment of faculty to academic excellence and student success.

The Dean of Students reported on the Residence scenario utilized in the 2020-2021 budget. She noted that the budget anticipates a significant reduction in residence occupancy to reduce the density of students living in residence and the risk of COVID-19 transmission in accordance with public health directives. The highest number scenario is 127 students. The University is assuming occupancy of 52 students in residence with designated bathrooms, but expects to have greater clarity next week through Dr. Strang. King's has been discussing how to determine who has access to the limited number of rooms. All students who have accommodation needs are prioritized. A lot of work is being done to ensure there is a safe and supportive environment for the students who live on campus – physical and mental health, community programming. The University is now predicting 50 students could safely live on campus; last year it was 253.

c) 2020-2021 OPERATING BUDGET

i. Tuition, Ancillary and Auxiliary Fee Increases for 2020-2021

The Bursar presented the summary of the 2020-21 proposed tuition and fee changes. She noted that this conversation started with the Budget Advisory Committee (BAC) last fall, then to the Finance Audit and Risk Committee last week to bring up to the Board. Tuition rates for arts and science will increase 3% (following Dalhousie); Journalism tuition rate increases by 1%, MFA increases by 2%. The international differential was approved by the Dalhousie Board of Governors in April 2019: 3% increase plus \$1,473 works out to a 16% increase overall (for first and second year students); existing students are grandfathered at a 3% increase.

The Bursar discussed the College fee 0% increase. Due to the pandemic, it will stay flat but will assess later if will be charged since the fee serves three purposes – a portion of the fee is given to the Day Student Society and also to the Residence Council. The remainder helps to defray the university's operating costs of the Wardroom.

The Administration fee stays flat: a 0% increase; Facility renewal fee is flat 0%. The Athletic fee will not be charged in 2020-21 because the gym will be closed. Dalhousie has waived the fee for the fall for now.

The FYP course fee for FYP Handbooks has a 0% increase. The MFA mentor fee increases by 2% - an estimated increase in the consumer price index. This fee flows from students to their mentors. Residence room rates have a 0% increase. The BAC recommends a condition assessment of residence rooms be conducted to consider if different rates should be charged for different rooms. Meal plans are to increase by 1.86% pursuant to the Chartwells contract.

Dalhousie fees charged directly to King's students: Dalhousie health service: fee 0% increase and Dalhousie fitness facility renewal fee: 0% increase. The fitness facility renewal fee has been waived for the fall similar to the athletic fee. The bus pass increase is under discussion with Halifax Transit.

Board members were supportive of holding certain fees, but certain members spoke out against the tuition fee increasing. This is a national issue. While recognizing that faculty are working extremely hard and are willing to get training on teaching online, there remains a question of the quality of online education, regardless of intention. Board members spoke of various student financial and home challenges during this period and noted that Dalhousie students are calling on Dalhousie to rescind their decision and reopen discussion. Board members questioned whether King's has an obligation to talk to Dalhousie about what King's students are saying.

The President indicated that conversations were happening and that he disliked the increases. However, he noted that there is no realistic prospect of getting the level of government funding that fully addresses the revenue shortfall that every university is expecting to experience in these circumstances. King's collaboration with Dalhousie is at an all-time high now, and that collaboration continues to be critically important, as King's gets ready to move forward to fall teaching. He noted worry about what that collaboration would look like if King's decided to charge less tuition. King's charges the same tuition as Dalhousie for joint degrees. If Dalhousie does reconsider its tuition increase, King's should follow immediately in lockstep with Dalhousie.

The President noted that King's does have additional resources for bursaries and is making bursary monies available on broader situations than was previously the case. The University is doing everything possible to encourage students to come forward about the financial crises they are facing because King's wants to use that bursary money to alleviate financial difficulties students are facing at this time.

Board members indicated appreciation for the President's comments but certain members noted the difficulty with a "classist" narrative about charging this amount of money because of the "high quality of education offered". The President noted that the cost of operating the University is directly related to the quality of education provided. What is spent at King's is directly connected to the quality of education at King's.

Board members acknowledged the nuances of the conversation around quality of higher education and its costs in public discussion.

ii. 2020-2021 Operating Budget PowerPoint Presentation

The Bursar noted that the budget presented was unlike any other, with a lot of uncertainty around fall enrolment and residence occupancy. Traditional enrolment projection models are not useful during a pandemic. This will have a multi-year, cascading impact. The University is expecting a significant decline in revenues and unique increases in costs.

The Bursar showed the reconciliation of a pre-COVID-19 surplus to a COVID-19 deficit including positive budget adjustments of \$2,171,000 and negative budget adjustments of \$4,176,000. She also compared the 2020-2021 operating budget to the 2019-2020 budget. She noted a revenue variance from the 2019-2020 budget: \$3,228,000 unfavorable and an expense variance from 2019-2020 budget: \$730,000 favorable. Most expenses are going down except for the COVID-19 Emergency Response Fund which is a new expenditure. The President commented that the COVID-19 fund could be more than \$500,000 and that the amount in the budget is very much an estimate.

The Bursar spoke of unallocated anticipated reductions in spending of \$721,000. King's is anticipating reductions in spending due to uncertainty caused by the pandemic.

Board members asked if any of the work of erecting Plexiglas barriers had started. The Bursar advised that safety plans were due on June 12. The Occupational Health and Safety Committee will review the plans and come up with a consolidated plan, and then Facilities staff will be brought in to do that work.

Board members asked about student employment. The Bursar reported that 18 virtual student jobs were created this summer to assist with the transition to online instruction. These positions are partially funded by federal agency grants. The Vice-President noted that there are 18 jobs so far, but that more work was being done in this area.

Board members inquired as to how the Chartwells staff were doing. The Bursar advised that Daniel Orovec, the new Dining Services Director, is in every day. Chartwells had a conference call with all their university clients across Canada and talked about how they plan to operate in the fall including social distancing. The other staff are currently laid off and are receiving the Canada Emergency Relief Benefit provided by the federal government.

The Bursar, discussing operating cash deficits for 2020-21 to 2023-24, indicated that head counts even four years out will be lower than what they were in 2019-20. The two faculty positions that were to have happened in 2020-21 are still priorities but may have been pushed out further.

iii. 2020-2021 Operating Budget and Schedules

iv. Resolutions Regarding 2020-21 Operating Budget

The Treasurer acknowledged the hard work that went into this document. She noted that pre-COVID-19, all the work was effectively done. Then COVID-19 hit and the entire team had to re-evaluate every expenditure and every item and make the best guess. There have been many iterations before the document went before the Board. She acknowledged the extreme challenges of this endeavour.

There was discussion of resolutions relating to approval of the 2020-2021 operating budget and tuition and student fees:

Be it resolved that the Board approves the proposed tuition and student fee increase as presented.

Be it further resolved that the Board approves the operating budget for the 2020-2021 fiscal year.

The Treasurer called for these resolutions to be put forward separately because of how members might wish to vote.

MOTION: (Beach/Wright) that the Executive Committee recommends to the Board to approve the proposed tuition and student fee increase as presented. CARRIED, with one contrary vote.

MOTION: (Beach/Wright) that the Executive Committee recommends to the Board to approve the operating budget for the 2020-2021 fiscal year. CARRIED.

d) ESTABLISHMENT OF A SECOND ENHANCED VOLUNTARY RETIREMENT PROGRAM (EVRP)

The Bursar referred to the EVRP document that had been brought forward at the March 12 Executive meeting. She noted that McInnes Cooper's pension group provided advice on options and suggested King's go with the eligibility date (rather than the date of the beginning of the program) for Faculty members to opt in to the program and give them a time frame for opting in 12-18 months from that date. The University has 22 faculty members who will become eligible to retire under this program in the next five years. If the first seven to nine members opt in, that would limit the number who could retire later. The Finance, Audit and Risk Committee discussed this last week and was inclined to not limit the number. The program allows King's to deny an application if it will compromise the delivery of programs. They are endorsing the second program and not limiting the number of spots.

Board members inquired as to how this discussion would take place in a unionized environment. The President advised that he talked about this at a Faculty meeting and said if Faculty want to talk about this before it was moved forward to the Board for approval, he was happy to have that conversation with Faculty.

The Bursar advised that this program is being structured the same as the last one was, which had 10 eligible members then, of whom three signed up for it.

Board members asked whether budget savings are captured for high salary exits in favour of a lower salary hire. The Bursar indicated they were.

The President noted that this effort is almost exclusively about faculty renewal. Any savings would be short-term. Faculty renewal is critical to any institution, and particularly if King's wants faculty to be representative of the student body. The President indicated that he saw no alternative to creating opportunities for faculty renewal other than this, particularly due to the financial constraints brought on by COVID-19.

MOTION: (Davies/ Gray) that the Executive Committee recommends that the Board grants approval for the University of King's College to proceed with the development of a second Enhanced Voluntary Retirement Program (EVRP) along the lines described in the accompanying documentation.

Be it further resolved that the Executive Committee recommends that the Board authorize the use of the funds remaining from the first EVRP program to finance a second EVRP program.

CARRIED.

e) RESPONSIBLE INVESTING POLICY

The Bursar noted that the Responsible Investing Policy was presented to the Board by Peter Conrod in March and was included here for information.

The President advised that the Investment Committee met last week. In anticipation of a policy like this, the University has moved a significant portion of assets into an investment fund and out of the stock market. He noted that much greater losses might have occurred had that not been done, due to the current state of the stock market.

The KSU President proposed the following amendment to the policy: at the end of the paragraph commencing with: "[w]e believe certain industries and companies such as natural resource extraction (in particular oil and gas, coal and mining), weapon manufacturing companies supporting military conflicts and occupations in particular regions, tobacco/vaping products production, will be challenged to provide stable and sustainable long-term investment returns without well governed social and environmental systems.", adding in the sentence:

"We shall require each of our investment managers to divest the institution out of all oil and gas, coal and mining industries by 2025."

A motion was proposed to make that amendment. In discussion, it was decided to refer the motion to amend the policy to the Investment Committee, with a requirement to report on the outcome of that discussion.

MOTION: (Wright/Gray) to refer the KSU President's motion to amend the Responsible Investing Policy as noted in these minutes to the Investment Committee to review and report back to the Executive Committee. CARRIED.

f) REPORT OF THE VICE-PRESIDENT RENEWAL COMMITTEE

The President asked the Vice-President to leave the meeting.

At 2:29 p.m., the Vice-President left the meeting.

MOTION: (Lahey/Davies) that the Executive Committee recommend to the Board that the term of the Vice-President be extended for one year, from July 1, 2020, to June 30, 2021.

In discussion, Board members noted the Vice-President's good humour and thoughtfulness, particularly in the last few months.

CARRIED.

At 2:31 p.m., the Vice-President rejoined the meeting.

g) RESPONSE TO STUDIES BY ACADEMICA ON RECRUITMENT

The Registrar presented on the Academica study findings. She reviewed the first key recommendation: "Tell a compelling King's story, using proof stories from Alumni, current students, and faculty." The response, developed in consultation with the Enrolment Management Committee, Dalhousie and the leadership team is: "Exceptional Beginnings. Exceptional Futures". This will include outcomes-based narratives; FYP and Journalism narratives; scholarships and bursaries improvements; work-integrated learning; reworking Dalhousie/King's narrative; and plans for joint recruitment campaign with Dalhousie.

With respect to other recommendations:

- Admissions and recruitment recommendations: develop a plan to retain admissions and recruitment staff; focus on increasing applicant pool; improve communications technology; focus on relationships with schools; expand international recruitment efforts.
- Academic program recommendations: internationalize and diversity FYP; expand FYP Science; focus on career outcomes and experiential learning.

- Leadership to focus on creating awareness of King's; the Enrolment Management Committee to develop multi-year robust and high-level enrolment plan.

Board members asked what diversifying FYP looks like now. The Registrar noted that there was a recommendation around the curriculum that would incorporate historical texts broader than the Western canon to appeal to broader audiences. The Vice-President noted that in 2019, plans were to move forward with a consultation with students, but the pandemic interrupted it. A number of changes were made already. Dr. Dodd, Interim FYP Director, advised that diversifying FYP is an ongoing process. She noted that all the Section Coordinators who are responsible for the curriculum have a strong sense of commitment to diversifying by incorporating more beyond the Western canon. Faculty renewal will have a lot to add to this. The Chair indicated that this has been a point of conversation with parents and it is extremely important as King's moves forward.

The Registrar discussed key findings of the reputational study: that the common impression of FYP is that it is a remedial program to prepare students for university-level courses.

The Advancement Director thanked the Board for being supportive of their work and noted the University has received helpful data points around Alumni regarding their happiness and employment outcomes.

The Registrar reported that her office has been able to make progress on the recommendations, despite COVID related restrictions. The Registrar noted the extraordinary cooperation with Dalhousie.

The President noted that diversity in FYP comes up quickly when he is on the road. The direction FYP is going is very positive in terms of King's ability to attract students and is exciting at an intellectual level. It needs to be articulated more. The interactions between different traditions is important while at the same time retaining the integrity of the programme.

(2020:31) GOVERNANCE, HUMAN RESOURCES AND NOMINATING COMMITTEE

The Secretary, as Chair of the Governance, Human Resources and Nominating Committee, reported that the Governance, Human Resources and Nominating Committee report she prepared will be put forward at the Board meeting.

(2020:32) PRESIDENT'S REPORT

The President welcomed questions on his written report. He added that King's is receiving a lot of positive attention right now. The University has elevated its outreach to prospective students and their parents. People are expressing appreciation for how welcome they feel at King's. The President acknowledged how hard faculty are working. They are being asked to reimagine academic programs in a short period. He indicated that his confidence level is high. He advised that his impression is that King's has a more cohesive approach than other institutions.

The President reported that one of the things university presidents have been negotiating with the Province is what kind of information the Province needs to satisfy itself regarding university financial needs. Universities have negotiated a tight timeframe for a template about finances (best case, intermediate case and worst case enrolment scenarios). That template went out to universities yesterday with a request for it to be returned by Monday. King's was the first to return the form -- the Bursar filled it out and turned it around in an hour.

Board members noted how hard everyone is working and the high level of communication and cooperation among various members of the University community.

Board members asked questions regarding the University's statement on anti-racism and noted that it did not have a clear statement of action items. The President acknowledged that the University has never had a plan to address diversity, inclusion and equity, but has done many things to implement such a plan. There is an obligation to work with the African-Nova Scotian community for King's to be a university they would be interested in. There would be an obligation to do the same for the Mi'kmaq community because King's is a Nova Scotia university. The University does not have the strength of connection with those communities that it should. The slavery inquiry and conversations with the African-Nova Scotian community that have come out of that are important. The hiring of faculty that would contribute to the greater diversity of faculty would contribute to that. King's has not had the opportunity to do as much relationship building with the Mi'kmaq community yet. The University would have had a breakthrough this spring with the Eskasoni community and on site courses there.

The President advised that he is in the process of identifying a series of questions for the Equity Committee to give meaning to what it is doing and to identify further things King's needs to do, and to make this the work of the whole community.

Board members asked whether the University has plans to donate to a fund for the Black community in the short term or whether it has plans to make more reparations. The President noted that in the conversations that the Chair and he have had with the African-Nova Scotian community, almost all of them are about partnership with what the African-Nova Scotian community is trying to do.

Board members also asked questions about a professor who was reported to have made inappropriate comments. The President advised that he has had conversations with that professor, who has reached out to the individual who raised the concern and the resulting email exchange is regarded to resolve the matter. The comments have not been repeated. The President noted that Black and Indigenous students tell him about heartbreaking things that have happened to them at King's. Everyone who teaches at King's, who works at King's, who is an administrator at King's has to listen to these experiences and do something to keep them from being perpetuated. Minimizing these experiences is the wrong attitude.

(2020:33) KING'S STUDENTS' UNION REPORT

The King's Students' Union President did not have a written report, so they spoke about their activities. The KSU is extremely busy. There have been a lot of changes to KSU operations. The KSU has been meeting frequently with the Vice-President and Dean of Students. The KSU held a webinar on tenants' rights with the SVPRO. Housing is a big issue. The KSU have been much more active on social media. The KSU are trying to make sure students are informed about what the University is doing, on funding available from the government. The student union has done surveys of students around online learning and are doing lots of work one-on-one with students, helping direct them to resources. The KSU are doing a lot of unpaid work and have had conversations with the Vice-President about that.

Orientation Week will be all online. The KSU is coordinating with the Registrar and Dean of Students. The theme is "Plugged-In."

Board members inquired about state of minds of students. The KSU President advised that it is hard to generalize. The anxiety that folks were feeling when this all started in March and April has lessened but is still at the core and folks are anxious. Graduates did not get the experience of graduating and first year students did not get all the experiences they were expecting. There is personal grief and anger and students are feeling overwhelmed.

The KSU President reported that engagement is up. Students want to be engaged in decision-making. They want to talk about what is going on because of the isolation.

Board members recognized the significant contributions and hard work of the KSU in supporting students during this difficult time. The Bursar wanted to acknowledge the KSU President for their contributions to various committees, due to the unavailability of other KSU representatives.

(2020:34) VICE-RESIDENT’S REPORT

The Vice-President reported on the collegial nature of King’s, with faculty colleagues doing a lot of hard work. He noted in particular Dr. Dodd because FYP has unique responsibilities.

The Vice-President advised that he has done a lot of work on the student employment front. The President spearheaded matching funds for grants, and 18 full time positions with matching fund arrangements have been made. Many of those positions are in online transition support. The University also has students working on outreach engagement, a couple of students designated for Equity positions, and students working with KSU.

The Vice-President noted that the Sexualized Violence Policy Implementation Advisory Committee continues to meet. Some survey work was done, and the committee is undertaking the mandated review of the Policy.

The Vice-President’s Assistant and Special Academic Projects Coordinator will begin work on July 6.

Board members thanked the Vice-President for his hard work during this time.

(2020:35) OTHER BUSINESS

Due to time constraints, discussion of the following items was postponed until a later meeting.

- a) Safety Policy
- b) Amendments to Privacy Statement
- c) Annual General Meeting

(2020:36) IN CAMERA

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

The meeting moved to an *in camera* discussion at 3:48 p.m.

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

The meeting of the Board of Governors’ Executive Committee was adjourned at 4:15 p.m.

Respectfully submitted,

Douglas Ruck

Jennifer Gray