



# MINUTES

## BOARD OF GOVERNORS — REGULAR SESSION

Thursday, February 25, 2021, 2:00-4:00 p.m.  
Via Zoom online meeting platform.

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### ATTENDANCE:

#### Voting Members:

Kim Peacock  
Geoff Plant  
Gillian Siddall  
Sonny Assu

Jacob Brennan  
Scott Hawthorn  
Selina Huang  
Keith Kerrigan  
Lindsay McIntyre

Alex Phillips  
Esther Rausenberg  
Keith Reynolds  
Emma Somers

#### Guests:

Trish Kelly, Michael Clifford, Marcia Guno, Kevin Bird, Philippa Mennell, Christen Downie, Lori MacDonald (ECSU staff)

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*We respectfully acknowledge that Emily Carr University is situated on the unceded, traditional and ancestral territories of the Musqueam, Squamish and Tsleil-Waututh Nations.*

### I. ADMINISTRATIVE BUSINESS

1. Call to Order — Kim Peacock, Chair, called the meeting to order at 2:02 p.m.
2. Adoption of the Agenda  
**Moved / Seconded** **Carried.**
3. Approval of the Previous Board Meeting Minutes of Nov. 26, 2020.  
**Moved / Seconded.** **Carried.**

### II. BUSINESS

1. For Approval: Financial Report for the Period Ended Jan. 31, 2021

Geoff Plant, Chair of the Board Finance + Audit Committee, reported that the committee met on February 11, 2021 and reviewed the Financial Report for the Ten Months Ended January 31, 2021. It was noted that ECU reported an improvement of \$2.6 million compared to the prorated budget surplus projection of \$761,558 for the 10 months ended January 31, 2021. The positive variance of actual to prorated budget was due largely to the following factors:

- Ministry funding of \$1,149,667 for settlement of ECU's collective agreements with the Faculty Association and CUPE 15.

- Facility rental revenue of \$601,877 for on-campus filming.
- Salary-related savings of approximately \$620,000 due to lags in hiring (of support staff and faculty) and other overall savings due to decreased on-campus activities and COVID-19 cost projections.

Michael Clifford, VP, Finance + Administration, reported that the University's granting of four additional vacation days to permanent administrative and support staff in December 2020 was deemed by the Ministry to exceed provincial negotiation mandate. As a result, the Ministry will impose a reduction of \$207,649 in ECU's operating budget allocation to cover the cost of the vacation days. While the reduction was not factored into the Financial Report for the Ten Months Ended January 31, 2021, it has been included in ECU's projections through the end of the year. Gillian Siddall, President, and Kim Peacock, Board Chair, provided further information about the decision, which was part of a series of initiatives to address wellness concerns for faculty and staff that included a one-week delay to the start of the Spring Term. It was noted that the Board Chair and the President met subsequently with Deputy Minister Baskerville and the University's relationship with the Ministry continues to be positive. Several members expressed appreciation for ECU's decision, as well as understanding of the Ministry's position.

There was discussion. It was noted that, notwithstanding the government's one-time funding, the Ministry will be pleased by the University's increased revenue from initiatives such as facilities rental to the film industry; this is the type of initiative the Ministry was looking for as ECU progresses its Strategic Deficit Mitigation Plan to reduce its structural deficit.

The Chair and President commended ECU faculty, staff and students for the hard work that resulted in the University's positive financial position for this reporting period.

**Moved / Seconded that the Board of Governors approve the Financial Report for the Period Ended Jan. 31, 2021 as presented.**

2. For Information: Update on the University's Strategic Plan

Gillian Siddall, President, provided an update on development of ECU's new strategic plan, as the University's 2021 Strategic Plan (2017-2021) concludes this year. It was noted that planning for the new University Strategic Plan provides the opportunity for ECU and its communities to consider ways to embed the University's identity, values, commitment to social and environmental justice, decolonization, anti-racist work and Indigenous ways of knowing in its teaching, learning and operations. A formal process has not yet commenced. Board members were invited to provide input.

There was discussion. A member inquired about labour inequity issues between regular and non-regular faculty. The President noted that while the issue of teaching load must be addressed through collective bargaining, she is in regular conversation with the Ministry about systemic challenges facing ECU. It was noted that completion of the strategic plan is anticipated in 12 to 18 months, following which development of unit action plans will commence.

3. For Information: Update on Chancellor Selection Process

The Chair provided an update on the Chancellor selection process, currently underway in accordance with the *University Act*, the university's policy on Chancellor Selection (1.12), and an expansion of the nomination criteria outlined in the policy. It was noted that the call for nominations from the university community closed on January 31, 2021 and resulted in 25 nominations for review and shortlist by the Alumni Association. There was discussion. The Chair highlighted next steps for timing and process.

4. For Information: Update on Presidential Review Process

The Chair provided an update on the annual Presidential 360 Performance Review. It was noted that Board members can expect to receive invitations from McLaughlin & Associates for participation in the review within the next few weeks. The Chair thanked Adrian Tees, Associate Vice-President, Human Resources, and Philippa Mennell, University Secretary, for outreach to constituent groups regarding the review.

Discussion followed. A member suggested that the review process involve more interactivity for the President with constituent groups. The President commented that the review is an assessment based largely on the presidential job posting, rather than an assessment that includes performance related to day-to-day issues and unplanned events such as the pandemic. The Chair noted that the presidential review process should be reviewed each year and suggested the Executive and HR Committee begin that work to bring forward to the Board for next year's review.

### III. REPORTS

1. Chair's Report – Members were encouraged to review the reports submitted in the agenda package and raise any questions or comments.
2. Finance + Audit Committee (F+AC) Report – In response to an inquiry from a board member, Michael Clifford, VP, Finance + Administration, provided some further explanation of the estimates related to the fire incident settlement agreement with Project Co.
3. Governance Committee Report – Keith Reynolds, Chair of the Governance Committee, provided an update on the status of the Board Self-Evaluation Survey. It was noted that the survey deadline has been extended to provide more time for Board members who have yet to respond. Board members who have not responded were encouraged to complete the survey.
4. President + Vice Chancellor's Report – There were no questions or comments from Board members about the President + Vice Chancellor's Report.
5. Vice President, Academic + Provost's Report – The Vice President provided explanation about the restricted search for seven tenured or tenure-track faculty lines in response to members'

questions related to the hiring plan to increase the number of diverse faculty at ECU. There was discussion regarding the online exhibition planned for the 2021 Grad Show.

A member inquired about the potential for Board training on anti-racism, decolonization and Indigenization. The Board Chair recommended that the Board Governance Committee take the lead on researching and recommending options to bring back to the Board. It was suggested that this training be included as part of Board orientation going forward. The President added that the President Executive Committee and others will soon participate in anti-racist training, which may be suitable for Board training.

6. Vice Provost, Students' Report – A member thanked Marcia Guno, Vice Provost, Students for her report.

**IV. OTHER BUSINESS:** There was no other business.

**V. NEXT MEETING:** April 29, 2021

**VI. ADJOURNMENT:** The meeting adjourned at 3:51 p.m.