

**THE GEORGE BROWN COLLEGE
OF APPLIED ARTS AND TECHNOLOGY**

**BOARD OF GOVERNORS
PUBLIC SESSION MINUTES**

**APRIL 10, 2019
290 ADELAIDE ST EAST, TORONTO
5:30 P.M.**

Present: Wing Ki Chan
Paul Clifford (*via conference*)
Kevin Costante
Andrea Elliott
Mark Guslits
Gerard Hayes
Nureisse Khan (*via conference*)
Kevin King (*via conference*)
Joshua Li
Bob Richardson
Anne Sado
Pradeep Sood
Martha Tory
Steve Upton
Laurel Walzak
Mike Williams, Chair
Guests: Cory Ross
Adrienne Galway
Rick Huijbregts
Chris McGrath
Leslie Quinlan
Vidyia Rego
Karen Thomson
Neebir Kamaal (Dialog)

Regrets: Julia Deans

Minutes: Diane Fantinato

1.0 Chair's Report

The Chair brought the meeting to order. He advised that the official announcement for the college's next chancellor, Noella Milne, is now public. Members will be receiving an invitation to the installation, which will be held on Friday, May 3 at the waterfront campus.

George Brown's convocation ceremonies will be taking place June 10-14 at the Sony Centre. Members have received a schedule for review. As in previous years, the college will be hosting a dinner for the honorary recipients on Thursday, May 30 at the Chefs' House. As such, the Board meeting will be held at 4:30pm that day so members can also attend the dinner.

The Governance Committee has been formed and held its first meeting in March. Since Julia Deans, Chair of the committee, is not in attendance, Kevin King will provide a brief update in the in-camera session.

2.0 Consent Agenda

MOTION 2019-04-01

THAT the Board of Governors approves the Consent Agenda for the meeting held on April 10, 2019, which includes the following items:

- **Approval of the Draft Board of Governor Minutes – February 13, 2019**
- **Approval of the Honours Bachelor of Business Administration (Business Analytics) (School of Management/Centre for Business)**
- **Approval of the 2019-20 Child Care Fees**

Moved: M. Tory Seconded: S. Upton CARRIED

3.0 2018 Employee Engagement Survey Results

Leslie Quinlan, VP, Human Resources & Organizational Development provided context for the 2018 employee engagement survey. Process highlights included the key actions addressing the 2016 key drivers of engagement as well as the 2018 survey process. For 2018, participation was expanded to include all non-fulltime employees ensuring representation from all employee groups. Although more people participated, the participation rate decreased. Action planning is underway to address how we can increase the response rate for the 2020 survey, particularly for the NFT group. Overall engagement results were presented as well as results across the five indices including the specific questions that impacted each index. Two priority areas for follow up were identified: Resources & Support and Career Progression. To date results have been presented to the College Management Team; faculty results to the Academic Union College Committee; and support staff results to the Support Staff Union College Committee. Next steps include communication of the divisional survey results within divisions; forming engagement action teams; defining priorities; and submitting the action plan online.

4.0 Sexual Violence Survey Results Overview

Leslie Quinlan, VP, HR & Organizational Development and Chris McGrath, VP, Student Success provided background on the survey which was administered last spring under Bill 132. The data captures a point of time or snapshot of the student experience and their understanding of the policies. There was low participation rates due to timing of distribution of the instrument - 16% of college students responded. Response rate from GBC is unknown at this time as institution-level data release is under consideration of the Privacy Commissioner. GBC indexed results and the knowledge and insights gained by the results were presented. Detailed information about the questions in each index and context for the theme were provided to the members as an appendix. The Sexual Assault and Violence (SASV) Policy is managed within the Diversity, Equity and Human Rights office. A committee has been struck with multi-stakeholder representation to provided leadership on a prevention and education framework. The board advised that training on the policy be mandatory for both staff and students. An annual report will be made to the board.

5.0 Student Update

Nureisse Khan provided clarity regarding the Student Association's (SA) decision to eliminate SA constituent positions from the board going forward. The information was released at the same time as the announcement on provincial cuts and many were under the impression that they were correlated. The decision was on the executive table for some time and stems from having the largest SA of all the Ontario colleges and wanting to focus on cost reduction in the budget.

6.0 Approval of the Proposed 2019-2020 Budget Plan and Strategic Investments

M. Tory advised that the Finance & Property committee reviewed the proposed budget at length. Karen Thomson, VP, Corporate Services, noted this year is the last planning year that follows our 2020 strategic imperative framework. The next year is a transition year with sustainable reduction costs in place to address the financial pressures of Bill 148, allow resource investments in 2019-20, and to set up for Strategy 2030. Capital and strategic initiatives have been allocated separately. Three-year budget projections were provided where efficiencies remain top priority. Karen noted that work continues to ensure optimization and reduced costs in many areas are achieved, and it is expected that positive results will continue to strengthen the financial position of the college for the future.

MOTION 2019-04-02

THAT the Board of Governors approves the proposed Budget and Strategic Investments for 2019-2020 as presented.

Moved: M. Tory Seconded: A. Elliott CARRIED

7.0 College Ontario Report

A. Sado forwarded a report from the College's Ontario Committee of President's (CoP) March meeting to the members prior to the meeting. Key items included discussion regarding the creation of a system-wide social media strategy, system advocacy efforts on a federal level, Employment Ontario update, stand-alone nursing degrees, and partnerships with private career colleges.

Anne noted that the upcoming provincial budget may potentially result in a system-wide response. A post-budget call with the presidents is set for the following week and any insights will be shared with the board.

College's Day, a full day at Queen's Park, took place last week. Meetings were held with several MPP's to discuss college system priorities. A key item has been the skills gap taskforce. Adrienne Galway, Special Advisor to the President, attended the reception and noted there was a strong turnout of MPPs.

The Chair advised that he participated in a recent Colleges Employer Council board meeting. A presentation on pension plans for the colleges was made and it was clear that it is well managed. As well, he noted an executive search for a new CEO is underway. Other topics of note will be discussed in the in-camera session.

8.0 President's Report

A. Sado forwarded her report to the members prior to the meeting. Highlights included enrollment, fundraising, student/staff successes, various college events, announcement of two international awards for The Arbour, and visits by the Minister of Finance and Minister of Infrastructure and Communities.

There being no further business, the meeting adjourned to a private session.