

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

**BOARD OF GOVERNORS  
PUBLIC SESSION MINUTES**

**WEDNESDAY, APRIL 14, 2021  
VIA MICROSOFT TEAMS  
5:30 P.M.**

<b>Present:</b>	Kevin Costante, Chair Wing-Ki Chan Geneveive Thompson Kizzy Bedeau Roger Grochmal	Omo Akintan Andrea Elliott Joshua Li Anne Sado Marnie MacDougall	Bruce Choy Julia Deans Nancy Prenevost Pradeep Sood Adrienne Batra
<b>Guests:</b>	Adrienne Galway Chris McGrath Nasir Kenea	Michael Herrera Leslie Quinlan Chris Ferg	Rick Huijbregts Cory Ross
<b>Regrets:</b>	Saeideh Fard		
<b>Minutes:</b>	Jessica Miller		

## **1.0 Chair's Report**

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Chair Kevin Costante welcomed everyone to the meeting and introduced Roger Grochmal, new board member. He shared that Roger is an accomplished leader in the electrical and mechanical contracting industry. He attended the University of Alberta, where he obtained a B.Sc in Electrical Engineering and an MBA in Marketing and Economics. Roger has been owner and CEO of Atlas Care, a leading residential HVAC and Plumbing Service contractor in the GTA and Hamilton since 1986. Roger has won several business awards and he is also a business columnist for Mechanical Business Magazine – a leading trade publication in Canada.

## **2.0 Consent Agenda**

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### **MOTION 2021-06-01**

**THAT the Board of Governors approves the Consent Agenda for the meeting held on April 14, 2021 which includes the following items:**

- **Approval of the Draft Board of Governor Minutes – February 10, 2021**
- **Approval of the Bachelor of Science Degree Completion (Dental Hygiene)**
- **Approval of the 2021-22 Student Ancillary Fees**
- **Approval of the 2021-22 Student Tuition Fees and Student Material Fees**

- **Approval of the Updated Investment Policy and Guidelines, confirm RBC/Phillips, Hager & North and Canso Investment Counsel as investment managers to the fund and approval of the Endowment Disbursement Policy**
- **Approval of the 2021-22 Child Care Fees**

**Moved: A. Elliott**

**Seconded: P. Sood**

**CARRIED**

### **3.0 COVID-19 Update and Fall 2021 Plans**

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Leslie Quinlan, VP, Human Resources & Public Safety and Security provided an update on COVID-19 followed by an update from Rick Huijbregts, VP, Strategy and Innovation on the plans for Fall 2021. A presentation was distributed in advance of the meeting.

Highlights of Leslie's update include the approach taken by the college, number of COVID-19 cases at GBC and the additional actions taken to support safety at the college.

Rick noted that the plans for Fall 2021 are under development. He shared that the guidelines that will be in place for Fall are unclear, so the college is looking at the plans through three lenses, depending on guidelines from the province. He noted that flexibility is being built into each plan, should guidelines from the province change suddenly.

Questions from the board included the possible issues re vaccine hesitant members of the community and comparison to plans from other colleges.

### **4.0 Governance Committee Report**

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A full report was distributed to the board in advance of the meeting.

#### **Board Effectiveness Survey**

The full details of the results were shared in advance of the meeting.

Julia Deans noted that the recent board effectiveness survey was completed with a 100% completion rate. The governance committee reviewed the results in detail and were pleased with the results, noting that there were no real areas of concern -- only opportunities for continuous improvement.

#### **Equity Survey**

Julia shared that while the board is too small for a full formal equity survey, she proposed that the board complete a shorter survey should they be comfortable participating on a voluntary and confidential basis. Noting that the governance committee has a strong commitment to equity and diversity – the survey would assist in determining the current profile which would help to shape the board.

Julia asked board members to reflect on the contents of the proposed equity survey and to provide feedback to Julia and/or Kevin.

## 5.0 Operating Budget

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Michael Herrera, Chief Financial Officer noted that Finance and Property had an in-depth conversation regarding the proposed 2021-22 operating budget. Specific details and highlights were reflected in the material distributed in advance of the meeting.

### **MOTION 2021-06-02**

**THAT the Board of Governors approves the 2021-22 Proposed Operating Budget.**

**Moved: B. Choy**

**Seconded: N. Prenevost**

**CARRIED**

## 6.0 Capital Budget

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Michael shared a high-level overview of the 2021-22 annual capital plan within the context of the ten-year capital plan. He noted that the plan was shared and approved at the Finance & Property Committee meeting with recommendation to be brought to the Board of Governors for approval.

### **MOTION 2021-06-03**

**THAT the Board of Governors approves the Capital Plan for 2021-22 which totals \$26.6M, excluding the impact of Arbour project and including a transfer of up to \$3.1M, when required, from the Athletics Capital Restricted Fund to provide funding for Field Enhancement Partnership with Toronto District School Board (\$2.0M) and Casa Loma Athletic Centre Re-modelling (\$1.1M) capital projects.**

**Moved: B. Choy**

**Seconded: J. Deans**

**CARRIED**

## 7.0 Employee Survey Results

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Chris Ferg, Talent Manager, gave a high-level overview of the 2020 employee engagement survey process and results. The employee engagement survey is administered every two years. The presentation included comparisons from the last survey, an overview of the results, key themes, next steps and areas for improvement. It was also noted that we took the opportunity to gather input about returning to campus, including how employees feel about working from home and impact on their engagement. In general, Chris noted that the overall results of the survey are strong, and the college has an engaged employee population.

## 8.0 Balanced Scorecard Quarterly Update

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The balanced scorecard and a full quarterly update were distributed to board members in advance of the meeting. Rick Huijbregts, VP Strategy and Innovation highlighted a few areas of the scorecard. He also noted that the scorecard reflects that the college is making consistent and good progress on most indicators, and that in the areas where we are behind, we are confident of achieving our targets in the coming year.

## 9.0 Colleges Ontario and President's Report

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President Sado's report was distributed to members prior to the meeting. Anne also highlighted the virtual open house, recent meeting with Minister Champagne, as well as a recent speaking engagement she participated in through BHER.

**There being no further business, the meeting was adjourned to a Private Session.**