

THE GEORGE BROWN COLLEGE  
OF APPLIED ARTS AND TECHNOLOGY

BOARD OF GOVERNORS  
PUBLIC SESSION MINUTES

OCTOBER 8, 2008  
290 ADELAIDE ST EAST, TORONTO  
8:00 A.M.

<b>Present:</b>	Rahul Bhardwaj Chris Boyle Michael Eubanks ( <i>via phone</i> ) Marilou Martin	Marjorie McColm Noella Milne Lynn Nagle Maureen O'Halloran	Anne Sado Tom Tomassi David Wilkes Bob Wong ( <i>via phone</i> )
<b>Guests</b>	Eugene Harrigan Yves Hébert Dale Hall	Dr. Edward Harvey Nancy Hood Ric Ho	Jennifer Norman Darlene Norris Karen Thomson
<b>Regrets:</b>	Chris Griffin	Christine Raissis	Jan Rush
<b>Minutes:</b>	Diane Fantinato		

*Note: Items do not necessarily appear in the order they were discussed.*

ITEM	DISCUSSION	ACTION
1.0	<b>Chair's Report</b> In bringing the meeting to order, C. Boyle welcomed our newest members Rahul Bhardwaj and David Wilkes to the Board. He also congratulated TomTomassi on his re-election as the Faculty Representative to the Board.	
2.0	<b>Approval of the minutes of the Board of Governors meeting of September 17, 2008</b> There were no questions arising.	
	<b>MOTION</b> THAT the Board of Governors approve the minutes of the September 17, 2008 Board of Governors meeting as presented. Moved: N. Milne      Seconded: D. Wilkes      CARRIED	<b>MOTION</b> 08-02-01
3.0	<b>Approval of the minutes of the Academic and Student Affairs Committee meeting of September 24, 2008.</b> There were no questions arising.	
	<b>MOTION</b> THAT the Board of Governors approve the minutes of the September 24, 2008 Academic and Student Affairs (ASA) Committee meeting. It was noted that the additional topics discussed at the ASA meeting would be added as future items on the work plan. Moved: M. Martin      Seconded: M. O'Halloran      CARRIED	<b>MOTION</b> 08-02-02
4.0	<b>Approval of the minutes of the Finance and Property Committee meeting of September 24, 2008.</b> There were no questions arising.	
	<b>MOTION</b> THAT the Board of Governors approve the minutes of the September 24, 2008 Finance Committee meeting as presented. Moved: A. Sado      Seconded: M. O'Halloran      CARRIED	<b>MOTION</b> 08-03-02

E. Harrigan reported that expenditures and revenue were on target. Regarding our investment portfolio, it was confirmed that it has not had any direct exposure to Asset Backed Commercial Paper. The portfolio mainly consists of government and chartered bank bonds.

George Brown recently submitted its input to the long-term capital planning process per the MTCU Deputy Minister's request. This is related to the \$60 billion, ten-year, infrastructure fund announced in the 2008 budget. Our request included five projects. In the short-term, we continue to look at nearby leasable space to alleviate some of the space pressures at the College. As such, The Master Space Plan is now being resumed and a full report to the Board is scheduled for February 2009.

#### 5.0 **Employee Equity Survey Results**

Dale Hall, Human Rights Advisor, presented the 2007 Employment Equity Survey results, as compiled by Dr. Edward Harvey. Dr. Harvey was present to answer questions. The main objective of the survey is to update the employment equity database for GBC permanent employees and analyze patterns. Based on last year's Board input, the survey is now distributed to new employees when they sign for their benefits. As a result, the rate of return has increased substantially. Dale discussed the methodology used to compile the statistics. Data regarding female representation, visible minorities, persons with disabilities, and aboriginal persons was reviewed. Based on benchmark data that Urban Dimensions Group has assembled, GBC ranks in the top third in the GTA. Going forward, there will be a more intense focus on hiring activities for persons with disabilities and aboriginal persons. We will continue to track our progress, develop our internal employee pool, and develop a succession plan that fosters equity and diversity. Dale also announced that George Brown has been recognized as one of Canada's top employers for 2009. We are also awaiting confirmation on being honoured with a specialized award for Diversity.

#### 6.0 **Strategic Human Resources Overview**

N. Hood advised that one of George Brown's strategic goals is that GBC is an excellent place to work and that employees be committed to academic excellence and student success. With this in mind, the Human Resources department provides leadership in creating a positive working and learning community for staff. Nancy reviewed the employee life cycle and full-time employee profile. Orientations, specialized projects, and tuition reimbursements are a few professional development programs offered. Key HR initiatives include succession planning and staffing needs, talent attraction and retention, introduction to faculty performance reviews (aligned with the Academic Strategy), teacher and leadership development, process improvements and meeting legislative requirements. Board members asked how they could support the above objectives. Nancy advised that they could identify potential recruitment opportunities, participate in events, speak proudly of the College and be part of creating a 'passion' for the College. Other items discussed involved communication, salaries, best practices and processes, recognition programs, and looking at alternative forms of recruitment.

#### 8.0 **President's Report**

The President's Report is structured to align with the Balanced Scorecard and the college objectives for 2008-09. As such, A. Sado brought forward the following items for information and discussion:

##### **Financial Viability**

- **Enrolment** - Our Day 10 numbers shows that our enrollment remained solid over the first ten days. Based on OCAS data, we are up 8% on students from Day 10 last year. While this is good news, the November 1 audit number counts the most as it will determine the funding we receive from the Ministry.

- **Canada Foundation for Innovation (CFI)** - GBC has submitted our CFI application. Dr. Robert Luke and his team once again did an incredible amount of work to prepare an excellent application. They were supported by many groups at the College, who had to seek very specific information to complete the application.
- **Augmented Education Programs** - Anne will be meeting with Minister Milloy and senior representatives of CAMH to discuss stable and ongoing funding for our Augmented Education Programs. We have always received "one off" funding and have had to put together several funding sources to support the full budget for running each cohort. We are making this proposal as part of their poverty reduction strategy.
- **Policy and Funding Steering Committee** – Colleges Ontario are preparing for a meeting of the Policy and Funding Steering Committee with Ministry staff next week. We will be trying to make progress on the design of the new funding formula that is expected to replace the interim funding formula for 2009-10.

#### Positioning

- **Ontario Economic Summit** - Anne attended the Ontario Economic Summit last week. The state of the economy dominated the first day of the summit, with keynote addresses by Don Drummond of TD and author and Yale Professor Robert Shiller. The key agenda items included reinventing workforce development, rethinking trade markets, energy efficiency and innovation and a discussion on a Vision for Ontario for 2028. Speakers focused extensively on immigrant integration issues, the ongoing plight of aboriginals, the importance of education and innovation. She had breakfast with Finance Minister Dwight Duncan and Premier McGuinty joined the table for quite awhile. Both the Premier and Finance Minister were interested in speaking about the Second Career program and what could be done to support this initiative and improve the results.

#### Other

- **OPSEU Support Staff** - The Support Staff tentative agreement was ratified last week by just over 67% of support staff who voted across the province. GBC was one of five colleges whose support staff voted against the settlement offer. Of the 535 support staff eligible to vote, 387 did so at GBC. Anne has spoken to Marilou Martin to ensure we understand the issues and will work with the union to implement the terms of the new agreement effectively.
- **Bill 90** - The new Colleges Collective Bargaining Act legislation was passed on October 1, giving part time college workers in Ontario the right to collective bargaining. We are awaiting confirmation of the date of Royal Assent.  
**Committee of Presidents** - Anne attended the annual Committee of President's Planning retreat last week. The retreat was kicked off with the group being addressed by two policy staff from the Premier's Office: Alex Johnstone, Policy Director, and Sean Mullin, Economic Policy advisor. The Ontario economy narrowly avoided a "technical" recession in the second quarter – with growth of only 0.3%. The ongoing volatility of the financial markets since last week will have reinforced the government's concern about the province's fiscal situation. We were told that the Fall Economic Statement would be tabled in the house on October 22. While it will likely be a tough message, we are hoping it will also be a reinforcement that the government will continue to focus on their priorities of education, health, the environment/the green economy and the economy overall. It was noted that the post secondary and skills agenda is considered an economic priority. The government has a 5 point plan they will continue to focus on: 1) Investing in People and Skills 2) Investing in Infrastructure 3) Lowering Business costs 4) Investing in innovation and 5) Partnering with business.

For education, Ms. Johnstone noted the priorities for the government are:

- credit transfer – especially between college and university
- the need to expand learning to 18
- building on Reaching Higher with further investment
- focusing more clearly on results and tying investment to results.

Minister Milloy also spent an hour with the presidents at the retreat. The Minister spoke about the preoccupation with the economy and how the Second Career program is a number one priority for TCU. The Ministry is looking closely at the criteria for eligibility to see if the program can be made more effective and enrollments increased. The Minister also spoke about Capital Planning and the efforts to develop an infrastructure plan for Ontario that would include colleges and universities, enrollment growth and the pathways between colleges and universities and the 5<sup>th</sup> year of Reaching Higher.

The COP retreat discussion among the colleges focused on system design or redesign, the outcomes we were trying to achieve, and the possible alternate ways of achieving those outcomes including the possible creation of “polytechnics” in Ontario.

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