



The University of British Columbia  
**BOARD OF GOVERNORS**  
**MINUTES**

Thursday, December 3, 2020  
 9:05 a.m. to 11:25 a.m.  
**VIDEOCONFERENCE**

**Chair** Ms. Nancy McKenzie  
**Vice-Chair** Ms. Sandra Cawley  
**Members**

Dr. Santa Ono, President and Vice-Chancellor  
 Ms. Alison Brewin  
 Mr. Jessie Dusangh  
 Ms. Chaslynn Gillanders  
 Mr. Raghwa Gopal  
 Mr. Max Holmes  
 Dr. Anna Kindler  
 Mr. Azim Lalani  
 Professor Mark Mac Lean  
 Ms. Jeanie Malone  
 Mr. Jassim Naqvi  
 Mr. Joel Solomon  
 Mr. Bill Sundhu  
 Mr. Kavie Toor  
 Ms. Nicole Udzenija

Regrets:  
 Hon. Steven Point, Chancellor  
 Dr. John Klironomos

**Administration**

Ms. Marcia Buchholz, Vice-President Human Resources  
 Dr. Ainsley Carry, Vice-President Students  
 Ms. Robin Ciceri, Vice-President External Relations  
 Dr. Lesley Cormack  
 Deputy Vice-Chancellor and Principal, UBC Okanagan  
 Ms. Jennifer Kain, Chief Assurance & Risk Officer  
 Dr. Dermot Kelleher, Vice-President Health  
 Mr. Hubert Lai, Q.C., AVP Office of University Counsel  
 Ms. Heather McCaw  
 Vice-President Development & Alumni Engagement  
 Dr. Ananya Mukherjee Reed  
 Provost and Vice-President Academic, UBC Okanagan  
 Dr. Gail Murphy, Vice-President Research & Innovation  
 Mr. Peter Smailes, Vice-President Finance & Operations  
 Dr. Andrew Szeri, Provost and Vice-President Academic  
 UBC Vancouver

**Board Secretary** Ms. Karen Hakkarainen

**1. BOARD OF GOVERNORS**

Board Chair Nancy McKenzie called the open session of the Board of Governors meeting to order at 9:05 a.m. and respectfully acknowledged that the lands on which UBC campuses are located, and from which Governors and others joined the meeting, including the ancestral and unceded territories of the Musqueam, the peoples of the Okanagan Nations, and other Nations.

**1.1 Opening Remarks**

Board Chair Nancy McKenzie remarked on the challenges and unprecedented change that characterized 2020, and noted that, despite the pandemic, the world had moved forward on a number of fronts, including anti-racism, social justice and renewed calls to address the climate crisis. She commended the University’s leadership team for their work to respond to the pandemic and to position the University for continued success. On behalf of the Board of Governors, the Chair extended congratulations to the 3275 fall graduates who celebrated the completion of their degrees at a virtual convocation held on November 25. She expressed pride in the graduates’ accomplishments during such difficult times. The Chair noted that UBC was recently recognized in the Times Higher Education graduate employment rankings as 28<sup>th</sup> in the world, which was a significant gain from the previous year’s ranking of 61.

She noted that in a separate virtual ceremony on November 25, the Honourable Steven Point was formally installed as UBC's 19<sup>th</sup> Chancellor. Chancellor Point was robed in UBC's new Indigenized academic regalia by his wife, Gwen, and welcomed to his new role by a number of dignitaries, including the Lieutenant Governor, the Prime Minister, and the Premier.

The Board Chair also congratulated the 9 recipients of honorary degrees bestowed by the Vancouver Campus, and the 7 recipients of honorary degrees bestowed by the Okanagan Campus in 2020.

The Chair congratulated three scholars of notable distinction for their achievements:

- In the teaching category, Professor of Anthropology Sabina Magliocco, from the Faculty of Arts, was awarded the Distinguished Teaching Award from the Anthropology Student Association in recognition of her dedication to her students' journeys, and inspiring her students in transformative lectures.
- In the service category, Professor Dominique Weis, from the Department of Earth, Ocean and Atmospheric Sciences, was awarded the Mentorship Medal from the Canadian Federation of Environmental Sciences in recognition of her passion for helping students to achieve their potential.
- In the research category, Professor Peter Zandstra, .Founding Director of the School of Biomedical Engineering and the Director of the Michael Smith Laboratories, was elected Fellow of the Canadian Academy of Health Sciences, which represents one of the highest honours in the Canadian health sciences community.

The Board Chair noted that UBC had achieved a significant milestone in the transformation of its technology infrastructure on November 2 when the University's finance and human resources systems transitioned to Workday. The transition involved the entire university community and included 225,000 hours of training for staff and faculty. Early indicators suggest that the transition was successful and, given the size and complexity of the project, the administration is to be commended for this achievement.

The Board Chair reported that the Chairs of the Committees of the Board and Senates held a joint meeting on November 13. At the meeting, the following topics were discussed: planning for the 2021/22 academic year; the development of a procedure for Presidential reappointment; and strategies to advance UBC's commitment to equity, diversity and inclusion (EDI). The Board Chair thanked Governor Jeanie Malone for her leadership in pursuing an initiative to develop a joint statement of expectations for respectful environment, culture and policies at UBC, work which will continue under the leadership of the UBC Equity and Inclusion Office.

In closing, the Chair expressed her hope that 2021 will bring the end to the COVID-19 pandemic and the opportunity to move forward informed by all that was learned in 2020. She wished all a happy holiday season.

## 1.2 Approval of Agenda

The following resolution was moved and seconded:

**IT IS HEREBY RESOLVED that the Board of Governors approves as circulated the Agenda for the open session of the December 3, 2020 Board of Governors meeting.**

**CARRIED**

### 1.3 Approval of Minutes

The following resolution was moved and seconded:

**IT IS HEREBY RESOLVED that the Board of Governors approves as circulated the Minutes from the open session of the September 22, 2020 meeting of the Board of Governors.**

**CARRIED**

### 1.4 Librarian Presentation

**Presenters:** Andrew Szeri  
Susan Parker

The Provost and Vice-President Academic of the Vancouver Campus introduced Dr. Susan Parker, University Librarian to provide the Library's 2019-2020 Annual Report presentation, which highlights achievements of the year, outlines the Library's Strategic Framework and the Library's response to the COVID-19 pandemic. Dr. Parker noted that her report was presented to Senate in October, and that a similar report for the Okanagan Library is presented separately to the Okanagan Senate.

Dr. Parker reported that a new strategic framework for the Library was launched in 2019. The framework identifies the Library's vision, values and strategic directions, and provides a blueprint for aligning the work of the Library with the UBC strategic plan. The Library advances research, learning and scholarship on campus through a variety of activities and strategies; for example, the Library offers over 1100 instructional workshops annually serving nearly 30,000 participants.

Following the presentation, discussion took place on the following topics:

- Resources available for the two campus Libraries and metrics to track these:  
The Librarian noted that the two campus libraries operate as a system with separate budgets for print collections; however, electronic resources are a shared resource between campuses and are available to all UBC students and faculty. A proportional share of the costs of electronic resources is contributed by the Okanagan Campus.
- The potential for cost pressures arising from increased reliance on e-resources coupled with the growth in student enrolment:  
Dr. Parker reported that publishers often base the cost of subscriptions to electronic resources on the number of users and, compared to US counterparts, the Canadian sector is relatively small and receives comparatively favourable pricing for subscriptions to e-resources. Additionally, major Canadian institutions belong to the Canadian Research Knowledge Network, who negotiates electronic subscriptions on behalf of member institutions and is able to secure favourable pricing. The publishing industry is, however, in a volatile state and institutions are keeping a close watch on the matter.
- Pressure on Library services and budget vis-à-vis enrolment growth:  
Dr. Porter explained that enrolment growth is only one aspect that drives the need for library resources. As disciplines adopt new tools and practices they require additional support from human expertise within the library to help them make sense of the information available to them; for example, systematic reviews

have become an embedded practice in the work of many disciplines, which creates pressures not only on the collections, but also on the human expertise in the library.

The Board Chair thanked the Librarian for her presentation.

*Mark Mac Lean and Jassim Naqvi joined the meeting at 9:38 a.m.*

*President Ono joined the meeting at 10:14*

### **1.5 COVID-19 and UBC'S Research Response**

**Presenters:** Dermot Kelleher  
David Patrick

Dean of the Faculty of Medicine and Vice-President Health, Dr. Dermot Kelleher, introduced Dr. David Patrick, a Professor in the School of Population and Public Health and Executive Medical Director, BC Centre for Disease Control and Deputy Provincial Health Officer.

Dr. Patrick provided a presentation on the global impact of the COVID-19 pandemic, UBC's research response, and future roles and opportunities for UBC in the response to the pandemic. He noted that early investment and forward thinking accelerated COVID-19 research in the province and at UBC in particular.

Dr. Patrick reported as of the date of the presentation, it was estimated that globally there had 64 million cases of COVID19 and 1.4 deaths arising from the pandemic.

Dr. Patrick noted that the United States, India, and Brazil had been heavily impacted by the virus and that BC has recorded 34,000 cases of the virus. BC has also experienced approximately 450 deaths attributed to COVID19, most of which have occurred in long-term care settings. He noted that public health orders issued in recent weeks were helping to slow the rate of spread.

Dr. Patrick described BC's research response and UBC's role within that coordinated effort. He reported that in excess of \$200M had flowed to research into the pandemic and, as of the date of the presentation, approximately 500 research projects were underway. A joint institute for pandemic studies has been established with SFU and UBC.

He spoke about the scale of the pandemic, different strategies for clinical trials, vaccine deployment, and the unintended consequences of different responses, including increased incidence of deaths due to overdoses of illicit drugs, school closures, economic hardship and stress. He further noted that vulnerable and marginalized segments of society, in particular Indigenous peoples, have been disproportionately affected by the pandemic and that the pandemic has served to underscore existing inequalities in society.

Short term research priorities include improving processes to recruit research subjects; developing outpatient treatment options; increasing the range of therapeutics; mitigating risk in long-term care facilities; improving contact tracing; and devising ways to better protect and deploy the healthcare workforce.

The focus of the pandemic response is shifting to evaluation and preparedness for vaccine immunity, including UBC's role in the future focus of research. Longer term priorities include drawing in research funds to support the development of a more coordinated approach to pandemics that can be applied to future health care crises that may arise. A second priority is moving BC's startup biotech industry into a full development and manufacturing capability, with the goal of addressing the potential for the Canadian population to be vulnerable to "vaccine nationalism".

Discussion took place on the following issues:

- Coordination of efforts across UBC and sharing the stories of these efforts and successes more broadly with the greater community:  
Dr. Patrick referenced the COVID19 Clinical Research Coordination Initiative and its effectiveness in coordinating work not only within the University but also across the life sciences community in BC. With respect to publicizing UBC's contribution to the research, he noted that UBC research informs the decisions and reporting of the Provincial Health Officer and the Minister of Health; however, it would be beneficial to seek out additional opportunities to more clearly call out UBC's contribution to COVID19 research. Dr. Kelleher also noted the value that highlighting UBC's significant research achievements would play in discussions with both the federal and provincial governments for future research priorities.
- Managing research ethics in conditions of rapid change:  
Dr. Patrick confirmed that research ethics has been a central consideration of all research. In BC, the Academic Health Science Network has been effective in coordinating ethics review, however, additional approvals from individual regional health authorities slowed approvals in some instances and work remains to be done with the health authorities to receiving their approvals on a timely basis.
- Academic freedom and the ability of scholars engaging in research into the response to COVID19 to exercise their academic freedom:  
Dr. Patrick noted that faculty members need to be encouraged to exercise their academic freedom and speak publicly on their research and the response to COVID19. He acknowledged, however, that it is and will continue to be challenging for researchers whose work informs the decisions taken by public officials to also speak out publicly about their research and critique the decisions taken by public officials.

It was reported that a website has been established that provides information on the research projects underway and enables researchers to find each other. It includes a variety of news stories about UBC's research contributions to the response to COVID19 ([COVID19.research.ubc.ca](https://www.ubc.ca/research/covid19)). Additionally, the President and others have been active in reaching out to the federal government to spread awareness of UBC's contributions to the pandemic response.

The Board Chair thanked Dr. Patrick for his presentation and for his work with the UBC research response.

## 1.6 Movement Break

**Presenters:** Nancy McKenzie  
Kavie Toor

Governor Toor led the meeting participants through a brief health break with some movements and stretching exercises.

## 1.7 President's Remarks

President Ono congratulated Brandon Tankwa, the 72<sup>nd</sup> UBC student to receive a Rhodes Scholarship. Brandon will study energy systems in business administration. The President noted that, internationally, UBC is one of the top 10 of institutions with Rhodes Scholar recipients.

The President provided an updated on steps flowing out of the anti-racism commitments made in June. He reported that Dr. Handel Wright was appointed as Special Advisor to the President on anti-racism and inclusion. Dr. Wright is a Professor in the Department of Educational Studies and will advise on the implementation of the Inclusion Action Plan and anti-racism efforts. Provost Ananya Mukherjee Reed and Vice-President Students, Ainsley Carry have been appointed co-executive leads on anti-racism. Regular meetings have taken place with the UBC Black Caucus, Indigenous and Asian groups and other marginalized communities.

The President noted the recent release of a report by Mary Ellen Turpel-Lafond into systemic racism in the BC healthcare system. The study was commissioned by the Minister of Health and revealed widespread issues of racism, bias and discrimination in BC's healthcare system. The President thanked Dr. Turpel-Lafond, Dr. Margaret Moss and all who contributed to the report and noted that UBC, as the trainer of much of the province's health care workforce, must be part of the solution to the problems identified and embrace the recommendations in the report.

The President noted that despite the pandemic, UBC has achieved great success in its fundraising efforts and is on track to its most successful year to date. He thanked donors for the generosity they have shown to UBC and that will help the University to confront the difficult problems facing the world.

In closing, the President reported that there will be an initiative to increase the representation of under-represented groups across the University, including a bursary program for students and initiatives to increase the diversity of faculty and staff.

The Board Chair thanked the President for his remarks.

### COMMITTEE REPORTS

#### 2. FINANCE COMMITTEE

Vice-Chair: Nicole Udzenija

The Vice-Chair of the Finance Committee, Nicole Udzenija, reported on the November 20 meeting of the Finance Committee. UBC IMANT President & CEO Dawn Jia provided the Committee with an update on the performance of UBC's investment portfolios in the second quarter. Ms. Jia reported that UBC IMANT is on track to begin moving to fossil-fuel-free funds by the end of 2020. The Committee asked that future briefings indicate progress toward the goal of achieving full divestment by the 2030 goal.

The Vice-President Finance & Operations presented results of the mid-year financial review for the Committee's information, including updated deficit projections. The Committee was advised that additional teaching-support investments have been approved, along with funding for enhancing student services in Winter Term 2. The Administration continues to closely monitor indicators of faculty and staff wellbeing.

With regard to the Integrated Renewal Program/Application Ecosystem Program implementation, all indications are that new Workday systems are running as expected, with the relatively small number of arising issues being addressed by the Integrated Service Centre. The capacity of the Integrated Service Centre in relation to the volume of service requests will be monitored over the next several months. Also underway is an assessment of readiness for the Student component of the Integrated Renewal Program and it is anticipated that a recommendation will come to the Board in February 2021.

The Finance Committee approved resolutions circulated under the Consent Agenda including:

- Retention of a 4.0% spending rate for the Main Endowment Pool through fiscal 2021-2022
- Variation to the Deed of Trust for the Establishment of the Rick Hansen Trust, as well as encroachment on the capital
- Variations to Endowments Deeds for the following Research Endowment Funds:
  - B.C. Neurotrauma Fund Professorship Endowment Fund
  - Edie Ehlers Spinal Cord Research Endowment Fund
  - Cordula and Gunter Paetzold Chair in Spinal Cord Clinical Research Endowment Fund
  - John and Penny Ryan BC Leadership Chair in Spinal Cord Research Endowment Fund
  - Chair in Spinal Cord Rehabilitation Research Endowment Fund
- Variation to the Jack and Mary Stone Award for Women in Business Endowment Fund

The Finance Committee also received for information under the Consent Agenda the following items:

- Endowment Status Report
- Correspondence from UBC Vancouver Alma Mater Society
- Board 4 reports for:
  - UBC Okanagan Commons (Teaching & Learning Centre)
  - Indian Residential School History and Dialogue Centre (IRSHDC), UBC Vancouver

There were no questions from the Governors on the report from the Finance Committee.

### 3. PROPERTY COMMITTEE

Chair: Sandra Cawley

Committee Chair Sandra Cawley reported that the Property Committee met on November 20 and received the following four briefings for information:

- Advisory Urban Design Panel annual report
- Development Permit Board annual report
- Board 4 report for the UBC Okanagan Commons (Teaching and Learning Centre)
- Board 4 report for the Indian Residential School History and Dialogue Centre

The Committee also received correspondence from the Alma Mater Society.

The Chair provided an update on the November 4 meeting of the Land Use & Operational Sustainability Committee, which considered and supported proposed amendments to UBC's Residential Environmental Assessment Program (REAP). Those amendments were also supported by the Property Committee, and are circulated under the Board's Consent Agenda for approval.

There were no questions from the Governors on the report from the Property Committee.

### 3.1. Gateway Health Building

The Committee Chair reported that the requested release of funds is within the original consulting budget for the Gateway project. She noted that the Board 2 approval request has been deferred to April 2021 and the current request for a release of funds will support continued design development in the interim.

The following resolution was moved and seconded:

**IT IS HEREBY RESOLVED that Board of Governors approves an interim funding release of \$950,000 for the Gateway Health Building project.**

**CARRIED**

### 3.2 Proposed Amendments to the UBC Vancouver Campus Plan

The Committee Chair reported that the proposed amendments will align the Plan with the University's current sustainability and infrastructure policies and practices and address the need for additional academic space for the Faculty of Medicine and health sciences programming.

The following resolution was moved and seconded:

**IT IS HEREBY RESOLVED that the Board of Governors approves proposed amendments (set out in Attachment 1 to the briefing) to the UBC Vancouver Campus Plan.**

**CARRIED**

## 4. AUDIT COMMITTEE

Chair: Jessie Dusangh

Committee Chair Jessie Dusangh reported that the Audit Committee met on November 19 and received for information the Updated Audit Committee Terms of Reference. These updates are focused on additional items that will be brought to the Audit Committee for approval and information based on recommendations from the Comptroller.

There were no questions from Governors on the report from the Committee Chair.

## 5. EMPLOYEE RELATIONS COMMITTEE

Chair: Bill Sundhu

### 5.1 Proposed New Policy: Administrative Associate Vice-Presidents Appointment and Review Policy (AP15)

Committee Chair Bill Sundhu reported that the Employee Relations Committee met on November 24 and considered the proposed new Administrative Associate Vice-Presidents Appointment and Review Policy (AP15), which is recommended for Board approval.



The Committee raised concerns regarding the lack of a clear requirement in the policy for faculty, staff or student participation in the composition of the advisory committees contemplated in the policy, or the requirement that affected constituent groups will be consulted during the 5-year reviews that will be required under the policy. The administration confirmed that procedures will be amended so that the composition of the advisory committees reflects the people who will be impacted by the hiring decision. The administration also confirmed that the guidelines for the 5-year reviews will include consultation with affected constituencies but noted that the constituencies to be consulted will vary by AVP position under consideration. Some reviews will, for example, benefit from student input while others will benefit from the input of administrative groups. The Committee accepted this explanation but suggested that, in future, policies clearly state such requirements.

It was clarified that the proposed policy does not extend to the creation of new Academic Associate Vice-Presidents and that proposals for the creation of new administrative AVP positions would continue to come to the Board via the Employee Relations Committee.

The following resolution was moved and seconded:

**IT IS HEREBY RESOLVED that the Board of Governors approves the following, all to be effective December 7, 2020:**

- i.* **the approval of the Administrative AVPs Policy (AP15) in the form set out in Appendix 1;**
- ii.* **the assignment of the Administrative AVPs Policy to the Employee Relations Committee;**
- iii.* **the approval of the consequential amendments to the Employee Relations Committee Terms of Reference in the form set out in Appendix 2;**
- iv.* **the approval of the consequential amendments to the Board’s Non-Union Compensation Policy (HR12) in the form set out in Appendix 3; and**
- v.* **for Administrative AVP searches that were initiated but not concluded prior to the effective date of the Administrative AVPs Policy, confirmation that the President may approve the appointments in the manner set out in section 4.2 of the Administrative AVPs Policy.**

**CARRIED**

**6. EXECUTIVE COMMITTEE**

**Chair: Nancy McKenzie**

Committee Chair Nancy McKenzie reported that the Executive Committee met on November 24 and received for information under the Consent Agenda the Board Meeting Cycle Critical Path.

**7. GOVERNANCE COMMITTEE**

**Chair: Alison Brewin**

Committee Chair Alison Brewin reported that the Governance Committee met on November 24 and approved the following:

- Revisions to Indigenous Engagement Committee Terms of Reference
- Revised Committee Meeting Rules and Practices

The Committee Chair also reported that the Committee had, via its consent agenda, provided the final, outstanding approval of the Presidential Search Committee Guiding Principles and Procedures. She reported that this was the final step in the approval process for the Guiding Principles after the Board’s approval in principle and approval of both the Okanagan Senate and Vancouver Senate, and was overlooked in 2018 when the Principles were first created.

The Committee Chair reported that the Committee discussed the possibility of continuing to hold meetings online after the pandemic. The Committee identified various benefits, drawbacks and considerations to continuing this practice and noted that any decisions regarding the Board’s practices for holding online meetings would be taken only with the consideration and input of the Board.

The possibility of changing the Board and Committee meeting cycle from five full meetings each year to four was also discussed, with Committee members providing input and feedback for further consideration. A proposed 2022 calendar will be brought forward at the February 2021 meeting cycle.

The Committee Chair reported that Governor Azim Lalani, as Chair of the Finance Committee, was appointed to serve on the IMANT Board.

The following three items were received for information on the Committee consent agenda:

- Board Committee Assignments Update
- Report on Revisions to Board Policies and Procedures by Office of the University Counsel (SC17, UP6)
- Board Meeting Cycle Critical Path

There were no questions from the Governors on the report from the Committee Chair.

#### **7.1 Revisions to Audit Committee Terms of Reference**

The following resolution was moved and seconded:

**IT IS HEREBY RESOLVED that the Board of Governors approves the amended Audit Committee Terms of Reference.**

**CARRIED**

#### **8. INDIGENOUS ENGAGEMENT COMMITTEE**

Vice-Chair: Chaslynn Gillanders

Vice-Chair Chaslynn Gillanders reported that the Indigenous Engagement Committee met on November 20 and received two presentations for information.

Mr. Paul Sasges provided the first presentation in honour of Louis Riel Day, which is observed on November 16. The presentation covered Métis history and the significance of Louis Riel Day to the Métis people, as well as Mr. Sasges’s own experiences discovering and exploring his indigeneity and as a Métis student at UBC.

The second presentation was on the Indigenous Community Planning (ICP) concentration in the Masters of Community and Regional Planning program at the UBC School of Community and Regional Planning. The presentation provided an overview of the ICP concentration, including a brief description of its history, current activities and its vision for the future.

There were no questions from the Governors on the committee report.

## 9. LEARNING & RESEARCH COMMITTEE

Chair: Mark Mac Lean

Committee Chair Mark Mac Lean reported that the Learning & Research Committee met on November 24 and approved the Recommendations from the Senates under the Consent Agenda.

The Committee also received a presentation from the Okanagan Student Union (SUO) that focused on issues identified through the 2020 UBC SUO Student Experience Survey, which yielded several important insights into the key aspects of the student experience. The students emphasized their concerns related to the learning experience, which are rooted in the resource challenges at the UBCO campus, and in their ability to access courses taught in Vancouver.

A second presentation focused on the results of a survey that measured the effects of COVID-19 on tenure and non-tenure track faculty members' overall ability with respect to work, teaching, research, service and caregiving. The surveys also assessed work climate, racism, discrimination, and harassment. Both tenure-track and non-tenure track faculty reported increases in teaching workloads, service workloads, and caregiving at home.

A verbal update was provided on the accelerate phase of the President's Academic Excellence Initiative and the Committee received an update on preparations for teaching and learning for Winter Term 2. Drawing on the learning from Term 1, work is under way with Deans and Associate Deans to identify and cost particular areas of need in Winter Term 2 to support high-quality online learning.

The Committee also received two items for information under the Consent Agenda:

- Establishment of New Endowments
- Report on Revisions by the President to Procedures of the Killam Professors Policy (LR6)

There were no questions on the report from the Committee Chair.

### 9.1 President's Academic Excellence Initiative (PAEI) and Academic Renewal Update

Before reporting on the discussion of the President's Academic Excellence Initiative (PAEI) that took place at the Committee meeting, the Committee Chair provided some remarks from the Chair. He noted that the PAEI has the laudable goal of extending the research impact of the University. He observed, however, that while academic renewal includes the PAEI it also needs to include components to ensure that the University is strong enough to fulfil its core learning mission. The commitments made under the Indigenous Strategic Plan and the Inclusion Action Plan imply the need for investments to support dedicated faculty hiring programs. In the long term, broad financial support for graduate students and postdoctoral fellows should be at levels commensurate with UBC's

commitment to being a leading research university. This necessitates a commitment to ensuring graduate students and postdoctoral fellows can develop as researchers without the distractions of worrying about their food and housing security. Further, the tuition allocate model, which provides for a significant proportion of tuition revenue to flow to the Deans to support growing student enrolments, does not guarantee that departments will receive the resourcing support that they need to support their students.

Following his comments, the Committee Chair reported on the discussion that took place at the Committee meeting. The Provost and Vice-President Academic of the Vancouver Campus reported to the Committee that in 2021 the accelerate phase of the PAEI will proceed at a slower pace than originally anticipated due to the financial impacts of COVID19 and a revised timeline has been approved by President Ono. Strategy proposals from the Deans identified the areas of focus for hiring in 2021 and have been approved by the Provosts and the VP Research and Innovation and include climate change, biodiversity, equity and inclusion, data science and data analytics, and areas of strategic interest to the individual faculties. Other areas for investment include Library and resource support and housing and partner support for new hires. The rollout of support for graduate students was accelerated in 2020 and was implemented in May instead of September as originally planned. There was a \$10m commitment to seek matching funds for chairs and professorships, which resulted in six new chairs and professorships. The PAEI includes a campaign phase that will run in parallel to the accelerate phase, however, planning is needed for the campaign phase and it is anticipated that the Provost will bring forward a proposal to the Board in April 2021.

The Committee Chair updated the Board on the report from the Provost and Vice-President Academic of the Okanagan Campus. UBC Okanagan will roll out 16 research-stream appointments. UBCO is proceeding with the first eight positions, with preference being given to candidates who self-identify as Indigenous, Black or People of Colour (IBPOC). Areas of hiring will be determined by the Faculties according to their needs. Bridge funding for the first three years of these appointments will be provided by the UBCO Excellence Fund. Two areas of need are still to be resolved: funding for UBCO graduate students to a level similar to UBCV students and funding for academic space, particularly the ICI building, for which there is still a significant gap in funding. While progress is being made with respect to graduate student funding, unless sources of funding are identified for these two areas of need UBCO will be unable to provide matching funds for the campaign phase of PAEI.

Following the Committee Chair's report of the meeting, the Provost from UBCO updated the Board that UBCO is close to reaching agreement on funding for graduate students. She confirmed that until more is understood about funding for the ICI and the agreement for graduate funding is finalized it is difficult to comment on the funds that will be available for matching dollars for the campaign phase.

The Board commented on the need to address the pressures that have been identified by faculty through the faculty surveys.

## 10. PEOPLE, COMMUNITY & INTERNATIONAL COMMITTEE

Chair: Jeanie Malone

Committee Chair Jeanie Malone reported that the People, Community & International Committee met on November 20 and received a number of items for information, including the first Wellbeing Annual Report that demonstrates the commitment and action taken at all levels of the institution to embed wellbeing into the operations, learning, research, and academic mandate of the University.

The Committee also received an update on food insecurity, with a focus on COVID-19 implications, new data, and progress on key actions of the Food Security Initiative. The Committee heard that data show that post-secondary students, and in particular international students, continue to demonstrate rates of food insecurity higher than the BC population.

The Committee received an update on the November 13 joint meeting of the Senate and Board Committee Chairs, whose agenda included a discussion about developing a statement on Equity, Diversity and Inclusion with University-wide application. The PCI Committee agreed that an Inclusion Action Plan Action Team, under the auspices of the Equity and Inclusion Office, is best positioned to lead the work to develop an Equity, Diversity and Inclusion statement for the University.

The Committee received four items for information under the consent agenda:

- Notable Distinctions – Teaching, Research, Service
- *alumni* UBC Activity Report
- Vice-President Development and Alumni Engagement Q2 Reporting
- Correspondence from Alma Mater Society Regarding Food Insecurity Update

There were no questions from the Governors about the report from the Committee.

#### 11. SUSTAINABILITY & CLIMATE ACTION COMMITTEE

Vice-Chair: Joel Solomon

Vice-chair Joel Solomon provided a report from the Sustainability & Climate Action Committee. The Committee met on November 24 and received two presentations for information. The first presentation was on the Annual Sustainability Report for fiscal year 2019-20. The report showed that UBC has continued to demonstrate bold sustainability leadership, particularly in relation to climate action: UBC declared a Climate Emergency, initiated updated Climate Action Plans for both campuses, and supported a deep community engagement process led by the Climate Emergency Task Force. A second presentation by Professor Tony Bi provided a demonstration of clean energy research at UBC.

There were no questions from the Governors on the report from the Committee.

#### CONSENT/INFORMATION AGENDA

The following resolution was moved and seconded:

**IT IS HEREBY RESOLVED that the Board of Governors approves in omnibus all of the items recommended under the consent agenda.**

**CARRIED**

#### 12 Recommendations from the Learning and Research Committee

##### 12.1 Item Approved by the Council of Senates – St. Mark’s College Affiliation Agreement

IT IS HEREBY RESOLVED that the Board of Governors concurs with the Council of Senates in approving amendments to the terms of the Affiliation Agreement between The University of British Columbia and St. Mark's College.

### **13 Recommendations from the Finance Committee**

#### **13.1 Main Endowment Pool Spending Rate**

IT IS HEREBY RESOLVED that the Board of Governors approves retaining the endowment spending rate at 4.0% for Fiscal Year 2022 for the Main Endowment Pool.

### **14 Recommendations from the Property Committee**

#### **14.1 UBC-City of Kelowna Master Roads Agreement – Sixth Modification: Hollywood Road North Road Reserve**

IT IS HEREBY RESOLVED that the Board of Governors:

- i.* authorizes the execution of the sixth modification of the UBC Okanagan Master Roads Agreement (as shown in Attachment 1 to the briefing);
- ii.* authorizes Campus & Community Planning and Finance & Operations, UBC Okanagan to seek Ministerial approval for the grant of a new road reserve over the lands to the City of Kelowna for future roadway purposes (as shown in Attachment 2 to the briefing), pursuant to Section 50(2) of the University Act;
- iii.* authorizes Campus & Community Planning and Finance & Operations, UBC Okanagan to, upon receipt of Ministerial approval, grant the new road reserve to the City of Kelowna on terms and conditions approved by University Counsel; and,
- iv.* declares that the disposal of an interest in land (i.e., the grant of the new road reserve described above) will not affect the future delivery of educational programs.

#### **14.2 Residential Environmental Assessment Program (REAP) - Amendments**

IT IS HEREBY RESOLVED that the Board of Governors approves amendments to the Residential Environmental Assessment Program (REAP) in the form set out in Appendix 1 to the briefing, consistent with UBC's Green Building Action Plan and the University's current priorities for climate action and sustainability

The open session of the Board of Governors meeting adjourned at 11:30 a.m.