



Special Meeting of the Board of Governors Minutes – October 27, 2023

The Board of Governors of Acadia University acknowledges that we are located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People.

A special meeting of the Board of Governors was held on Friday, October 27, 2023, at 8:30 a.m. by virtual means using Microsoft Teams.

Governors present: Henry Demone (Board Chair), Bert Frizzell (First Vice-Chair), Bruce Galloway (Chancellor), Dr. Jeff Hennessy (President and Vice-Chancellor), Bethany Moffatt, Christine Pound, Karen Hutt, Charles Coll, Christine Luckasavitch, Tracey McGillivray, Pam Mood, Matt Rios, Martin Suter, Nancy McCain, Judith Tod, Melinda Daye, Shelley Fleckenstein, Robert Ffrench, Allan MacDonald, Susan MacDougall, Sundeep Oad, and Andrew Davis.

Regrets: Clive Anderson, Stuart MacLean, Shanna Lespere, Lana Wood, Candy O'Connor, Stan Thomas, Dan Green, Cora Tolliver, Jeff Hooper, Anna Robbins, Sadie McAlear.

1. Call to Order

H. Demone, Board Chair, called the meeting to order declaring quorum, welcomed meeting participants, and provided a territorial acknowledgement.

2. Approval of the Agenda

The Chair stated a Human Resources Committee was recently formed and will be more process oriented. This will need to be reflected in the By-Laws. There will also need to be an Executive Compensation Policy in place.

IT WAS MOVED by S. Fleckenstein / P. Moody

THAT the Meeting Agenda be approved as distributed.

CARRIED.

3. Consideration of the recommendations of the Human Resources Committee (Motions)

President Hennessy called for a motion to approve the structural reorganization as set out in the documentation which was circulated.

Motion 1: That the executive structural reorganization be approved as set out.

A discussion took place.

The Board discussed the importance of clearly stating core mandates when title changes are being proposed.

A friendly amendment was proposed, stating it is more important to understand the framework changes, rather than discussing the titles, that this should be left to president Hennessy and the team. President Hennessy indicated acceptance of this suggestion, that the structure is being approved, and the specific titles will be sorted out at a later time.

The Chair proposed this motion be approved, as part of an omnibus motion.

Motion 2: That Mr. Scott Duguay be appointed to the role of Vice President of Student Experience, effective July 1, 2023, with a consequent increase to his compensation.

Rationale was provided by President Hennessy for elevating S. Duguay to this role.

The Chair proposed this motion be approved, as part of an omnibus motion.

Motion 3: That Dr. Jeff Hooper be appointed to the role of Interim Dean of Pure and Applied Science, effective January 1, 2024, for an 18-month period.

Rationale was provided by J. Hennessy for the appointment of J. Hooper to this role.

The Chair proposed this motion be approved, as part of an omnibus motion.

MOTION 4: That the compensation levels of the four Vice Presidents be elevated.

A discussion took place.

The importance of knowing the impact on the budget, the figure that the Board is being asked to approve, was discussed. President Hennessy stated it would not be much of an increase and the idea is to offer a more competitive salary. The Chair stated there is currently not an executive compensation policy in place. This should be done based on comparisons of other universities of a similar size and complexity, and the levels then provided to the Board for approval. It was agreed that a clarifying statement with regard to numbers is important, however this should not hold up the process of hiring key people.

There was a discussion about the concern of pushing through pay raises before the results of the staffing review come out, and the importance of how this is communicated, that there is a morale piece to this. There was a gap in communication, however this is continuing to improve. Compensation and workload are both being reviewed and will need to be communicated properly.

The Chair stated Motion 4 should be withdrawn until an executive compensation policy is brought back, with a number.

Motion 5: That a full-time Associate Vice President of EDIAR (title to be determined after consultation with the EDIAR council) be created.

A discussion took place.

The history of this role was discussed. The EDIAR committee will form the search committee, and co-design a job description.

The Chair proposed this motion be approved, as part of an omnibus motion.

IT WAS MOVED by J. Hennessy / P. Mood
THAT MOTIONS 1, 2, 3 AND 5 BE APPROVED.

CARRIED.

4. Other Business

IT WAS MOVED by C. Coll / B. Moffatt

THAT the Board express thanks to Dr. Hooper for his work, and for taking on this role.

CARRIED.

5. Adjournment

There was no further business, and the meeting was adjourned at 9:15 a.m.

Henry Demone, Chair

Jo-Anne Peckham, Recording Secretary