



Meeting of the Board of Governors

November 26, 2025 – Minutes

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 virtually on Wednesday, November 26, 2025, at 9:30 a.m., using Teams.

Governors present: Henry Demone (Chair), Bert Frizzell (First Vice-Chair), Dr. Jeff Hennessy (President and Vice-Chancellor), Rev. Dr. Anna Robbins, Bethany Moffatt, Cameron MacKeen, Charles Coll, Dr. Candy O'Connor, Christine Luckasavitch, Rev. Dan Green, Ed Barrett, Gale Colpitts, Dr. Jeff Banks, Rev. Judith Tod, Mark Adam, Nancy McCain, Nastasya Kennedy, Paul Black, Robert McGregor, Shana Lespere, Shelley Fleckenstein, Tim Formuziewich.

Management present: Erin Beaudin, Ashlee Cunsolo, Scott Duguay, Natalie Weekes, and Sonya Pineo (University Secretary).

Regrets: Allan MacDonald, Dr. Andrew Davis, Cora Tolliver, Cathy Simpson, Clive Anderson, Karen Hutt, Martin Suter, Melinda Daye, Nancy Handrigan, Pam Mood, Ross Langley, Shanna Lespere, Stan Thomas, Tracey McGillivray, Tove Biskop, Yas Jawad.

1. **Call to Order**

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

2. **Approval of Meeting Agenda**

IT WAS MOVED by J. Banks / R. McGregor.

THAT the Meeting Agenda be approved as distributed.

CARRIED.

3. **SEIU Collective Agreement**

J. Hennessy reported that the tentative SEIU Collective Agreement addresses identified issues in the existing contract, aligns benefits more closely with AUFA and AUPAT, and introduces greater predictability in salary progression through a grid structure. The agreement has a modest payroll impact and provides labour stability over its term. SEIU is expected to ratify the agreement tomorrow.

E. Beaudin provided an update:

- A tentative SEIU agreement was reached without conciliation and within the three-year mandate.
- The agreement aligns more closely with AUFA and AUPAT.
- Outdated and inconsistent Collective Agreement language was reviewed and cleaned up.
- Several changes respond directly to issues raised in the Employee Engagement Survey.
- Negotiations concluded over four days. 23 articles opened with just over half settled, and four Memoranda of Agreement finalized.
- SEIU representation was added to the Childcare Committee.
- SEIU agreed to use the claims adjudication process developed through AUFA negotiations.
- Joint commitment on improving performance reviews, updating job descriptions, and evaluation processes.
- Non-monetary improvements include better information sharing, clearer language, informal grievance resolution, and improved performance management provisions.
- New or enhanced benefits include tuition support, professional development opportunities, expanded leave entitlements, and sick time entitlement benefits that align with AUFA and AUPAT.
- Two existing provisions were removed as concessions, including the Removal of the annual July 1 lump-sum payment and the elimination of vacation payout above two weeks.
- A new wage grid was introduced, replacing the previous two-step structure.
- Wage increases average higher in the first year due to grid placement, followed by consistent increases in years two and three.
- Overall costs remain within the approved mandate, with a small additional requirement in the first year.

A Conversation took place.

A question was raised about how Acadia's new collective agreement compares to other Universities in the Maritimes in terms of salary and benefits.

Salaries are now more competitive and aligned with the middle of the comparator group, and the introduction of a salary grid is a significant improvement. Benefits are largely comparable, with Acadia having an advantage through its participation in the Public Service Pension Plan (PSPP), which some peers do not offer.

Praise and congratulations were extended to E. Beaudin on successful negotiations.

The Chair called for a motion.

IT WAS MOVED by J. Hennessy / B. Frizzell

THAT the Board of Governors ratify the tentative collective agreement with the SEIU Local 2.

4. Other Business

A question was raised about the status of the government's university review.

Formal meetings with Acadia, Dalhousie, and Mount Saint Vincent are expected soon, although they have not yet been scheduled. However, activity around Schedule H has accelerated with the province's hiring of Huron Consulting. Draft templates are expected by the end of December, with a January retreat planned to finalize them. New costing and budget tools will also be introduced, and greater clarity on expectations is anticipated early in the new year.

A question was raised about whether Board Chairs and Presidents have engaged in governance discussions without government involvement.

Board Chairs have not yet connected but plan to do so, while Presidents have been in regular communication.

5. Adjournment

IT WAS MOVED by C. Coll

THAT the meeting be adjourned at 10:08 a.m.

Henry Demone, Chair

Sonya Pineo, University Secretary