



UNIVERSITY
OF MANITOBA

**Minutes of a Special Meeting,
OPEN Session, of the Board of Governors
January 11, 2019**

Present: J. Lieberman, Chair
J. Leclerc, Secretary

J. Anderson	D. Barnard	S. Bonner-Proulx	L. Hyde	J. Knysh
K. Lee	C. Loewen	R. Mohammed	M. Mollot	C. Neumann
J. Sanderson	H. Sector	M. Sharma	M. Silicz	J. Taylor

Assessors Present: S. Woloschuk

Officials Present: S. Foster J. Kearsey J. Ristock L. Zapshala-Kelln

Regrets: J. Beddoes S. Demmings K. Kieloch J. Linden J. MacKenzie
K. Osiowy T. Taves

FOR RECOMMENDATION

1. NEW BUSINESS

1.1 Presidential Search Committee – addition of members

The Chair explained that the President and the Executive team have expressed their view that, in recognition of the University's commitment to Indigenous engagement and reconciliation, there should be greater participation in the presidential search of the Indigenous community. He said that he and the Chancellor agree that this is important.

The Chair noted that the Board approved the creation of a Presidential Search Committee at its September, 2018 meeting. He said this approval included a committee composed of 15 members; however, since that time, the Chair and Co-Chair of the Presidential Search Committee have been approached by the President and the Vice-Presidents with a proposal that the Committee composition be expanded by two additional members. He explained that these two members would be appointed by the Chair and Co-Chair of the Committee, to bring additional Indigenous perspective and voice to the work of the committee.

The Chair said that the addition of Indigenous voices to the Presidential Search Committee is an important direction in the University's reconciliation journey. He stated that while the process for the appointment of Indigenous members to such committees may be different in the future, this move demonstrates the University's intention to include Indigenous perspectives in future senior

searches. He said that he and Chancellor Sectar, as Chair and Co-Chair of the Presidential Search Committee, will recruit the two additional members in time for the first meeting of the Committee in February.

It was moved by Dr. Barnard and seconded by Ms. Loewen:

THAT the Board of Governors approve the addition of two positions to the composition of the Presidential Search Committee as follows:

- **Two members, appointed by the Chair and Co-Chair of the Committee to bring additional Indigenous perspective and voice to the work of the Committee.**

Chancellor Sectar commented that there is often pressure by different groups who want a greater voice in search processes. He cautioned that most key stakeholders judge the credibility of a search based on the credibility of the search committee and the processes it follows so it is important to be mindful of concerns.

Chancellor Sectar stated it is important to constrain the size of a search committee and to achieve a balance of internal stakeholder groups. He noted that rather than increase its size, a search committee should use consultative processes to gather feedback. Having said that, he noted that, in this case, the University could not maintain the committee composition it has traditionally used in presidential searches. Chancellor Sectar said it is both timely and important to reflect the University's commitment to Indigenous achievement in the composition of the Presidential Search Committee. He said this would add to the credibility of the search process and the University's stated commitments and priorities.

Dr. Barnard said that the need for more Indigenous participation in the Search was brought more sharply to his attention after increased interaction with the University's Indigenous student leaders. He said he has had many conversations about the issue in the community with both external and internal stakeholders. He noted that sometimes proportional representation is not enough. He added that greater Indigenous participation in the Search would be well received by Indigenous members of the community both within and outside the University.

Dr. Barnard cautioned that this increase in membership and change in composition of the PSC is not to be in perpetuity a recasting of the search principles, but is a reflection of sensitivity to this particular moment. He said the University will find strong people who will make an important contribution to the Search with diluting or shifting the quality of work to be done.

Mr. Mohammed stated that he fully supported the motion.

Ms. Woloschuk agreed and asked from where the additional members would be recruited. The Chair said he and Chancellor Sectar wanted the approval of the Board of Governors before making any decisions or taking any action in recruitment. He said it would be discussed over the next few days. He asked that Board members who could suggest an individual for the Committee put the name forward.



Mr. Sanderson said this is an excellent decision and he fully supports the motion.

In response to a question from Mr. Mohammed, the Chair said that the new members would be in place before the Search Committee's orientation in early February.

Dr. Taylor expressed a concern about the process, noting that change comes very late in the process. He noted that there had recently been a debate at the Senate about making a change to the search process and it found it concerning that the committee composition should be changed so late.

Dr. Taylor also commented that there is an important distinction between internal and external committee members. He asked what the new members' role will be on the Committee. The Chair stated that all those on the Committee will be there to represent the best interests of the University rather than the interests of any particular constituency. He added that this is common among search committees and would be made clear at the PSC orientation meeting.

The Chancellor noted that Dr. Taylor's point is important. He recalled that as a member of the last Search Committee there was an agreement notwithstanding the various different perspectives held by Committee members. He said the members coalesced into a common sense of what was best for the University and he would expect no less in the upcoming search. He noted that the two new members will not have a singular view, rather they will have their own perspective which will add to the breadth of the Committee. Dr. Taylor cautioned that this expectation should be made very clear during recruitment of the two additional members.

Dr. Barnard said that the same selection criteria would be used for the proposed members as was used for those already in place on the Committee. He added that this change is a response to a community that wants to be included that the University wants to be seen to be included. He emphasized that the University views the Indigenous community as an important constituency.

THE MOTION WAS CARRIED

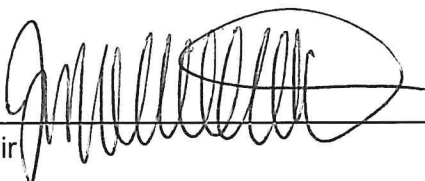
The Chancellor asked that any suggestions for individuals to be recruited be sent to Mr. Leclerc over the weekend. The Chair expressed his appreciation to Board members for participating in the meeting at short notice.

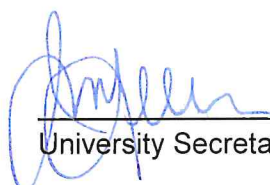
It was moved by Chancellor Sexter and seconded by Dr. Barnard:

THAT the meeting adjourn.

CARRIED

The meeting adjourned at 12:55 p.m.


Chair


University Secretary

