



Room HS107, Kelowna Campus

*Approved May 23, 2023*

- Juliette Cunningham, Board Chair
- Dale Safinuk, Vice Chair
- Neil Fassina, President and Ex-officio
- Andrea Alexander
- Dustyn Baulkham
- Marcel Beerkens
- JoAnn Fowler
- Annika Kirk
- Choi Leong
- Danny Marques
- Curtis Morcom, CFO and Vice President, Corporate Services
- Andrew Hay, Provost & Vice President Academic
- Meri Kim Oliver, Vice President Students
- Gill Henderson, Associate Vice President, People Services
- Jenn Goodwin, Associate Vice President, College Relations
- Joanna Campbell, Manager, Executive Office
- Kristen Wiebe, Recording Secretary
- Tina Lee
- Devin Rubadeau
- Karley Scott
- Helen Jackman, Executive Director, Okanagan College Foundation

*ACTION*

Quorum was established and the meeting was called to order at 12:27a.m.

*It was respectfully acknowledged that the meeting was held on the unceded traditional lands of the Indigenous people who have inhabited and used the lands since time immemorial.*

***“BE IT RESOLVED THAT the Okanagan College Board of Governors approves the March 21, 2023 Open Session meeting agenda and thereby approves the consent agenda.”***

*D. Baulkham*  
CARRIED



#### 4.2.1. Q3 Financial Statement

The President noted that the cyber incident increased the College's deficit budget to \$2M. Of institutions across the College sector, approximately half are anticipating a deficit budget this year and next year. The return of International students is contributing to those institutions who are not proposing deficit budgets.

#### 4.2.1. Strategic and Operational (SOP) Measures

The President requested feedback on the SOP Measures as a way of progressing toward the Strategic Plan. It is anticipated that these will be reported annually however they are subject to change. The SOPs will return to the Board in May for final approval.

A member asked about ranking the key performance indicators (KPIs) and it was noted that a weighting system will be developed after KPIs are identified. A visual representation will be developed to reflect the different measure areas.

#### 4.3. Finance, Audit and Risk Review Committee Report

The Committee Chair noted that the Finance Audit and Risk committee met twice in February and March. At the February 21 meeting the Third Quarter statement and preliminary Integrated Resource Plan were reviewed. The Committee reviewed and is recommending for approval a balanced budget, the Enterprise Risk Management Guidelines, and forgiveness of the foundation receivable.

#### 4.3.2. Integrated Resource Plan (IRP)

The President outlined the IRP and how management strategy informs the plan which is based on a three-year cycle. He noted that revenue is primarily regulated, that expenses are people-driven, and that base funding covers either growth or inflation.

A member asked about savings from retirements and it was noted that those resources are redeployed. Leadership Council will identify where resources for Inspire will be allocated.

The CFO and Vice President, Corporate Services described the budget development process and assumptions. It was noted that the proposed budget includes an allocation from contingency funds to support projects within the Inspire plan. A member added that the College is required to produce a balanced budget.

A member asked about vacancy savings and it was noted that this number is an assumption based on a three-year rolling average.

The following motions were omnibussed:

***“BE IT RESOLVED THAT the Okanagan College Board of Governors approve the 2023/2024 Integrated Resource Plan with an operating budget of \$131,466,000 as recommended by the Finance, Audit and Risk Committee and as presented.”***

***“BE IT RESOLVED THAT the Okanagan College Board of Governors approve the 2023/2024 Integrated Resource Plan with a capital budget of \$50,491,000 as recommended by the Finance, Audit and Risk Committee and as presented.”***

D. Baulkham  
CARRIED

#### 4.3.3. Risk Report and Guidelines

The CFO and Vice President, Corporate Services presented the Enterprise Risk Management (ERM) Guidelines and noted that they are now aligned with the Integrated Resource Plan, Risk Management Guidance for the B.C. public sector and ISO 3100 international standards for risk management. The College's ERM process sees a subcommittee of Leadership Council identify and propose risks to the OC Executive Team for review.

Cyber risk is still noted as high but the additional measures implemented this year should reduce risk going forward.

ACTION

Motions:

***“BE IT RESOLVED THAT the Okanagan College Board of Governors approve the Enterprise Risk Management Guidelines as recommended by the Finance, Audit and Risk Committee.”***

C. Leong  
CARRIED

***“BE IT RESOLVED THAT the Okanagan College Board of Governors approve the Risk Register as recommended by the Finance, Audit and Risk Committee.”***

D. Baulkham  
CARRIED

4.4. Campus Planning Committee Report

The Board Chair gave the report for the Campus Planning Committee and noted that the Committee received updates on the student housing units at each campus and proposed completion dates. The Committee also received updates on the progress of repairs at the Vernon airport hangar, routine capital projects, and today's announcement.

Governance Committee Report

The Board Chair gave the report, noting that the Committee met in February and March and discussed committee assignments, potential board candidates, and reviewed the Privacy Policy which is being recommend for approval. The Committee also reviewed the Board Knowledge and Skills matrix which will be

distributed to all board members.

The Board Chair also noted that the Governance Committee will be reviewing the

#### 4.6. Meeting Evaluation

The President described the meeting evaluation process as a formative and informal tool to evaluate meetings.

Members discussed the value of the evaluation and suggested that the form be revised to better reflect the collective participation of the Board. The Board agreed to adopt the form as revised on a trial basis.

Motion:

***“BE IT RESOLVED THAT the Okanagan College Board of Governors approve the Board Meeting Evaluation as recommended by the Governance Committee.”***

C. Leong  
CARRIED

*J. Fowler left the meeting at 2:24p.m.*

#### 4.7. Human Resources and Compensation Committee

##### 4.7.1. Chair Report

The Committee Chair noted that they provided their report in the Closed Session.

##### 4.7.2. Employee Experience Survey

The Associate Vice President, People Services (AVP, PS) outlined the survey results, noting that the survey was delayed due to COVID and the last survey was conducted in 2017. The following highlights were provided:

- The response rate was higher than expected.
- A positive trend was noted in questions that were mapped to 2017 results.
- Overall Inclusion and Respect results were positive.
- The College is currently working on some health and well-being strategies.
- The next survey will be conducted in November 2024.

The AVP, PS outlined next steps in response to the survey and that an action plan will return to the Board in May. It was noted that the reasons for answers to some response categories might come through departmental action plan responses.

In response to a member's question about career advancement and whether a competency framework is being developed to support the action plan, it was noted that an Integrated People Plan and Leadership development framework are being developed. A member asked about safe reporting and it was noted there is a Safe Disclosure Policy where employees can report through a third party.

#### 4.8. Education Council Report

##### 4.8.1. New Programs

The Education Council Chair outlined the new Recreational Therapist Assistant program, noting that this program will meet the needs of industry while allowing students to complete a credential more quickly.

Motion:

***“BE IT RESOLVED THAT the Okanagan College Board of Governors approve the new program: Recreation Therapist Assistant Certificate as recommended by Education Council.”***

C. Leong  
CARRIED

The Education Council Chair noted that this program was identified for students who wish to return for additional education in data analytics. In response to a member’s question, it was noted that there is industry demand for this program.

Motion:

***“BE IT RESOLVED THAT the Okanagan College Board of Governors approve the new program: Post-Baccalaureate Diploma in Data Analytics and***

