



BOARD OF GOVERNORS MEETING MINUTES

Date:	April 24, 2025
Time:	9:30am - 12:00pm (ET)
Locations:	Thunder Bay Campus: Senate Chambers (UC 1001) Orillia Campus: Room OA 3041 (will be connected to the Senate Chambers) Zoom

***In person *Zoom*

Board of Governors Members in Attendance: *Robert Arnone; *Dr. Claudine Cousins; *David Elliott; *Thomas Kehoe; **Sunil Kumar; **Jason Lisi (Secretary, Non Voting); *Pauline Mickelson; **Michael Nitz; **Dr. Leigh Potvin; **Dr. Gillian Siddall; *Anna Sampson; *Dr. Bryanna Scott-Kay; **Mark Smith (Vice-Chair); **Brent Sylvester; **Simran Talpade; **Cathy Tuckwell (Chair); *Yolanda Wanakamik

Regrets: Robert Lamb; Maria Vasanelli

Absent: Rajni Agarwal

Administrative Resources in Attendance: *Dr. Andrew P. Dean - Vice-President, Research & Innovation; **Michael den Haan - Vice-President, University Advancement; **Alexandra Korinowsky - Associate Vice-President, Communications; **Marcie Morrison - Recording Secretary; **Dr. Heather Murchison - Strategic Advisor to the President and Vice-Provost (Institutional Planning and Analysis); **Kathy Pozihun - Vice-President, Administration and Finance; **Dr. David Richards - Interim Provost and Vice-President, Academic; **Dr. Linda Rodenburg - Principal, Orillia Campus; **Rosanna Scaffeo - Chief of Staff, Office of the President

Invited Guest: Dr. Vicki Kristman - Professor, Department of Health Sciences (Lakehead University)

The meeting was called to order at 9:33am.

The Chair opened the meeting by acknowledging the Indigenous territories of Thunder Bay and Orillia.

Item	Presenter(s)
1. Approval of Agenda MOVED (M. Smith) that the agenda be approved. CARRIED	Cathy Tuckwell

2.	<p>a. Need for In Camera Items to be Declared</p> <p>Members were reminded that items arising that need in camera attention should be declared at the point of discovery.</p> <p>b. Declaration of Conflict of Interest</p> <p>Members were reminded of their duty to declare a conflict of interest should awareness of conflict arise at any time during the meeting.</p> <p>c. Code of Conduct at Meetings</p> <p>Members were reminded of the Board approved Code of Conduct in place to promote a positive environment.</p>	Cathy Tuckwell
5.	<p>Minutes of Previous Meeting</p> <p>MOVED (S. Kumar) that the minutes of the March 27, 2025 meeting be approved. CARRIED</p>	Cathy Tuckwell
7.	<p>Consent Agenda</p> <p>Supporting documentation for the items listed in the Consent Agenda was circulated in advance of the meeting. Prior to approving the Consent Agenda, Board members had the opportunity to request that an item be removed from the Consent Agenda and placed as a separate item on the agenda under Items for Discussion from Committee Reports or elsewhere on this agenda, to allow for discussion or debate.</p> <p>The Consent Agenda was approved by consensus.</p>	Cathy Tuckwell
7-C1.	Executive Committee Report (of the April 3, 2025 meeting)	
7-C2.	Audit and Risk Committee Report (of the April 3, 2025 meeting)	
7-C3.	External Relations Committee Report (of the April 2, 2025 meeting)	
7-C4.	Finance and Operations Committee Report (of the April 3, 2025 meeting)	
7-C5.	<p>Governance and Nominating Committee Report (of the April 2, 2025 meeting)</p> <p>a. Terms of Reference Review: Board Finance and Operations Committee Terms of Reference</p>	

- i. Current Terms of Reference
- ii. Proposed Amendments (with markup)
- iii. MOVED to approve the proposed amendments to the Board Finance and Operations Committee Terms of Reference, as circulated.
CARRIED

b. 2025-2026 Board of Governors Meeting Schedule

- i. MOVED to approve the proposed 2025-2026 Board of Governors meeting schedule, as circulated.
CARRIED

c. Lieutenant Governor in Council Member

WHEREAS the term for the Lieutenant Governor in Council (LGIC) Member on the Board, Pauline Mickelson, ends on April 14, 2025; and

WHEREAS the Manager of Policy, Issues and Public Appointments has notified the University Secretariat of Pauline's upcoming reappointment; and

WHEREAS Pauline has confirmed her willingness for reappointment;

MOVED that Pauline Mickelson be elected as an External Member on the Board, commencing April 15, 2025 to the Annual Board Meeting on October 2, 2025, or until her LGIC reappointment is approved once the Minister is sworn in, whichever comes first.

CARRIED

d. Recommendations to External Organizations

- i. MOVED to recommend to the Board of Governors that Cathy Tuckwell and Ann Dumyn be appointed to the Lakehead University Pension Plan Board for a 1-year term, commencing October 2, 2025 to the Board Annual meeting in 2026.
CARRIED
- ii. MOVED to recommend to the Board of Governors that Mark Smith be appointed to the Lakehead University Senate for a 1-year term, commencing July 1, 2025 to June 30, 2026.
CARRIED

	7-C6.	President's Report	
	7-C7.	Other Informational Items <ul style="list-style-type: none"> a. Ogimaawin Indigenous Education Council Report (of the April 1, 2025 meeting) b. Senate Report (of the March 24, 2025 meeting) 	
8.	Chair's Report	<p>The Board Chair highlighted the Fellow of the University reception hosted by the Board of Governors on April 23, 2025 in honour of Thunder Bay recipients Dr. Nancy Luckai and Kevin Cleghorn. Both expressed deep appreciation and reflected on their longstanding connection to the University and their enduring affection for it. The Board also plans to recognize the Orillia recipient, Chief Ted Williams, in Orillia in June 2025.</p>	Cathy Tuckwell
9.	Approval of the 2025-2030 Lakehead University Strategic Plan	<p>In keeping with principles of collegial governance and past practice, the 2025 Lakehead University Strategic Plan was endorsed by the Ogimaawin Indigenous Education Council on April 1, 2025 and by the Senate on April 22, 2025.</p> <ul style="list-style-type: none"> a. 2025-2030 Lakehead University Strategic Plan <p>The proposed 2025-2030 Strategic Plan was circulated in advance of the meeting.</p> b. MOVED (G. Siddall) to approve the 2025-2030 Lakehead University Strategic Plan with the addition of a brief explanatory statement at the top of page 22 to clarify the purpose and intent of the listed Metrics of Success. There was a discussion about the content on page 22, <i>Metrics of Success</i>. <ul style="list-style-type: none"> • The President clarified that following approval of the Strategic Plan, the Administration would develop specific metrics to measure progress towards targets, which would be brought to the Board for feedback and approval. • Some concerns were raised with respect to approving the plan and going public before clear, specific, meaningful and measurable metrics of success have been developed by the Board and the Administration. • It was recommended that the rationale for each target be included when draft metrics are presented to the Board for consideration. 	Dr. Gillian Siddall, Dr. Heather Murchison

	<ul style="list-style-type: none"> Some members recommended that these measurable metrics be incorporated into the Strategic Plan and made publicly accessible. A suggestion was made to include a brief explanatory statement at the top of page 22 to clarify the purpose and intent of the listed metrics. Concerns were raised about the use of the term “racialized,” with some members suggesting a review of the terminology for clarity and appropriateness. <p>CARRIED as amended</p> <p>Michael Nitz requested that his abstention from this vote be recorded in the minutes.</p> <p>MOVED (N. Nitz) to have a preliminary draft of the measurable metrics brought to the June 6, 2025 meeting for the Board’s review and feedback. The same concerns that were raised during the previous discussion were raised again. The President reiterated that following approval of the Strategic Plan, the Administration would develop specific metrics to measure progress towards targets, which would be brought to the Board for feedback and approval.</p> <p>CARRIED</p> <p>Thomas Kehoe left during the discussion.</p>	
10.	<p>In Camera Session</p> <p>MOVED (M. Smith) to adjourn to an in camera session to discuss items of a personnel, legal or real estate nature, or any other item of sensitive or confidential nature, and that only members of and others approved by the Board may be present.</p> <p>CARRIED</p> <p>At 10:57am, the Board adjourned to an in camera session. The Secretary, Recording Secretary, Chief of Staff, and members of the President’s Executive Team were invited to remain for the in camera session.</p>	Cathy Tuckwell
10.1	<p>Business Arising from the In Camera Meeting</p> <p>No business from the in camera session is being reported in the minutes of the open meeting.</p>	Jason Lisi

	The Board returned to the open meeting at 11:38am.	
11.	<p>Spotlight Presentation: Enhancing the Prevention of Injury & Disability@Work: EPID@Work</p> <p>Dr. Vicki Kristman joined the meeting.</p> <p>The Board received a presentation highlighting the activities and impact of the EPID@Work Research Institute, approved by the Senate in 2018, and one of six officially recognized research centres under the Ministry. The presentation covered current contracts, grants, and strategic partnerships, as well as the 2025 seed grant application process and associated procedures. Key institutional initiatives were also highlighted, including the Institute's annual conference and the EPID Talks speaker series.</p> <p>A major focus of the presentation was the Northwestern Ontario Workplace and Worker Health Study (NOWWHS), which examines the burden of workplace-related mental health issues and the factors that contribute to them. The study aims to build a regional cohort for long-term evaluation and is actively engaging employers across the region. The methodology, eligibility criteria, data collection processes, and privacy safeguards were outlined, along with the use of incentives to support participation. Preliminary findings were presented at Forum North, and the Board was also briefed on the progress of the Indigenous Workplace Mental Health Project.</p> <p>The Board was impressed with the scope and impact of the work and expressed appreciation for the informative presentation. Further information is available at workinghealth.ca.</p> <p>Dr. Vicki Kristman left the meeting.</p>	Dr. Vicki Kristman
	<p>In Camera Session Continued</p> <p>MOVED (M. Nitz) to adjourn to an in camera session to discuss items of a personnel, legal or real estate nature, or any other item of sensitive or confidential nature, and that only members of and others approved by the Board may be present.</p> <p>CARRIED</p>	

	<p>At 12:21pm, the Board adjourned to an in camera session. The Secretary, Recording Secretary, Chief of Staff, and members of the President’s Executive Team were invited to remain for the in camera session.</p> <p>The Board returned to the open meeting at 1:08pm.</p> <p>No business from the in camera session is being reported in the minutes of the open meeting.</p>	
12.	<p>Other Business</p> <p>There was no other business.</p>	Cathy Tuckwell
<p>The meeting adjourned at 1:09pm.</p> <p>The next Board meeting is June 6, 2025, from 9:30am - 1:00pm (ET), Orillia campus.</p>		

Cathy Tuckwell, Chair

Jason Lisi, Secretary