

**RED RIVER COMMUNITY COLLEGE
BOARD OF GOVERNORS**

MINUTES

B:95/09

2055 Notre Dame Avenue, Winnipeg, Manitoba
7th Floor Boardroom, Building C
6:30 p.m.

November 22, 1995

In Attendance:

Governors:	J. Harrison, Chair H. Middlestead, Vice-Chair J. Bear D. Finkleman L. Foster
P. Gibson	
	C. Herda B. Lavallee B. Moorhouse G. Tsouras T. Whiteman
Regrets:	R. Bullock
President:	T. Knowles
Secretary:	J. Tribula
Guests:	K. Webb, Vice-President Academic C. Rushton, Director, Financial Services L. Patterson, Director, Human Resource Services

Call to Order

With attendance constituting a quorum, the Chair called the meeting to order at 6:30 p.m.

1. ACCEPTANCE OF AGENDA

Moved by T. Whiteman/J. Bear that the Agenda be accepted.

Carried

Minutes - Board of Governors

Page 2

November 22, 1995

2. PRESENTATION OF THE NURSING DEPARTMENT

*Guests: Dr. G. Barry Garbutt, Dean, Health, Community Services
& Applied Sciences
Jean Burrows, Chair, Nursing
Dr. Caroline Park, Provincial Nursing Advisor*

Mrs. Burrows distributed a summary of the presentation which provides a history of the nursing program which was originally transferred to the College as a diploma program in 1970.

A profile of the College's graduates from 1993 and 1994 indicates that a high percentage of graduates maintain active practising status with MARN and are currently employed within the health care field in full and part time positions in Manitoba. Mrs. Burrows also indicated that the program maintains a philosophy of inclusion and that students from diverse backgrounds are actively recruited by the College.

Dr. Park is the Chair of the Manitoba Nursing Professions Advisory Council which is responsible for developing a nursing resource plan for the province. Dr. Park provided a review of nursing trends both provincially and nationally, noting that nursing graduates have declined significantly in this province from 534 in 1991 to a projected 285 in 1997.

The Manitoba Nursing Professions Advisory Council supports baccalaureate entry to practice nursing and is exploring mechanisms to integrate nursing training. The Council is proposing that hospitals be clinical training sites and develop areas of specialization, and educational institutions would provide curriculum training.

Mrs. Gibson stated that from a rural perspective, she hoped that RRCC would continue to play a major role in nursing training in the province. Dr. Park responded by saying that community colleges would have a role in the future structure, especially in the north. She also advised that an official provincial government policy on the required entry level training for nurses will be announced in the near future. Dr. Garbutt, Mrs. Burrows and Dr. Park then left the meeting.

3. ADOPTION OF MINUTES

Moved by G. Tsouras/B. Moorhouse that the Minutes of the Meeting of the Board of Governors held on October 25, 1995 be adopted.

Carried

Minutes - Board of Governors

Page 3

November 22, 1995

4. BUSINESS ARISING FROM MINUTES

4.1 Employment Equity (From the September 27, 1995 Meeting)

Guest: Leslie Patterson, Director, Human Resource Services

In response to a presentation made by Christopher Petty, Instructor, Creative Communications, and motions from the June 6, 1995 meeting of the College Council, the Board agreed that the Employment Equity Advisory Committee review the point system used for the selection criteria of the recruitment and selection of staff.

The Employment Equity Advisory Committee has completed its evaluation of this portion of the recruitment and selection process and has recommended that the College terminate the current point system and adopt an Outreach and Modified Selection Process Model. The new model consists of:

- developing and implementing an ongoing extensive outreach program to enlarge and broaden RRCC's human resource pool;
- orienting selection panels to diversity issues in their role on the panels, and broadening membership of panels to include diverse representation;
- reviewing the whole recruitment/selection procedure where applicable (i.e. newspaper ads, application forms, interview questions, and process of interviewing).

Ms. Patterson acknowledged the work of Win Torchia, Employment Equity Coordinator, and Barb Dixon, Manager, Centre for Intercultural Development on obtaining the background information on this issue. She also indicated that the complete review process of the College's human resource systems will take approximately two years to complete.

The Board concurred with the recommendation that the College adopt the Outreach and Modified Selection Process Model.

4.2 Colleges Advisory Board Meeting

The Chair informed the Board that the Colleges Advisory Board Meeting has been confirmed for December 5, 1995 in the Minister's office.

4.3 New Initiative Funding

The President reported that the Colleges Secretariat continues to anticipate that the new initiative funding will be approved by Treasury Board in the near future.

Minutes - Board of Governors

Page 4

November 22, 1995

5. CHAIRPERSON'S REMARKS

The Chair on behalf of the Board of Governors expressed condolences to Ms. Finkleman on the recent loss of her Father.

On November 21, 1995 the College held its annual staff recognition dinner and the Chair commented that it was a very nice event.

A conference call was recently held among the three college Chairs and Presidents to discuss the agenda items for the upcoming Colleges Advisory Board Meeting.

The Chair announced that he would be resigning at the end of this Board meeting. He indicated that this was not a reflection on the College, however, due to a recent request to become a participant in another post-secondary activity, it has made it necessary for him to step down as Chair.

Mr. Middlestead will assume the role of Acting Chair until an official appointment is made by the Lieutenant Governor.

6. PRESIDENT'S REPORT

The President presented his monthly report to the Board for the month of October, 1995.

7. COLLEGE COUNCIL

Guest: Joan Kunderman, Chair, College Council

7.1 Report of the College Council Meeting of November 7, 1995

Issues currently be discussed by the College Council include the confidentiality of student evaluations of instructors; program evaluations; accommodations for students; the effectiveness of the tendering process utilized by the College; the renovations to the Black Lecture Theatre; and College signs. Ms. Kunderman then left the meeting.

8. COLLEGE DEVELOPMENT COUNCIL (CDC)

8.1 Board Attendance at CDC Meetings

Brenda Moorhouse will attend the January 10, 1996 CDC meeting and Pat Gibson will attend the February 6, 1996 meeting.

8.2 Resignation of the Chair of the CDC

The President advised that Shirley Muir has resigned as Chair of the CDC, however, she will remain a member. Discussions are taking place on a possible replacement for Ms. Muir and a recommendation will be forwarded to the Board in the near future.

Minutes - Board of Governors

Page 5

November 22, 1995

9. ACADEMIC/PLANNING COMMITTEE

Mrs. Whiteman provided the Academic/Planning Committee report for the November 1, 1995 meeting.

10. ADMINISTRATIVE AFFAIRS COMMITTEE

10.1 1995/96 Latest Projection

The Administrative Affairs Committee recommended the acceptance of the proposed 1995/96 latest projection to the Board of Governors subject to certain caveats. Management has restructured the projection in response to these recommendations.

MOTION: B. Lavalley/T. Whiteman

THAT the Board of Governors approve the latest projection related to the original 1995/96 fiscal year budget.

Carried

10.2 Draft Letter to Staff, Students, PAC Members on the 1995/96 Operating Adjustments

The President advised that staff affected by the latest projection will be notified the following day. The communique will then be forwarded to the staff, students, and program advisory committee members. The Board was in agreement with the contents of the letter with the suggested amendments.

10.3 Monthly Financial Report

Ms. Rushton reviewed the financial report for the four months ended October 31, 1995. She indicated that a revised format will be presented at the next Board meeting which will include the variance to the latest projection.

MOTION: G. Tsouras/H. Middlestead

THAT the Board of Governors accept the financial report for the four months ended October 31, 1995.

Carried

11. AUDIT COMMITTEE

Mr. Middlestead reported that the Audit Committee has received the external auditor's management letter as well as the Chief Financial Officer's response. A meeting of the Audit Committee will be held in the near future to review both.

Minutes - Board of Governors

Page 6

November 22, 1995

12. EXECUTIVE COMMITTEE

The Executive Committee Minutes from the October 24, 1995 meeting were attached to the Agenda. Mr. Middlestead indicated that he will be recommending proposed amendments to the Minutes at the next meeting of the Executive Committee.

13. POLICY ISSUES - Nil.

14. NEW BUSINESS

14.1 Proposed 1995/96 RRCC Employees' Collective Agreement

Ms. Patterson reported that the College's staff had voted in favour of the proposed collective agreement, and once the Board ratifies the agreement, it will be signed by representatives from the MGEU and the Board Chair. A joint communique will then be distributed to staff advising of the ratification of the contract.

Ms. Patterson reviewed the major differences between the previous agreement and the 1995/96 agreement and answered specific questions from Board members.

MOTION: G. Tsouras/B. Lavallee

THAT the Board of Governors approve the 1995/96 Agreement between Red River Community College and the Manitoba Government Employees' Union.

A Board member questioned whether the agreement fulfils the government mandate to include reduced work week as part of collective agreements. The President indicated that it was up to each separate government "corporation" to negotiate reduced work week with their bargaining units and was no longer required by legislation. He indicated that the College has been in constant contact with the Labour Relations department during negotiations. The Compensation Committee of Cabinet is also aware of the contents of the agreement and has not expressed any concerns. The President noted that the base grant which has been received from the government includes full salary costs.

A request was made for a recorded vote.

In Favour:

J. Bear, D. Finkleman, P. Gibson, B. Lavallee, H. Middlestead, B. Moorhouse, G. Tsouras, T. Whiteman.

Against:

L. Foster, C. Herda

MOTION:

Carried

Minutes - Board of Governors

Page 7

November 22, 1995

15. INFORMATION ITEMS - Nil.

The meeting adjourned at 8:50 p.m.

John Harrison, Chair

Dr. Tony Knowles, President