



**MINUTES OF THE BOARD OF GOVERNORS  
PUBLIC SESSION No. 9  
held on Monday February 18, 2002 at 6:00 p.m.  
at the Cranbrook Campus**

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Present: Denice Louie, Chair  
Darrell Bethune, Elected Faculty Member  
Janice Bradshaw, Appointed Member  
Pam Catsirelis, Elected CUPE Member  
Bruce Fairley, Appointed Member  
Kathy Hagman, EDCO Chair  
Gisele Kitchen, Elected Student Member  
Bob Langin, Appointed Member  
Len Luders, Appointed Member  
Dave McAnerney, Appointed Member  
Chris Ondrik, Appointed Member  
Nick Rubidge, President and CEO

Regrets: Cindy Brunel, Appointed Member  
Darko Filipic, Elected Student Member

College: Marianne Dakin, Board Assistant  
Denis Kielly, Human Resources Director  
Donna Lomas, Dean of Instruction  
Doug McLachlan, Dean of Access Education  
Toni O'Keefe, Communications Director  
Heather Schneider, Senior Instructional Officer  
Lynne Shewchuk, Bursar  
Jason Colombo, President CUPE  
Velma McKay, President Faculty Association  
Ann Rice, Department Head University Studies

Visitors: Cathleen Mitchell, VP Student Affairs, Student Union

**9.1 Welcome and Order of Business**

Ms. Louie took the Chair and called the meeting to order. She welcomed and introduced the newly appointed Board members: Bruce Fairley, Bob Langin, Len Luders, Dave McAnerney and Chris Ondrik. She mentioned that Cindy Brunel is also a new appointee but was unable to attend due to previous commitments. Ms. Louie welcomed the visitors and asked them to introduce themselves.

The Agenda was adopted as presented.

## **9.2 Confirmation of the Minutes**

The minutes of January 9, 2002 were confirmed as presented.

## **9.3 Unfinished General Business**

### a) Strategic Plan

A draft of the College's Strategic priorities was distributed. Ms. O'Keeffe and Ms. Schneider delivered a presentation on the Strategic Plan. Ms. Louie noted that the College community has worked very hard to produce this document and that she is supportive of it. The members agreed that the process and the outcome were highly commendable and the document itself is impressive.

*MOVED that the 2002 – 2007 Strategic Priorities document, Looking into our Future, and its principles be adopted.*

*(Len Luders/Dave McAnerney) CARRIED UNANIMOUSLY*

Dr. Rubidge noted that the timelines for this project had been very short and he thanked all involved.

## **9.4 General New Business**

### a) Tuition Fees: Comparative Study

Ms. Schneider distributed and spoke to the attached handout on Tuition and Fee Review.

### b) Website

Ms. Schneider noted that a website for the Board of Governors has been designed and distributed a copy of the webpage. The site will eventually be linked to the College's webpage. She encouraged all to have a look at the site and provide feedback:  
<http://eritchie.cotr.bc.ca/directors/>.

### c) Employee Recognition

Mr. Kielly noted that a question was raised at the last meeting as to what the College is doing regarding employee recognition. He distributed and spoke to a handout outlining the College's plan to develop an Employee Recognition Program that genuinely celebrates employee achievement, years of service and any number of other significant or "just because" events.

## **9.5 Reports**

### a) Chair's Report

Ms. Louie delivered her report, highlights of which are as follows:

- She and Dr. Rubidge met with Tom Volkers, Chair, and Roy McLean, Superintendent, both of School District #5. They are working together to develop a collaborative approach to adult education in the Elk Valley.
- The evaluation of the President has been completed. All the constituent groups in the College had the opportunity to participate and a document has been prepared for all stakeholders to review. Ms. Louie is pleased to advise that the results are commendable and Dr. Rubidge received the top range as an average in all five

evaluation categories: leadership effectiveness, communication, team building, partnership/community building and financial management/stewardship skills. His key strengths were communication and financial management/stewardship. Identified future priorities are fiscal management, leadership/strategic plan implementation and partnerships/community linkages. The Board will meet with Dr. Rubidge on a regular basis to discuss his progress on the identified future priorities. The Board Executive is recommending that the next evaluation be done after a period of 18 – 24 months has passed. On behalf of the Board Ms. Louie commended Dr. Rubidge on the positive evaluation.

- Prior to today's Board meeting Ms. Louie participated in a brief orientation for the newly appointed members and further development and orientation is being planned.

b) President's Report

Dr. Rubidge delivered his report, highlights of which are as follows:

- The last month has been deceptively busy with a very strong focus on internal budget scenario building and management expects to do more of this over the next few weeks.
- 360 degree senior management performance appraisals have been completed on all but one manager, and that last one is piloting a slightly different format. This has been a useful process and will be used for the rest of the management group so that a good sense of strengths and areas that need improvement can be obtained.
- His recent visit to Okanagan University College caused some internal consternation because it happened immediately after the government announcements. OUC is very interested in seeing how we can improve the transfer of students and we will work with them to improve our linkages. They don't draw many students from this region and there are some strengths in their program offerings that we could build on and improve articulation.
- Discussions with the other Presidents have largely been around the implications coming out of the January 17 announcements, as institutions across the Province are trying to understand the implications of those announcements. There is a fairly dramatic impact, particularly for the smaller communities. The Presidents have had several meetings with the Ministry raising these issues.
- He has been identified as the lead for the Presidents on the rejuvenation and changes to the apprenticeship system with the Ministry.

c) Education Council Report

Ms. Hagman delivered her report, highlights of which are as follows:

- At the January 24<sup>th</sup> meeting the Education Council
  - received and reviewed the updated Education Plan
  - received, reviewed and moved to accept recommendations of the Resort and Hotel Operations program intensive review
  - received and moved to accept two new course outlines, one in the political science program and one in the co-op programs
  - noted student day of action which was scheduled for February 6
  - announced that the Council would cut costs of their meetings by reducing the evening snack being provided

- The next meeting is scheduled for February 28. This is a one-week delay from the normal meeting schedule due to faculty development days being scheduled for February 21 and 22.

## **9.6 Correspondence**

a) Letter of January 28, 2002 from the Canadian Association of University Teachers  
Dr. Rubidge informed that the Canadian Association of University Teachers have sent a letter to all institutions in the province expressing their concerns about Bill 28. We have as yet not responded to it and as an institutional group are looking to what would be an appropriate response.

b) Letter of January 31, 2002 from School District #5

Ms. Louie noted that this letter refers to the meeting she mentioned in her Report to the Board, above.

## **9.7 Announcements from the Private Session**

Ms. Louie advised that Ms. O'Keeffe had been asked to prepare a press release on the decisions made by the Board at the private session. Ms. Louie read the attached press release aloud and thanked Ms. O'Keeffe for preparing the release so quickly. A few amendments were suggested.

## **9.7 Information and Good of the Institution**

### Presentation on Faculty and Staff Evaluations

Ms. Schneider and Mr. Kielly delivered a presentation on the procedures the College follows to conduct faculty and staff evaluations.

### Information and Good of the Institution

- Leona Gadsby, Invermere campus, has helped write a training manual funded by the National Literacy Secretariat. This manual was published in October 2001 and will be used by people in the field of family literacy.
- Richard Hewko and Jim Bailey, Cranbrook campus, are coordinating a spaghetti bridge building contest with corporate sponsors later this month.
- Russ Krasnuik, Golden campus, has delivered a new Mountain Parks Heritage Interpreters course in Golden to excellent community response.
- The University Studies Department (Sciences), Cranbrook campus, is planning an Exploring Science event at the College in May, coordinated by Leslie Molnar.
- The University Studies Department (English), Cranbrook campus, is supporting the Cranbrook & District Arts Council's "From the Rockies to the Sea" exhibit which includes 39 works on display at the Key City Theatre, with an essay contest for schools, deadline March 31.
- Stevi Stephens, Cranbrook campus, appeared on CBC Discovery to share anthropological insights into Lord of the Rings.
- Dale Smith, Cranbrook campus, has been coordinating JavaJam noon concerts at the Cranbrook campus to add a cultural dimension, funded by the Columbia Basin Trust through the Cultural Alliance to support emerging performing arts.

- Velma McKay, President of the Faculty Association, met with the MLA for Kootenay East to discuss faculty's concerns around post secondary funding and what areas would be affected by the funding cuts. She anticipates having another discussion with him at a later date.
- Gisele Kitchen, President of the Student Union reported that about 50 students marched at the February 6 day of action to protest the lifting of the tuition freeze. The students had faculty's support for students to attend the march. The students have been attending meetings of the labour council and joined their march on February 7. There was a good turnout for the Valentine's Day dance that was organized by the First Nations students. The Student Union has contributed \$1250 towards the basketball hoop at the residence and another \$1500 to fund equipment in the gym's weight room.
- Ms. Hagman reported that the Creston campus student association is planning to host the recognition ceremony for the Creston graduates.
- Ms. Louie publicly thanked and recognized the outgoing members for their years of service to the College: Ann Buckman – five and a half years, Barry Ferguson – one and a half years; Anne Levesque – three years; Geoffrey Nagle – four and a half years and three of those as Board Chair, Lowell Paulson – three and a half years, and Guy Santucci – five and a half years.

#### Student Union Presentation

Ms. Louie introduced Cathleen Mitchell, of the COTR Student Union who delivered a presentation on the impact on students of the lifting of the tuition freeze. Ms. Louie thanked Ms. Mitchell for her presentation and commented that it is inspiring to hear such thought provoking remarks from a student delivered in such a professional manner.

#### **9.8 Adjournment**

The meeting adjourned at 7:30 p.m.

*“Denice Louie”*

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Denice Louie, Chair