

The Board of Governors acknowledges and respects the Algonquin First Nation, on whose traditional territory the Carleton University campus is located.

Minutes of the 647th Meeting of the Board of Governors
Wednesday, June 4th, 2025 at 3:00 p.m.
Richcraft Hall Room 2440R

PRESENT:	B. Creary (Chair)	K. Furlong	G. Morris
	C. Tessier (Vice-Chair)	D. Greenberg (Virtual)	J. Muthukumar
	W. Tettey	J. Greenberg	L. Newton Miller
	L. Breen	L. Grussani	J. Nelson
	J. Camelon	A. Hamdani	B. O'Connor
	J. Carr	N. Laporte (Virtual)	M. Shea
	A. Chan	M. Main	J. Simpson
	J. Devoe	D. Maseko (Virtual)	A. Tremblay
	G. Farrell	S. Mingie	P. Wolff
REGRETS:	Y. Baltacioğlu	Y. Bizuneh	J. Taber
	H. Babb	P. Dion	
STAFF:	M. Bright	R. Goubran (Virtual)	A. Mullin
	S. Blanchard	H. Greatrex	P. Rankin
	J. Brzozowski	C. Khordoc	K. Solomon
	J. Clements	P. Leland	K. Tousignant
	D. Chea	A. Marcotte	A. Urquhart (Virtual)
	T. Frost	D. McNair	
GUESTS:	J. Brenning		

OPEN SESSION

1. CALL TO ORDER AND CHAIR'S REMARKS

The Chair called the meeting to order at 3:00 pm and welcomed governors and attendees to the final meeting of the 2024/25 Board year. She acknowledged the Algonquin First Nation territory on which Carleton University is located and provided a land acknowledgement. The Chair advised that June was National Indigenous History Month, celebrating the contributions of First Nations, Inuit, and Métis peoples to the Carleton community and beyond. She noted that June was also Pride Month, recognizing the resilience, diversity, and strength of the 2SLGBTQ+

community. She welcomed Board members, management, and guests to the meeting and reviewed the meeting protocols for members and observers in person and virtually.

2. DECLARATION OF CONFLICT OF INTEREST

The Chair asked for any declarations of conflict of interest from the members. None were declared.

3. APPROVAL OF AGENDA

The agenda was circulated in advance.

It was moved by A. Tremblay and seconded by L. Grussani that the open agenda of the 647th meeting of the Board of Governors be approved, as presented. The motion carried unanimously.

4. APPROVAL OF THE CONSENT AGENDA

The following items were circulated in the open consent agenda for approval: Open Session Minutes from the 646th Board Meeting, Dissolution of the Faculty of Graduate and Post-Doctoral Affairs, and Cost of Education Materials Implementation report.

The Chair provided addition context regarding the Cost of Education Materials Implementation report as part of filling a directive from the Ministry of Colleges, Universities, Research Excellence, and Security (MCURES).

The following items were circulated in the open consent agenda for information: University Secretariat Annual Report – June 2025, Cyclical Review Program Summary for 2024/25, and Minutes from Senate.

It was moved by S. Mingie and seconded by J. Muthukumar that the items in the open consent agenda be approved, as presented. The motion carried unanimously.

5. ITEMS FOR APPROVAL

5.1 Sexual Violence Policy

An executive summary, draft report, and presentation were circulated in advance.

S. Blanchard, Vice-President (Students and Enrolment) introduced J. Brzozowski, Associate Vice-President (Student Life & Student Affairs), and provided a presentation on the updates to the draft Sexual Violence Policy. As required by Bills 32 and 26, Carleton reviews its existing sexual violence policy every three years.

An extensive consultation and review process took place over the 2024/25 academic year and the opportunities for feedback from the listening phase and drafting phase was shared, with a full communication plan utilized to reach all members of the campus

community. There were a number of different types of outreach, including consultations with unions on campus. Main themes that emerged from the listening phase included training and awareness, policy administration, response, and support resources for complainants and respondents. Much of the feedback received had already been addressed in the previous iteration of the policy but required clarification. In Fall 2025, the Board would receive a report on the Sexual Violence Prevention and Education Strategy.

Updates to the policy from the listening phase included:

- Addition of the production and distribution of intimate images, including generative AI as an example to the definition of "Sexual Harassment" (section 4.1);
- Addition of "Sexual Misconduct" definition per Bill 26 (section 4.1);
- Addition of who is not eligible to serve on the Sexual Violence Prevention and Education Committee (section 5.2);
- Update to the web link for additional supports and services (section 6.2);
- Update to the supports available to Complainants and Respondents (section 8.4);
- Removal of Respondent's ability to initiate an alternative resolution process to make the process more survivor-centric (section 8.10);
- Addition of when the formal complaint process shall be suspended (section 9.1(c));
- Addition of section 9.7 (d) regarding appeals of trespass order(s); and
- General updates to titles, names, etc. and to confirm within the Policy the processes already happening in practice.

During the drafting phase, a track changes version of the policy was made available for additional feedback. Comments were received requesting additional clarity to scope, accessibility, and definitions, to process and procedural fairness, and to training and communications. All changes were posted on the Sexual Violence Policy website for transparency and an overview of the adjustments in the draft included:

- Clarification of how the formal complaint process may be resumed upon the conclusion of jurisdictional or other legal considerations (section 9.1(c));
- Addition of informing the Complainant at least one business day prior to informing the Respondent of a formal investigation (section 9.2(b));
- Adjustment to section 9.4 to align with best investigative practices in order to ensure a survivor-centric process;
- Addition of keeping the Complainant and Respondent informed regularly on the status of the complaint and of the investigation (section 9.4(g));
- Clarification that the Chair of the Appeal Board has appropriate trauma-informed and legal training with experience in investigations of sexual violence (section 10.2);
- Additional updates to confirm within the Policy the processes already happening in practice; and

- General updates to titles, names, formatting, grammar, etc.

Feedback was received specific to the need for an increase in training, awareness, support and resources. While these areas were out of scope of the policy, Carleton would continue to build capacity to address sexual violence and ensure that a coordinated approach and support was available.

A member commented on the comprehensiveness of the policy and thanked S. Blanchard and her team for their work.

A member asked about the role of anonymous reporting, the requirement for a formal complaint to initiate an investigation, and whether reporting is used to track trends. They also inquired about support for survivors after the process. S. Blanchard explained that while anonymous reports help identify trends and are monitored, they cannot trigger formal investigations; however, the University can initiate a process on behalf of a party when a complainant chooses not to come forward. At the conclusion of an investigation, the team, including the Associate Vice-President (Health and Wellness), meets with the survivor to ensure appropriate supports are in place.

A member raised concerns about Section 8.9 (*No prosecution of minor drug and alcohol offences*), noting a mismatch between the heading and the content. S. Blanchard responded that her team would review and clarify the section. The member also asked about the meaning of “exceptional circumstances” in Section 9.1 (*Filing and initiating a formal complaint*). S. Blanchard explained that the wording would be revised to clarify when the University may choose not to proceed. She added that if the respondent is unknown, a formal process cannot begin but support would still be offered to the complainant.

On the recommendation of the Governance Committee, it was moved by J. Devoe and seconded by P. Wolff to approve the revised Sexual Violence Policy, as amended. The motion carried unanimously.

6. ITEMS FOR INFORMATION

6.1 Mental Health Framework Annual Report

An executive summary, report, and presentation were circulated in advance.

S. Blanchard introduced the item advising that when MCURES issued a directive under Bill 166 with respect to student mental health, Carleton already had a student mental health framework in place since 2008 and included much of the requirements from MCURES. Bill 166 aimed to address gaps in mental health care across Ontario campuses and Carleton exceeded those requirements. Significant progress had been made towards the mental health framework’s objectives and recommendations over 2024/25 with a whole campus approach.

K. Tousignant, Associate Vice-President (Student Health and Wellness), spoke to the annual report. The Student Mental Health Policy was approved in October 2024 and the Policy was designed to compliment the existing Student Mental Health Framework and to ensure alignment with Bill 166. Compliance with Bill 166 included reporting requirements and the creation of a centralized wellness website to access all student supports and services. Surveys were sent in the Winter 2025 semester with additional wellness surveys in Fall 2025 to gather information on the state of mental health in Carleton's students and to improve supports and services on campus.

Definitive action had been taken on all 30 of the recommendations, with 15 in the continuous phase, 12 complete, and three underway. Over 2023/24, an increase in challenges for mental health had been observed among students from academic pressure, financial stress, personal and family issues, social isolation, and ongoing global events. The University was seeing unprecedented demand for support services across campus and work was being undertaken to ensure that Carleton prioritized student mental health and academic success.

Progress in the areas of focus were shared including the following examples:

- Student Engagement: creation of the Campus Activity Board and events, Stigma Ends at CU campaign and collaborations for safer substance use, Student Mental Health Engagement Committee, and Science Kindness week;
- Building Skills and Strengthening Resilience: implementation of a single-session model of care for counselling, targeting food insecurity on campus through a number of initiatives, and the creation of an academic resiliency course;
- Coordinated Student Supports and Services: hiring a dedicated group counsellor to expand access to mental health care and implementation of Circle of Care Protocol; and
- Campus Culture of Wellness: the Student Support Certificate offered professional development opportunities, "Dare to Be Vulnerable" event on World Mental Health Day, and faculty embedding wellness strategies into learning environments and curriculum.

The impact of the Student Mental Health Framework included building student resilience and establishing positive coping strategies. It provided a pathway for students to continue their education and lead to successful graduation, building the skills for life after university. Next steps included the rollout of the Staff and Faculty Toolkit, the launch of the Canadian Campus Wellbeing Survey, and consultation for the next iteration of the SMHF.

6.2 Strategic Integrated Plan Annual Report

W. Tettey, President and Vice-Chancellor, advised that over the course of the year, Board members had the opportunity to hear progress on different elements of the Strategic

Integrated Plan (SIP). As 2025 was the last year of the existing SIP, it was important to consider the goals set out in 2020 and to use the current climate for visioning of the next iteration of the SIP. The item would return to the Board for a conversation on lessons learned from the current plan and a visioning exercise for how to best proceed to the next SIP. The SIP should think big but must be feasible, recognizing the current context and challenges Carleton faced. There were things underway that would determine Carleton's direction, such as the taskforce on the sustainability of its mission and the MCURES mandated review that would impact the direction of the SIP.

6.3 Report from the President

The President's Annual Report was circulated in advance.

W. Tettey began his report noting some recent appointment at Carleton including J. Clements as the new Associate Vice-President (Facilities Management and Planning), the appointment of H. Nemiroff as Dean of the Sprott School of Business, and with L. Kostyuk's decision to step down, R. Miller was appointed interim Dean of the Faculty of Engineering and Design. In line with best practices and evolving trends on campus, the formation of the Department of Risk Management was announced, effective July 2, 2025, bringing together Campus Safety Services and the Office of Risk Management, under the leadership of P. Leland, Associate Vice-President (Risk Management).

W. Tettey provided some high-level remarks from the President's Annual Report for 2024/25, celebrating Carleton's accomplishments over a challenging year. He thanked J. Tomberlin, the Board, and senior team for their support during the transition.

Despite the challenges faced by higher education across Canada, Carleton continued to thrive, experiencing transformative growth in teaching, research, and community engagement. Notably, Carleton launched Ontario's first new nursing program in over 20 years, while additional new programs included data science, cybersecurity, and Indigenous journalism. Research continued to do well with a record \$113.5 million in sponsored research funding in 2024/25, a 25% increase over the previous year. Strides were made in sustainability, accessibility, and innovation, including the launch of the Abilities Living Laboratory and the Rosamond Ivey Research Chair in Sustainability Transitions. Mental health and accessibility remained a top priority at Carleton, with expanded counselling services and the renewal of the Coordinated Accessibility Strategy. Construction was nearing completion of the new student residence (Rideau House) and the University was preparing for major updates to the Loeb Building, reflecting a commitment to creating a vibrant, inclusive, and sustainable living and learning environment.

A member congratulated W. Tettey on his first six months as President.

6.4 Report from the Chair

An annual report from the Chair was circulated.

The Chair shared the highlights from her report, which reflected Carleton's resilience, innovation, and commitment to excellence during a time of significant financial and sectoral changes. In 2024/25, Carleton welcomed W. Tetey as the 17th President and Vice-Chancellor, introduced D. McNair, Vice-President (Finance and Administration) and R. Sinclair, General Counsel. Progress was made towards sustainability with capital projects like Rideau House and Loeb Building renovations, with federal funding secured to help reduce campus emissions. Transformative programs were launched and Carleton remained deeply committed to equity, accessibility, and Indigenous inclusion.

She thanked outgoing governors for their dedication and welcomed new members in anticipation of the next Board year.

7. OPEN-OTHER BUSINESS

No additional business was brought forward.

8. OPEN-QUESTION PERIOD

No additional questions were brought forward.

9. END OF OPEN SESSION AND BRIEF NETWORKING BREAK

There being no further business, the Open Session of the Board of Governors was adjourned at approximately 4:15 p.m.