

MINUTES

Members	present:	Christine Mahar (Chair), Shelagh Rowles, Brenda Butterworth-Carr, Andrew Roebuck, Carol Geddes, Sharon Shadow, Carolyn Relf, Michelle Parsons, Mark Wedge, Tom Ulyett, Jeffery Wolosewich, Jennifer Walmsley
	regrets:	Victoria Fred, Judy Gingell
Resource person		Andrea McIntyre, Vice-President, Finance and Administration & Chief Financial Officer Bronwyn Hancock, Provost and Vice-President Academic Lindsay Moore, Associate Vice-President, Reconciliation Trika MacDonald, Executive Advisor, Human Resources Gavin Gardiner, University Secretary and General Counsel Peter Johnston, Associate Vice-President, Strategic Initiatives
Chaired by		Christine Mahar
Recorder		Samara Robertson-Lawless, Governance Officer

Required quorum: majority of members

1. WELCOME AND CALL TO ORDER AT 12:40PM

1. Moment of reflection

2. Declaration of Conflicts of Interest

- No conflicts declared, no questions or discussion

2. AGENDA APPROVAL *(decision)*

- Item B11.2(b) President Recruitment Committee Update has been moved to B11.2(a).
- Item B14 Chancellor reappointment has been moved to Item B13.
- Item B15 Polaris Project update has been moved to Item B14.

MOTION: MOVED by Jeffery Wolosewich, SECONDED by Brenda Butterworth-Carr to approve the meeting agenda as with amendments. **CARRIED**

3. CONSENT AGENDA APPROVAL:

1. Approval of minutes:

a) Board Executive, February 23, 2026

b) Board, March 6, 2026

2. April 2026 E-Vote results:

a) Approval of amended Memorandum of Agreement between YukonU and Tr'ondëk Hwëch'in and Member appointment to the Board of Governors

3. President's report on delegated authorities

MOTION: MOVED by Shelagh Rowles, SECONDED by Jennifer Walmsley to approve the consent agenda items: Board Executive, February 23, 2026, and Board, March 6, 2026.

4. REPORT FROM THE BOARD CHAIR *(verbal)*

- Thank you to members for attending the signing ceremony
- E-voting is expected to be used only rarely in the future.
- Met with Education Minister, Scott Kent to discuss usage of endowment lands for the Whitehorse Elementary project, with potential replacement of nearby green space if the project proceeds and the need for a broader agreement on land use as part of the University's 50-year planning process. Minister Kent has expressed strong support for the Board and the University's initiatives.
- Joined Shelagh, Bronwyn, Victoria and Brenda in meeting with Yukon Government to discuss the education review. Yukon Government showed increased interest in Yukon University's broader role beyond K-12, including policy development and professional training, and responded positively to the University's input.
- Participated in meetings regarding Arctic Sovereignty.
- Engagements attended as Board Chair:
 - Attended the March 13th Senate Meeting.
 - Attended the Yukon Foundation meeting on April 16th to discuss fundraising for Polaris.
 - Appeared as a witness with Shelagh before the Legislative Assembly on April 28th and received positive recognition for Breaking the Dawn.
 - Attended the Canadian University Governing Boards Association (CUGA) conference from April 30 – May 2, in Waterloo.
- The University President recruitment package has been finalized. The Board will continue to receive regular updates throughout the recruitment process. Meetings will also be held with First Nation governments to keep them informed. Feedback from consultations has been incorporated into the position requirements.

5. REPORT FROM THE PRESIDENT *(written)*

- No questions or discussions.

6. REPORTS FROM VICE PRESIDENTS *(written)*

1. Provost & VP Academic

- Plans are in development for In the Pit with Peter to continue in the next academic year. Currently planning for one talk each month featuring two guests. The presentations will be recorded.

2. VP Finance & Administration

- Preparations for the new accountability framework are underway. It's expected that the framework will help with the auditor's report since it adds metrics.
- Senate has released a statement on the usage of AI. Students and faculty must be clear and honest about usage, and the presented work must be primarily from them. Deliberately did not go down the policy route because of how quickly things are changing.

7. REPORT FROM STUDENT UNION *(verbal)*

- The Student Union is working to be more engaged with students but are managing complaints
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from students who are unhappy with current management.

- The Memorandum of Understanding between the Student Union and University has been signed.
- There are currently three students on the Student Union. A new President has been elected but all other positions are vacant as members graduated. The Student Union is working on recruiting new students to fill the vacancies.
- The Student Union has partnered with Elias Dental and Yukon Built giving students a 10% and 15% discount respectively.
- Some students raised concerns to the Student Union about the proposed 2% tuition increase. Students have also reached out about limited seat offerings in the CELPIP exams.

8. FINANCE, AUDIT & RISK COMMITTEE

1. Report from Chair

- Kelly Steele has joined the Board and will be the new FARC Chair.

2. Motions from May 25, 2026

a) 2026-27 full year forecast

- The collective agreement had not been ratified when the 2026/27 budget was approved at the March 6th board meeting. The proposed motion updates the approved budget. Yukon Government is aware of the budget amendment and understood there would be an update to the transfer payment agreement after bargaining concluded.

MOTION: MOVED by Tom Ulyett, SECONDED by Carolyn Relf to amend the 2026/27 Budget approved in March 2026 to include the expenses and revenue of \$3.637 million each related to salary increases.

b) Bad Debts for 2025-26 year-end

- The University currently has approximately 3 million outstanding accounts receivable. The bad debts included in the motion are over 6 years old and cannot be sold to collections agencies.
- No amount is over \$10,000, but collectively the amount is so the item is being brought to the board for approval.
- Approving clearing the bad debts will have no impact on the budget surplus.
- Finance staff are completing monthly reconciliations and actively following up on debts 30-days outstanding.

MOTION: MOVED by Jeffery Wolosewich, SECONDED by Michelle Parsons to approve the write-off of bad debts totaling \$130,967.03 against our bad debt provision in the 2025-26 financial statements.

c) OAG Audit Plan

- The Office of the Auditor General presented their audit plan to FARC at the May 25th meeting.
- Training has been provided to the finance team, and individual accounts are being reviewed with the new financial reporting requirements in mind.

MOTION: MOVED by Brenda Butterworth-Carr, SECONDED by Sharon Shadow to approve the OAG

d) 2026-27 Tuition Fees

- A tuition increase of 2% has been proposed with the rationale that modest annual increases allow students to plan financially and avoid larger increases following one or more years without adjustments.
- Members suggest improving the student award process, including implementing a single centralized application rather than requiring separate applications for individual awards.
- Yukon Government approved of the 2% increase in the 2026-27 academic year. Continued efforts are underway to obtain government approval for the policy.

MOTION: MOVED by Tom Ulyett, SECONDED by Jennifer Walmsley to approve the 2026-27 tuition fees as follows:

Undergraduate (per credit) - \$152.00

Upgrading (per credit) - \$96.00

Culinary Arts (per term) - \$2,100.00

Trades (per program) - \$3,275.00

e) Pension Committee Appointment

- The Board would like to thank Tom for offering to join the Pension Committee if the vacancy was not filled.

MOTION: MOVED by Carol Geddes, SECONDED by Brenda Butterworth-Carr to appoint Kelly Steele as a non-voting member of the Yukon University Pension Committee, pursuant to section 4(d) of the Pension Committee Terms of Reference, effective immediately and until she ceases to be a member of the Board of Governors or resigns, whichever occurs sooner.

f) SIPP Amendments

- No questions or discussions

MOTION: MOVED by Jeffery Wolosewich, SECONDED by Mark Wedge to approve and adopt the amendments to the Statement of Investment Policies and Procedures ("SIPP") that were presented to the Pension Committee at its meeting of May 12, 2026, with the main purpose of adopting a new asset mix for the assets of the Plan not covered by the annuity buy-in.

g) Yukon University Employees Union Letter of Understanding regarding Pension Plan

- The Letter of Understanding commits that the University will research differences between the two pension groups. It was noted that Group 1 members are eligible to retire earlier than members of Group 2.
- The research will review the viability of removing the current two-year waiting period for pension eligibility, and the feasibility of eliminating the second pension group and harmonizing the pension plan.
- The findings of the research will be presented to the Pension committee for review.

9. GOVERNANCE COMMITTEE

1. Report from Chair (incl. Training Plan for 2026-27 fiscal year and conferences)

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- No questions or discussion

2. Motions from May 25, 2026

a) Appointment of Board Vice-Chair

- No question or discussion

MOTION: MOVED by Mark Wedge, SECONDED by Michelle Parsons to approve the appointment of Victoria Fred as Vice-Chair of the Board with the term effective immediately and expiring when they cease to be a member of the Board or resign as Vice-Chair, whichever comes first.

b) Board and Board Committees meeting dates 2026-27

- No question or discussion

MOTION: MOVED by Jennifer Walmsley, SECONDED by Jeffery Wolosewich to approve the 2026-27 *Board and Board Committees* meeting dates, with understating that the dates and times are subject to changes during the year.

c) Appointments to Board Committees

- Michelle Parsons noted she was not on the Human Resources Committee List. The Governance Office will make a correction to the members list.

MOTION: MOVED by Mark Wedge, SECONDED by Jeffery Wolosewich to approve the appointment of Ryan Alaric to the Governance Committee, Andrew Roebuck to the Finance, Audit and Risk Committee, and Carolyn Relf to the Human Resources Committee, with a term effective immediately and expiring when the member ceases to be a member of the Board or resigns from the Committee, whichever is first.

d) Annual Report 2025-26 outline

- The proposed outline and approach for the Annual Report supports the accountability framework and represents the first step in formalizing it.

MOTION: MOVED by Michelle Parsons, SECONDED by Jeffery Wolosewich to approve the updated outline and approach to the Yukon University Annual Report that represents a phase-one integration of key Accountability Framework metrics.

e) New Strategic Plan Framework

- The new Strategic Plan will take a long-term perspective, with a vision extending 50 years into the future.
- The planning process will establish long-term objectives while identifying measurable goals for the next 5 and 10 years.
- The approach is intended to look beyond the traditional five-year planning horizon to support sustainable, long-term institutional direction.

MOTION: MOVED by Sharon Shadow, SECONDED by Mark Wedge to approve the framework to develop a 50-year strategic plan for YukonU as presented.

10. HUMAN RESOURCES COMMITTEE

1. Report from Chair

- Results of the Employee Engagement Survey:
 - Results of the employee engagement survey showed improvements across several metrics and an overall positive trend.
 - Feedback from employees was generally positive. It was noted that the survey was conducted shortly after the collective agreement was ratified, making the positive results particularly encouraging. No feedback related to the labour environment was identified.
 - The survey included questions regarding the development of the new Strategic Plan, as the current plan is nearing its end, as well as questions related to reconciliation.
 - Survey results will be posted on the website following the Board meeting.
- Employee Recognition Awards:
 - Tom attended the Employee Recognition Awards
 - The event was a positive and uplifting celebration recognizing employee contributions.

2. Motions from May 29, 2026

a) President Recruitment Committee Update

Shelagh leaves at 3:45pm

- The recruitment committee has established selection criteria based on feedback from the community, emphasizing relationship-building, leadership, Indigenization, reconciliation, and knowledge of the northern and Yukon First Nations context as essential qualifications. Technical knowledge was identified to be trainable.
- The recruitment work plan has been revised, and the position will be shared with Yukon First Nations once posted. Applications will be reviewed in August.
- A search firm has been retained as a contingency if needed, while the University will continue to lead and manage the recruitment process.
- Members emphasized the importance of ensuring leadership continuity and building on the progress made over the past five years.

Shelagh returns at 3:55pm

b) VP Reconciliation Recruitment Update

- The hiring process for Vice-President, Reconciliation was successful and the hiring and HR committees recommend appointing Alexia McKinnon to the position.
 - While the portfolio has changed from the previous Associate Vice-President role, but the recruitment process was unchanged.
 - The Vice-President, Reconciliation portfolio will include:
 - Oversight of the administration of community campuses.
 - Responsibility for entities within the portfolio, including First Nations Initiatives (FNI), EleV, and Elders programming.
 - Government relations, including collaboration with Yukon First Nations governments and, where appropriate, the territorial government.
 - Supervision of the managers responsible for community campuses.
 - The Vice-President, Reconciliation and the Provost will work closely together to ensure alignment across their respective areas of responsibility.
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MOTION: MOVED by Mark Wedge, SECONDED by Sharon Shadow to appoint Alexia McKinnon as Vice President, Reconciliation, effective immediately.

c) Extension of Appointment of Interim Provost and VP Academic

- Vice-Provost position will not be backfilled to provide greater certainty and stability during the leadership transition.
- Bronwyn will continue to oversee the Vice-President, Research portfolio.

MOTION: MOVED by Carolyn Relf, SECONDED by Jeffery Wolosewich to approve the extension of Dr. Bronwyn Hancock, Vice-Provost of Academic and Research, as Interim Provost and VP Academic, until June 30, 2027.

d) Executive Compensation Framework

4:01pm – *Gavin Gardiner, Christy Huey, Bronwyn Hancock, Lindsay Moore, Alexia McKinnon and Peter Johnston leave*

- The proposed model separates excluded employee compensation from union bargaining processes, addressing historical inconsistencies where excluded employees' salaries were tied to collective agreement increases and could result in compensation exceeding that of supervisors.
- A market review was completed using comparator organizations and Yukon public sector benchmarks. The review identified inconsistencies in existing pay structures, including multiple pay bands for equivalent roles (e.g., separate bands for similar leadership positions).
- The new model aims to create greater consistency while maintaining appropriate distinctions between excluded and unionized employees.
- Position-based pay bands will be established, including specific bands for excluded roles without direct supervisory responsibilities.
- The proposed compensation model will combine an annual salary increment and a performance-based increment. The current 4% increase structure will transition to a model consisting of a 2% annual increment and a performance component, with exceptional performance awards potentially provided as a cash bonus.
- Pay bands will be publicly posted and will be reviewed annually by the HR Committee, with the intention of considering cost-of-living adjustments.
- A formal performance management framework is in development.
- Performance-based compensation will apply to Manager-level positions and above, excluding assistant and officer roles. The performance framework will be developed by August and brought to the HR Committee for review in September.
- Impacted staff will receive notice of the changes in June.
- A new HR intranet resource is being developed to improve access to forms, processes, and employee information.
- Members noted that public perception is that management pay is very high to compensate for the higher workload. In practice, this is not the case and posting the pay bands publicly will help combat this perception.
- Employees moving to excluded roles feel insecure without union support and changes to the excluded pay model and handbook are designed to support them in their new roles.

MOTION: MOVED by Andrew Roebuck, SECONDED by Michelle Parsons to approve the proposed

e) Excluded Employee Retroactive Increases

- Excluded employees have not received the retroactive payments that unionized employees received after collective bargaining concluded.
- Catch-up adjustments and retroactive payments for eligible excluded employees will be processed in June/July.

MOTION: MOVED by Mark Wedge, SECONDED by Carolyn Relf to approve the proposed plan for retro-active increases and retro-active pay for Confidential Excluded and Management Confidential employees to address compensation increases between July 1, 2024, and January 1, 2027, to coincide with the roll-out of the new Excluded and Executive Compensation Model.

f) Amendments to Excluded Employee Handbook

- No questions or discussion

MOTION: MOVED by Mark Wedge, SECONDED by Jennifer Walmsley to approve the changes to the Excluded Employee Handbook as presented.

4:30pm – Gavin Gardiner, Christy Huey, Bronwyn Hancock, Lindsay Moore, Alexia McKinnon and Peter Johnston return

g) President's Performance Goals 2026-27

- Key priorities include completing outstanding projects, advancing a new 50-year Strategic Plan, and continuing work toward reconciliation and collaboration with First Nations partners.
- Work will begin developing a 50-year strategic plan that will be brought to the Board for approval in June 2027. The approach will focus on defining what Yukon University is working toward, identifying institutional strengths and challenges, and responding to emerging issues while supporting the University's mandate.
- The new President will be involved in the strategic planning process through a committee structure to ensure continuity and input.
- Planning is underway by Peter Johnston for the First Nations Education Summit in August. The summit will help inform and provide a foundation for the 50-year strategic plan.
- Work will continue completing and communicating an Arctic Security Framework.
- The Campus Master Plan was discussed:
 - The existing plan, developed in 2015 when the institution was a college and no longer fully reflects the University's current role and future needs.
 - Some elements require reconsideration, including land-use concepts and facilities planning that may no longer align with institutional priorities.
- Parking was identified as an area that should be considered in future planning, with discussion around exploring smaller, more integrated parking solutions rather than a single large parking area.

MOTION: MOVED by Brenda Butterworth-Carr, SECONDED by Jeffery Wolosewich to approve

the Interim President's 2026-27 performance goals as presented.

11. INDIGENOUS ADVISORY CIRCLE

1. Report from Chair

- No questions or discussion.
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12. SENATE PROPOSALS

a) Yukon Law Degree Program Concept Proposal

- Yukon University is proposing a partnership with the University of Calgary to develop a northern law degree. The partnership would include joint responsibility for admissions, registration, and delivery of Yukon-specific programming, with the agreement and budget expected to be presented to Senate in September.
- The program is expected to be delivered fully in Yukon, with University of Calgary and Yukon University faculty contributing to instruction.
- Admissions requirements, including degree completion, credit requirements, and LSAT expectations, remain under discussion.
- Discussion included opportunities for pre-law programming, including potential delivery of a University of Calgary preparation course and development of Yukon-specific supports.
- Members emphasized the importance of ensuring Yukon and Indigenous knowledge is owned, respected, and embedded within the curriculum.

MOTION: MOVED by Mark Wedge, SECONDED by Brenda Butterworth-Carr to approve the development of a partnership between YukonU and the University of Calgary to advance the potential delivery, in Yukon, of law degree cohort starting in September 2027.

b) Housing Maintainer Program Change

- Senate has approved changes to the program.
- Program has potential to run in January 2027 with support from Yukon First Nation Education Directorate

MOTION: MOVED by Andrew Roebuck, SECONDED by Carolyn Relf to approve the program outline and title change from "Housing Maintainer Program" to "Construction Trades Foundations", effective Fall 2026.

13. CHANCELLOR REAPPOINTMENT

- No questions.
- Members are excited and support Carol Geddes in her second term as Chancellor.

MOTION: MOVED by Brenda Butterworth-Carr, SECONDED by Michelle Parsons to approve reappointment of Carol Geddes as Chancellor pursuant to s.4.5 of BOG 21.1 effective from September 26, 2026, to September 26, 2028.

14. POLARIS PROJECT UPDATE

- An estimated two-month delay in occupancy is anticipated due to the extreme cold conditions this past winter. The University is working with Ketzia to identify opportunities to maintain the
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construction schedule. The University is also working with Office of the Registrar to develop contingency plans in the event of a delayed opening.

- A Language and Ceremony Committee has been established, including Judy and Sharon as members, to guide artwork, signage, and the overall welcoming experience.
- Funding remains to be finalized:
 - Paolo Gallina has been hired as Director of Development and is supporting the University Foundation in meeting the \$1.5 million fundraising goal.
 - A proposal for a \$2.5 million CFI contribution has been submitted, and a decision is expected in the fall following review.
 - A partial pension construction holiday is planned, resulting in approximately \$2.5 million in savings.

15. FUTURE AGENDA ITEMS REQUESTS (discussion)

- No requests for future agenda items

16. ARCTIC SECURITY DISCUSSION

- Members engaged in a discussion about Arctic Security and Yukon University's role in
- Initial discussions identified Arctic Security as a longer-term issue; however, Yukon Government encouraged the University to engage and participate.
- Consultations were held with faculty, staff, and students to explore the University's role, opportunities, and concerns related to Arctic Security.
- The University has engaged with Yukon Government, federal representatives, and other partners to better understand opportunities and develop a framework.
- Understanding that Yukon University should not compete with government but should act as a convener, research partner, and contributor to informed decision-making.
- The University has been approached by external organizations interested in Arctic Security work and must consider how to position itself while maintaining Yukon leadership and priorities.
- Trades training, northern research, community engagement, health education and training, and Indigenous knowledge and land-based learning have been identified as areas where Yukon University can contribute.
- Potential impacts of increased Arctic investment include population growth, housing needs, infrastructure pressures, and social impacts.
- Members highlighted opportunities for:
 - Student housing and potential dual-use infrastructure.
 - Polaris Phase 2
 - Expanded trades facilities and training capacity.
 - Health training infrastructure, including opportunities related to nursing.
- Members emphasized the importance of working closely with Yukon First Nations governments and incorporating Indigenous perspectives throughout planning.
- Members also stressed the importance of understanding the historical impacts of northern development projects such as the Alaska Highway and applying lessons learned.
- Student housing was identified as a significant opportunity and challenge due to high housing costs and limited availability in Whitehorse. Lessons from previous housing projects were discussed, emphasizing the need for housing designed specifically for student needs. Considerations included apartment-style living, student consultation, and ensuring housing supports future program growth.

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- Dual-use opportunities, including facilities that could support both military and university needs, were discussed.

RESOLUTION 1: MOVED by Jennifer Walmsley, SECONDED by Jeffery Wolosewich to approve the university exploring capital infrastructure funding in three priority areas: Polaris phase 2, trades infrastructure and campus housing.

RESOLUTION 2: MOVED Andrew Roebuck, SECONDED by Brenda Butterworth-Carr to approve the university explore possible dual use applications for the above capital infrastructure projects at Ayamdigut.

17. ADJOURNMENT

MOTION: Carolyn Relf MOVES to adjourn at 8:58pm
