

# Board Meeting Highlights

The Jan. 25, 2024, Board of Governors' meeting was held in-person at the Barrie Campus and virtually via Microsoft Teams.

**The board received several reports, including:**

<ul style="list-style-type: none"><li>• Legislation Compliance Report</li><li>• Access and Privacy Report</li></ul>	<ul style="list-style-type: none"><li>• Health and Safety Report</li><li>• Employee Engagement Report</li></ul>
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**Presentation: Student video**

The board meeting opened with a video of Katie Epkenhaus. Katie was missing some of the admission requirements she needed to get into the Occupational Therapist Assistant and Physiotherapist Assistant program. Thanks to a digital innovation initiative led by the Office of the Registrar and her determination to pursue a career in the field, Katie is now months away from graduation. Working with a college entry advisor, Katie found a pathway into the program. Together, they developed a plan to meet admission requirements, which included taking upgrading courses through Academic and Career Preparation. Her video is part of [Georgian's Being MORE student resilience series](#).

**Legislation Compliance Report**

The legislation compliance report is provided to the Board of Governors three times per year in January, June and September and is intended to keep the board informed of any risks regarding compliance issues and potential liabilities resulting from these. The January 2024 report advised that the college is in compliance with the *Legislation, Regulation, Government Policies and Directives, Board Policies and By-Laws*.

**Access and Privacy Report**

The Chair of the board is accountable for protection of privacy and adherence with the *Freedom of Information and Protection of Privacy Act* (FIPPA) and the *Personal Health Information Protection Act* (PHIPA). They delegated responsibility to the Vice President, Finance and Corporate Services. Reports are provided to the board, at a minimum, three times per year to outline requests for information under FIPPA or PHIPA, investigation of breaches under the acts, and ongoing activities to update the board on the systems in place to ensure compliance with these acts.

**Health and Safety Report**

Georgian's Health and Safety program has met all legislated requirements for the reporting period. Training completion rates for student employees and part-time faculty have decreased slightly since the previous reporting period, however, this decrease was expected as a result of the changeover to a new learning management system. Actions are being taken to improve the training completion rates and are outlined in the body of this report.

**Employee Engagement Report**

In fall 2022, McLean & Company, an independent HR firm, designed and administered our employee engagement survey. All employees on active payroll, with the exception of student employees, received an email invitation to participate.

Following this survey, managers shared the department results with their teams, initiated department-led action planning occurring from January through March 2023, and college-wide action planning took place in early March 2023. Focus groups engaged employees from across the college in discussions around key engagement drivers that will provide further information to inform college-wide action plans.

Further to this, the college embarked on a research project to understand the employee experience. Leveraging the work completed to elevate the student experience, a commitment was made to focus on employee experience. In spring/summer 2023, consultants from Deloitte engaged in surveys, focus groups and workshops to gather information and recommend priorities for elevating the employee experience.

Work has progressed on establishing a project structure, hiring resources to support initiatives, and establishing working groups. Initial project plans include the implementation of the employee information portal for summer 2024.

Discussions are under way to consider the method and dates for measuring employee engagement as initiatives within these areas of focus are implemented.