



Board of Governors

Public Meeting

October 22, 2025

4:00 p.m. – 7:00 p.m.

Governors Boardroom/Teams

Minutes

We respectfully acknowledge that Keyano College is located on Treaty 8 territory, the traditional & contemporary meeting grounds and gathering places of the Denesuline, Cree and Métis Peoples of this region. Our name, Keyano (kiyâna in nêhiyawêwin - Cree language), translates to "we, us, our" and speaks to the connection we have as a community and our commitment to being in right relationships with the First Peoples of these lands.

Attendees:

Board of Governors Members:

Don Scott (Chair), Public Member

Kim Farwell (1st Vice Chair), Public Member

Adele Thomson (2nd Vice Chair), Public Member

Chief Raymond Powder, Public Member

Steven Auty, Public Member

Melanie Antoine, Public Member

Wes Jickling, Public Member

Kathleen Brennan, CUPE Representative

Kelly Keus, Faculty Representative

Chioma Igbokei, Student Representative

Christine Tenebro, Student Representative

Sandra Efu, Interim President & CEO

Administration:

Tanya Poulin, Acting VP Corporate Services (Regrets)

Chantal Beaver, AVP Public Engagement

Sarah Schmidt, Acting VP Academic & Student Experience

Deni Ruiz, Director People & Culture (Regrets)

Terri Turner, Recording Secretary

Guests

1. Call to Order (D. Scott, Chair)

D. Scott called the meeting to order at 4:01 p.m.

2. Declaration (All)

- Declaration of Conflict of Interest
 - No Declarations of Conflict of Interest
- Declaration of Fraud & Irregularities
 - No Declarations of Fraud or Irregularities

3. Adoption of Consent Agenda (D. Scott)

1. Executive Reports

- Academic & Student Experience
- Corporate Services & CFO
- People & Culture
- Public Engagement

2. Public Board of Governors Meeting Minutes of September 24, 2025
3. Governance & HR Committee Meeting Minutes – N/A
4. Finance & Audit Meeting Minutes of May 7, 2025
5. Board Executive Committee Minutes September 18, 2025, September 24, 2025

Motion: "THAT, the Consent Agenda for the October 22, 2025, meeting of the Board of Governors be approved as presented/amended."

Moved by A. Thomson and seconded by K. Farwell "that, the Consent Agenda for the October 22, 2025, meeting of the Board of Governors be approved as amended."

Carried Unanimously

Academic and Student Experience

- S. Schmidt noted that we are in the process of developing and approving a few more programs; these will come to BOG soon
- S. Schmidt noted that she is meeting with an accrediting body for the paramedic program, and they have emphasized their concern about Keyano's lack of stable leadership, which could affect approval of the program
- W. Jickling asked about the definition of stable leadership
- S. Schmidt noted that they are looking at leadership from the chair up; the Chair had resigned, the Dean is on mat leave, but more importantly, the high-level leadership included acting and interim positions at the VP and President levels

Corporate Services

- BOG discussed the DCTS projects

People & Culture

- A. Thomson asked about the numbers noted in the BN about health services
- S. Schmidt noted the college only has one nurse on staff, and she supports both students and staff

Public engagement

- A. Thomson inquired about the College branding in the community, is there a criterion around community investment
- C. Beaver noted that the college cannot sponsor or fund, but we find opportunities for advertising and branding

4. Adoption of Regular Agenda (D. Scott)

Motion: "THAT, the Regular Agenda for the October 22, 2025, meeting of the Board of Governors be approved as presented/amended."

Moved by A. Thomson and seconded by K. Farwell "that, the Regular Agenda for the October 22, 2025, meeting of the Board of Governors be approved as amended."

Carried Unanimously

5. Board Executive Committee (D. Scott)

5.1 Leadership (S. Efu)

- S. Efu noted that she has raised with the Board several times the risks associated with the lack of stable leadership at the College over the past 17 months. The operational risks are significant as we continue to function without key Vice Presidents in place, including the VP Administration and CFO, and the VP Academic & Student Experience roles
- S. Efu identified, as she noted in her email to the Board before her vacation in September, there is considerable employee burnout at all levels of the organization as people step up to help fill the gap. She currently has ten direct reports, which is not sustainable

6. Governance & HR (A. Thomson)

6.1 Update (A. Thomson)

- A. Thomson noted that the Governance & HR Committee did not have a quorum for the October meeting
- A. Thomson noted that Board Cheer is Dec 4, 2025, from 3 pm to 6 pm and reminded the BOG that this event is hosted by the board, and we need to make every effort to attend

6.2 Nominations for Governance & HR Sub Committee (A. Thomson)

- A. Thomson opened the floor for nominations
- A. Thomson nominated M. Antoine
- M. Antoine accepted the nomination

Motion: “THAT the Board of Governors accepts the nomination for the Governance & HR Committee.”

Moved by A. Thomson and seconded by K. Farwell “that, the Board of Governors accepts the nomination for the Governance & HR Committee.”

Carried Unanimously

7. Finance & Audit (K. Farwell)

7.1 Finance & Audit Update (K. Farwell)

- Auditor General Report
 - K. Farwell noted that the Auditor General attended the Finance & Audit in October and provided an overview of the report, as included in the pre-reads
 - K. Farwell opened the floor for questions
 - K. Farwell noted that no concerns were expressed by the auditors about the financials, and the college should receive a clean report
 - K. Farwell discussed a few items under cybersecurity
- IMA
 - C. Beaver provided an overview of the IMA information
 - C. Beaver noted that there was a question about the definition of “region”, but she still does not have clarity from the GoA, and the best practice is to review what was considered our region of stewardship in the past

7.2 Audited Financial Statements (K. Farwell/S. Efu)

- K. Farwell noted the process and the connection between the audited financial report and the annual report
- K. Farwell noted that they are presented as provided by the OAG to the college

Motion: "THAT the Board of Governors accepts the 2024-2025 Audited Financial Statements as presented."

Moved by K. Farwell and seconded by S. Auty "that, the Board of Governors accepts the 2024-2025 Audited Financial Statements as presented."

Carried Unanimously

8. Academic & Student Services Update (S. Schmidt)

8.1 Draft Annual Report (C. Beaver)

- C. Beaver noted that this is a first draft; there are two formats for the annual report, one that goes to the GOA is a spreadsheet style and one that is public-facing
- C. Beaver noted that the BOG gets to see the report in October to allow time for feedback, as it will be presented with a motion for approval in November
- C. Beaver noted that any questions or concerns can be sent via email to her or T. Turner

8.2 Welding Technologies Diploma (S. Schmidt)

- S. Schmidt shared a high-level overview of the program, noting that this will start in the fall of 2026, it is a 2-year program, and reviewed its financial viability
- C. Igbokei asked about the enrollment numbers; how would we double in year 2
- S. Schmidt noted that we will have 12 students in year one, they will move to year 2, then we will start a new intake for year one
- Discussion ensued

Motion: "THAT the Board of Governors approves the new two-year diploma program in Welding Technologies as proposed, pending additional reporting requirements for PAPRS."

Moved by C. Tenebro and seconded by C. Igbokei "that, the Board of Governors approves the new two-year diploma program in Welding Technologies as proposed, pending additional reporting requirements for PAPRS."

Carried Unanimously

R. Powder joined the meeting at 4:44 p.m.

9. In-Camera

Motion: "THAT, the Board of Governors move in-camera."

Moved by K. Farewell and seconded by A. Thomson "that, the Board of Governors move in-camera."

Carried Unanimously

9.1 Letter from Vendor (D. Scott)

Motion: "THAT, the Board of Governors conclude the in-camera discussion."

Moved by A. Thomson and seconded by K. Farwell "that, the Board of Governors conclude the in-camera discussion."

Carried Unanimously

10. Adjournment

There being no further business, **motion:** “that the meeting of the Board of Governors be adjourned.”

Moved by S. Auty and seconded by C. Igbokei “**that**, the meeting of the Board of Governors be adjourned at 5:09 p.m.”

Carried Unanimously