

MEMORIAL UNIVERSITY OF NEWFOUNDLAND

BOARD OF REGENTS

The regular meeting of the Board of Regents was held on Thursday, February 8, 1996, in the Board Room of the University, at 4:00 p.m.

PRESENT:

Ms. Janet Gardiner, Chair
Ms. Jeannie French, Vice-Chair
Dr. Arthur May, President and Vice-Chancellor
Dr. Jaap Tuinman, Vice-President (Academic) & Pro Vice-Chancellor
Mr. David Andrews
Mr. Jerry Bishop
Ms. Mary Ennis
Mr. Chris Facey
Mr. Peter Fenwick
Mr. Sean Hanrahan
Ms. Gudrid Hutchings
Mr. Ed Kennedy
Dr. Robert MacLeod
Mr. Robert Mendoza
Ms. Frankie O'Neill
Mr. David Power
Mr. Alexander Roche
Mr. Raymond Rose
Ms. Grace Stapleton
Ms. Heather Tulk
Ms. Betty Williams
Ms. Eleanor Bennett, Secretary

APOLOGIES: The Honourable John C. Crosbie, Dr. Ches Blackwood, Mr. Aubrey Bonnell, Ms. Barbara Lewis, Mr. George Neal, Ms. Maureen Woodrow, and Mr. Mel Woodward.

PRESENT BY INVITATION: Mr. Wayne Thistle, Vice-President (Administration and Finance) and Legal Counsel.

1. MINUTES

The Minutes of the Regular Meeting of the Board of Regents held on Thursday, January 11, 1996, copies of which were circulated prior to the meeting, were accepted by the Board.

2. MEETINGS OF COMMITTEES OF THE BOARD

1. FINANCE COMMITTEE

The regular meeting of the Finance Committee scheduled for February 8, 1996 was cancelled.

TUITION FEES FOR THE GRADUATE DIPLOMA IN COMMUNITY HEALTH/CLINICAL EPIDEMIOLOGY

The following resolution was passed:

RESOLVED:

That the Board of Regents grants approval to the following tuition fees for the Graduate Diploma in Community Health/Clinical Epidemiology along with the revised Calendar entry:

Fee Per Number of Semesters
Semester Fee Must be Paid

Masters Candidate:

Plan A \$749 6

Plan B \$497 9

Doctor of Philosophy

Candidate \$931 9

Graduate Diploma \$400 9

Masters Candidate \$340

Doctor of Philosophy \$612

Graduate Diploma \$200

2. PENSIONS COMMITTEE

A Summary of Business transacted at the meeting of the Pensions Committee meeting held on February 8, 1996, copies of which were circulated at the meeting, was presented by the Chair of the Committee, Ms. Frankie O'Neill, and accepted by the Board. There were no items requiring specific approval of the Board but the Chair of the Committee requested the President to report on the Voluntary Early Retirement Incentive Program, which had been approved at the January Board meeting.

The President reported that as the program would be funded from the University's operating budget, the University would be required to record a liability in its financial statements. In this regard the Provincial Government's permission was sought and approval was granted to record this liability in order to fund the program. However, the approval process had been complicated by circumstances surrounding a Provincial election call at the time, and approval was granted to offer the Early Retirement program to faculty only.

He assured the Board that immediately following the election, the administration would be seeking Government acquiescence to offer the Early Retirement program to staff employees. He further advised that this information would be communicated to the University community at the earliest possible date.

3. EMPLOYEE BENEFITS COMMITTEE

A Summary of Business transacted at the Employee Benefits Committee meeting held on February 7, 1996, copies of which were circulated at the meeting, was presented by the Acting Chair of the Committee, Ms. Gudrid Hutchings, and accepted by the Board. On the recommendation of the Employee Benefits Committee, the following resolutions were passed with respect to Group Insurance Renewals for 1996 Policy Year:

1. BASIC LIFE

RESOLVED:

That the Board of Regents grants approval to the renewal of the Basic Life Insurance Plan, effective March 1, 1996, at the existing premium rate with a change in the stop-loss provision under the plan from 125 to 150 percent.

2. DEPENDENT LIFE

RESOLVED:

That the Board of Regents grants approval to the renewal of the Dependent Life Insurance Plan, effective March 1, 1996, with no change in premium rate.

3. OPTIONAL LIFE

RESOLVED:

That the Board of Regents grants approval to the renewal of the Optional Life Insurance Plan, effective March 1, 1996, at a 31 percent increase in premium rate.

4. LONG TERM DISABILITY

RESOLVED:

That the Board of Regents grants approval to the renewal to the Long Term Disability plan, effective March 1, 1996, at a 10 percent reduction in premium rate.

5. HEALTH

The recommendation from the Employee Benefits Committee that the Health Insurance Plan be renewed, effective March 1, 1996, at a 5.2 percent increase in premium rate, was not accepted by the Board. The Board of Regents recommended to the Employee Benefits Committee that a survey be conducted to gain input from employees with respect to their preference for cost containment to either eliminate semi-private hospitalization coverage or introduce a dispensing fee co-payment, and that the Health Insurance Plan be renewed with no change in premium, subject to implementation of

a cost containment alternative sufficient to eliminate the requirement for a premium rate increase.

6. DENTAL

The recommendation from the Employee Benefits Committee that the Dental Insurance Plan be renewed, effective March 1, 1996, at a 6.7 percent increase in premium rate, was not accepted by the Board. The Board of Regents recommended that this matter be referred to the Department of Human Resources for further consideration of cost containment alternatives sufficient to renew the Dental Insurance Plan with no increase in premium rate.

4. APPOINTMENTS

A Report of the Appointments Committee meeting held on February 8, 1996, copies of which were circulated at the meeting, was presented by the Acting Chair of the Committee, Ms. Mary Ennis, and accepted by the Board.

3. SENATE MINUTES

The Minutes of the Senate meetings held on January 17, 1996, copies of which were circulated prior to the meeting, were presented by the President. Specific approval was granted to the following item:

ITEM 27 – REPORT OF THE EXECUTIVE COMMITTEE
NO. 27.10

4. APPOINTMENT OF PROFESSOR EMERITUS

The President presented a recommendation from Senate that Dr. William Trelfall be appointed Professor Emeritus in recognition of his outstanding service with the Department of Biology. On the recommendation of Senate the following resolution was passed:

RESOLVED:

That the Board of Regents grants approval that Dr. William Trelfall be appointed Professor Emeritus in recognition of his outstanding service to the University.

5. CHAIR'S BUSINESS

1. STRAWBERRY HILL RESORT BROCHURES

Circulated for information prior to the meeting were brochures related to the Strawberry Hill Resort. The Chair requested that the Secretary write Mr. Brian Dobbin and thank him for the very impressive brochures and wish him well in his future endeavours at Strawberry Hill.

2. MAY BOARD MEETING IN CORNER BROOK

The Chair tabled a memo from the President recommending that the May 9th meeting of the Board be held in Corner Brook in conjunction with the Convocation at Sir Wilfred Grenfell College. After some discussion on the matter it was decided that the May 9th Board meeting would be held in Corner Brook to coincide with Convocation activities at Sir Wilfred Grenfell College.

6. PRESIDENT'S BUSINESS

1. MUNFA COLLECTIVE AGREEMENT

The President provided the Board with the particulars of a tentative agreement between the University and MUNFA which had been reached just shortly prior to the union's deadline to strike. The major issues agreed to related to workload, layoff and financial exigency. The workload issue would explicitly set out teaching load norms from four to six courses per year, per faculty member, depending on the discipline. Whether or not layoffs became necessary would depend on take up of the Voluntary Early Retirement Incentive Program (VERIP), which had been approved at the January Board meeting, and the level of our grant from Government. The President advised the Board that Government had granted approval to record a long term liability in order to offer the VERIP to faculty. It is expected that a 60% take up of the VERIP would be necessary in order to preclude faculty layoffs during the life of the collective agreement, which would be in effect until August 31, 1999. In the event of a state of financial exigency, an internal budgetary committee would be established to advise the Board.

The President recognized that the negotiating team and Dr. Tuinman were to be commended for their tremendous efforts in reaching the tentative agreement. After a lengthy discussion and clarification of the major issues, the following resolution was passed:

RESOLVED:

That the Board of Regents ratifies the Collective Agreement between Memorial University of Newfoundland and Memorial University of Newfoundland Faculty Association for the period commencing from the date of signing until August 31, 1999.

7. OTHER BUSINESS

1. SCHOLARSHIP ANNUAL REPORT

Circulated for information at the meeting were copies of The Annual Summary Report of Scholarship Activities for 1994-95, prepared by the Dean of Student Affairs and Services.

ADJOURNMENT

The meeting adjourned at 6:10 p.m.