

MEMORIAL UNIVERSITY OF NEWFOUNDLAND

BOARD OF REGENTS

The regular meeting of the Board of Regents was held on Thursday, January 11, 1996, in the Board Room of the University, at 4:00 p.m.

PRESENT:

Ms. Janet Gardiner, Chair
Ms. Jeannie French, Vice-Chair
The Honourable John C. Crosbie, Chancellor
Dr. Arthur May, President and Vice-Chancellor
Dr. Jaap Tuinman, Vice-President (Academic) & Pro Vice-Chancellor
Dr. Ches Blackwood
Mr. Aubrey Bonnell
Ms. Mary Ennis
Mr. Chris Facey
Mr. Peter Fenwick
Mr. Sean Hanrahan
Ms. Gudrid Hutchings
Mr. Ed Kennedy
Dr. Robert MacLeod
Mr. Robert Mendoza
Mr. George Neal
Ms. Frankie O'Neill
Mr. David Power
Mr. Alexander Roche
Ms. Grace Stapleton
Ms. Heather Tulk
Ms. Maureen Woodrow
Ms. Eleanor Bennett, Secretary

APOLOGIES: Mr. David Andrews, Mr. Gerry Bishop, Ms. Barbara Lewis, Mr. Raymond Rose, Ms. Betty Williams 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, November 9, 1995, copies of which were circulated prior to the meeting, were accepted by the Board.

2. DR. MAY NAMED TO THE ORDER OF CANADA

The Chair joined with the members of the Board in congratulating Dr. May on being named an officer of the Order of Canada.

3. REPORT OF THE EXECUTIVE COMMITTEE

The Report of the Executive Committee meeting held on December 7, 1995 was ratified by the Board.

4. MEETINGS OF COMMITTEES OF THE BOARD

1. FINANCE COMMITTEE

A draft of the Minutes of the Finance Committee meeting held on Thursday, January 11, 1996, copies of which were circulated at the meeting, were presented by the Vice-Chair of the Committee, Ms. Jeannie French, and accepted by the Board. The following resolutions were passed with respect to the items which required specific approval of the Board:

ITEM 1 – VOLUNTARY EARLY RETIREMENT INCENTIVE PROGRAM AND VOLUNTARY EARLY DEPARTURE INCENTIVE PROGRAM

The Board was provided with the background information along with the rationale and objectives related to both programs. The cost of implementing the programs would be funded from the University's operating budget and would have no impact on the University's Pension Fund. Copies of a memo from the Comptroller outlining the impact of both programs on the University's financial statements were circulated for information. In order for the University to operate within The Memorial University Act, Government would be required to authorize the University to report a deficit created by the accounting for the cost of these programs until it is recovered from future year's budgets.

A lengthy discussion ensued in which the administration was cautioned on the matter of showing a deficit and suggestions were made for the establishment of a sinking fund to retire outstanding obligations beyond the period when salary savings would be experienced. It was recognized that Government would require authorization of a commitment of this nature resulting in the Audited Financial Statements of the University showing a significant deficit. Concerns were expressed that the program would be problematic in the absence of an appropriate collective agreement with faculty and reservations were noted with respect to its appropriateness for staff positions.

After much discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents grants approval to the establishment of a Voluntary Early Retirement Incentive Program outlined in two categories as follows:

Category 1 (Immediate Retirement – Pension Enhancement):

Eligibility: Minimum of 10 years credited pensionable service under the Memorial University Pension Plan at April 30, 1996.

Incentive: Waiver of the actuarial reduction prescribed by The Memorial University Pensions Act; and Crediting of a maximum of 5 years pensionable service, not to exceed the lesser of the number of years remaining to normal retirement age or 35 years pensionable service.

Category 2 (Lump-Sum Cash Payment):

Eligibility: Members of the Memorial University Pension Plan who have attained the maximum 35 years pensionable service allowable under The Memorial University Pensions Act;

or

Employees who contribute to an alternate pension plan (formerly TIAA/CREF), who have a minimum of 10

years service with Memorial University of Newfoundland at April 30, 1996.

Incentive: One-time retiring allowance, inclusive of any entitlement to severance pay, based upon the number of years the individual is from normal retirement at age 65, on a graduated scale from 80% of one year's salary for individuals age 55 to 60, and reducing by 10% for each year, to 40% for employees age 64.

The Board further granted approval to a Voluntary Early Departure Incentive Program outlined as follows:

Eligibility: Permanent and tenure stream employees, who will not have reached age 65 by August 31, 1996, and who are not eligible to apply to retire under the provisions of the Voluntary Early Retirement Incentive Program. Approval of an employee's application under this program will be based on an assessment of the need to hire a replacement and the anticipated cost savings to Memorial University which would arise from such a departure.

Incentive: For faculty employees: one-time payment equal to 6 months salary, inclusive of vacation pay for faculty employees;

For staff employees: one-time payment equal to 6 months salary, inclusive of any entitlement to severance pay.

ITEM 2 – CUPE TENTATIVE AGREEMENT

RESOLVED:

That the Board of Regents grants approval to a tentative agreement which was reached on December 15, 1995, with CUPE Local 1615.

ITEM 3 – REVISED BUDGET ESTIMATES 1995–96

RESOLVED:

That the Board of Regents grants approval that the Revised Budget Estimates for 1995–96 be accepted.

ITEM 4 – REQUEST TO TRANSFER DON SNOWDEN
CENTRE ENDOWMENT FUND TO THE UNIVERSITY OF GUELPH

RESOLVED:

That the Board of Regents grants approval to the transfer of \$30,840.00 from the Don Snowden Endowment Fund to the appropriately designated unit at the University of Guelph.

ITEM 5 – ESTABLISHMENT OF ENDOWMENT FUND FOR
GEORGE M. STORY LECTURE

RESOLVED:

That the Board of Regents grants approval to the establishment of an endowed lectureship in Humanities in the memory of George M. Story to be funded as follows:

- 1) \$15,000.00 from the Research and Development Fund of the Office of Research,
- 2) \$15,000.00 from the Enrichment Fund of the Dean of Arts.

ITEM 6 – USER PAY FEE INCREASE – AEROBICS CLASSES

RESOLVED:

That the Board of Regents grants approval to a per semester increase in the User Pay Fees for Aerobics Classes organized under the jurisdiction of the School of Physical Education and Athletics as follows:

Student Fees from \$20.00 to \$30.00
Non Student Fees from \$40.00 to \$50.00

ITEM 7 – CREATION OF EMERGENCY LOAN FUND FOR
INTERNATIONAL STUDENTS

RESOLVED:

That the Board of Regents grants approval to the establishment of a trust account, to be called "International

Emergency Loan Fund", in order to assist international students financially when circumstances are beyond their control.

ITEM 8 – ESTABLISHMENT OF POSITION – SCHOOL OF PHARMACY

RESOLVED:

That the Board of Regents grants approval to the establishment of the following position:

School of Pharmacy:
Instructional Assistant MS 32 – \$26,262 – \$28,990 per annum.

ITEM 9 – TRANSFER OF FUNDS IN THE UNIVERSITY DEVELOPMENT FUND INTO THE GENERAL UNIVERSITY ENDOWMENT FUND

RESOLVED:

That the Board of Regents grants approval to a recommendation that the University Development Fund be closed and the funds transferred to the General University Endowment Fund. The Terms of Reference of the General University Endowment Fund, which were approved by the Board of Regents on September 11, 1986, will remain in effect.

2. PENSIONS COMMITTEE

A Summary of Business transacted at the meeting of the Pensions Committee meeting held on January 11, 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. The following resolution was passed with respect to an item which required specific approval of the Board:

MARKET TEST – ACTUARIAL AND PENSION CONSULTING SERVICES

RESOLVED:

That the Board of Regents grants approval to a recommendation that Morneau Coopers & Lybrand be retained to provide actuarial and pension consulting services to the Memorial University Pension Plan, the effective date to coincide with the date of a 31-day notice-of-termination period to the incumbent actuary, Eckler Partners Atlantic.

3. EMPLOYEE BENEFITS COMMITTEE

A Summary of Business transacted at the Employee Benefits committee meeting held on January 10, 1996, was presented by the Chair of the Committee, Ms. Grace Stapleton, and accepted by the Board. There were no items requiring specific approval of the Board.

4. CAMPUS PLANNING COMMITTEE

The Chair of the Committee, Ms. Heather Tulk, provided the Board with a verbal report of two meetings of the Campus Planning Committee held on December 7, 1995 and January 11, 1996. The report provided an update on the proposed University Centre, upgraded Physical Education facilities and upgraded student facilities at Sir Wilfred Grenfell College, which would be realized from the endowment of the Capital Campaign. There were no items requiring specific approval of the Board.

5. APPOINTMENTS COMMITTEE

The Minutes of the Appointments Committee meeting held on Thursday, January 11, 1996, copies of which were circulated at the meeting, were presented by the Chair of the Committee, Ms. Grace Stapleton, and accepted by the Board.

5. SENATE

The Minutes of the Senate meetings held on November 14, 1995 and December 12, 1995, copies of which were circulated prior to the meeting, were presented by the President. Specific approval was granted to the following items:

ITEM 14 – REPORT OF THE EXECUTIVE COMMITTEE

NO. 14.7, 14.10, AND 14.11

ITEM 20 – REPORT OF THE EXECUTIVE COMMITTEE

NO. 20.1, 20.3, AND 20.4
ITEM 21 – REPORT OF THE ACADEMIC COUNCIL OF THE
SCHOOL OF GRADUATE STUDIES
NO. 21.1, 21.4, AND 21.5

6. APPOINTMENT OF PROFESSOR EMERITUS

The President presented a recommendation from Senate that Dr. Gordon Bennett be appointed Professor Emeritus in recognition of his outstanding service with the Department of Biology. Dr. May noted that Dr. Bennett had passed away shortly after Senate's recommendation and that the award would be granted posthumously. On the recommendation of Senate the following resolution was passed:

RESOLVED:

That the Board of Regents grants approval that Dr. Gordon Fraser Bennett (now deceased) be appointed Professor Emeritus in recognition of his outstanding service to the University.

7. MARINE INSTITUTE UNDERGRADUATE STUDENT REPRESENTATION ON SENATE

The President presented a recommendation from Senate with respect to the Marine Institute Undergraduate Student Representation on Senate, and the following resolution was passed:

RESOLVED:

That the Board of Regents grants approval to the Senate recommendation that one of the seven seats on Senate currently assigned to undergraduate students on the St. John's campus be made available to the students of the Marine Institute for a period of two years.

The Board further approved the Senate recommendation that the criteria for eligibility of undergraduate students for selection to Senate be amended as follows:

"To be eligible for selection to Senate, an undergraduate student shall have obtained a minimum of twenty semester credits

and be in clear standing except in the case of Sir Wilfred Grenfell College at Corner Brook where a minimum of ten semester credits must be obtained and in the case of the Marine Institute where a student shall have obtained fifteen semester credits, be in clear standing as defined by the Institute's academic regulations and be enrolled in a programme offered through the Institute."

8. PRESIDENT'S BUSINESS

1. RE-ACCREDITATION REVIEW – SCHOOL OF SOCIAL WORK

Circulated for information was a report of the site visit team for the Re-accreditation review of the School of Social Work, Bachelor of Social Work Program and Master of Social Work Program, which was performed by the Board of Accreditation of the Canadian Association of Schools of Social Work.

2. CHAIR IN CHILD PROTECTION

Circulated for information was correspondence regarding the Chair in Child Protection. Dr Tuinman explained the circumstances surrounding the issue and advised that the terms of reference of the appointment specifically required that the Chair would teach at least one course per year.

3. CAPITAL CAMPAIGN UPDATE

The President and the Chancellor provided the Board with an update of the Capital Campaign. They advised that they were finalizing the Case Statement and would be presenting the Objectives at the February meeting. The various area campaign chairpersons for Newfoundland as well as the major centres across Canada were named. The Board was informed that the staff structure and the location of an office had been in place. The Chair thanked the President and the Chancellor for their very informative report.

9. OTHER BUSINESS

1. "TALES OUT OF SCHOOL: UNIVERSITIES"

Circulated for information were copies of a transcript of a CBC Radio documentary entitled "Tales Out of School: Universities", which was a three part series dealing with the new challenges facing universities today.

2. PRESIDENT'S ADDRESS TO ROTARY

Circulated for information were copies of Dr. May's address to Rotary on December 19, 1995, entitled "University governance in the 90's."

3. I.S.E.R. ANNUAL REPORT 1994-95

Circulated for information were copies of the I.S.E.R. Annual Report for 1994-95.

ADJOURNMENT

The meeting adjourned at 6:20 p.m.