



Board of Regents

MEMORIAL UNIVERSITY OF NEWFOUNDLAND

BOARD OF REGENTS

The regular meeting of the Board of Regents was held on Thursday, 9 November 2000 in the Board Room of the University at 2:30 p.m.

PRESENT:

Mr. Edward Roberts, Chair
Mr. John Crosbie, Chancellor
Dr. Axel Meisen, President and Vice-Chancellor
Dr. Evan Simpson, Vice President (Academic) and Pro Vice-Chancellor
Mr. Alick Andrews
Ms. Gail Aylward
Mr. Hayward Blake
Ms. Lisa Browne
Mr. Samuel Chaulk
Mr. Chris Decker
Ms. Sharon Duggan
Mr. Fred Durant
Dr. Georgina Hedges
Mr. Ed Kelly
Ms. Nancy Kelly
Dr. Brendan Lewis
Ms. Joan Pinsent
Ms. Darlene Russell
Ms. Kathryn Small
Ms. Lorelei Stanley-Newton
Ms. Susan Wood
Ms. Eleanor Bennett, Secretary

APOLOGIES: Mr. Peter Barnes, Mr. Calvin Butt, Ms. Dorothy George, Mr. Brendan Paddick, Mr. Larry Peckford, and Mr. Harvey Short.

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 14 September 2000 and the special meeting held on 27 October 2000, copies of which were circulated prior to the meeting, were approved by the Board.

2. CHAIR'S REPORT

1. Welcome to New Members

The Chair extended a warm welcome to the newly appointed members of the Board who were attending their first meeting.

2. Amendments to Terms of Reference

The Chair suggested amendments to the Terms of Reference for the Appointments and the Campus Planning and Development Committees, and after discussion the following resolutions were passed:

RESOLVED:

THAT the Terms of Reference of the Appointments Committee be amended by substituting the word "seven" for the word "six" in clause 1, so that the Committee membership will be increased by the addition of a seventh member from the Board.

AND FURTHER THAT THE quorum of the Committee be set at five, four of whom shall be from Section A1 above.

RESOLVED:

THAT the Terms of Reference of the Campus Planning and Development Committee be amended by substituting the word "seven" for the word "five" in clause 1, so that the Committee membership will be increased by the addition of a sixth and seventh member from the Board.

AND FURTHER THAT THE quorum of the Committee be set at five, four of whom shall be from Section A1 above.

3. Board Committee Restructuring

The Board received and reviewed a note from the Chair outlining Committee assignments as follows:

Appointments Committee: Ms. Aylward (Chair), Dr. Lewis (Vice-Chair), Mr. Andrews, Mr. Barnes, Mr. Butt, Ms. George, and Ms. Stanley-Newton.

Campus Planning & Development Committee: Mr. Kelly (Chair), Ms. Wood (Vice-Chair), Mr. Chaulk, Ms. Kelly, Mr. Peckford, Ms. Pinsent, and Ms. Russell.

Finance Committee: Mr. Short (Chair), Dr. Hedges (Vice-Chair), Ms. Browne, Mr. Decker, Ms. Duggan, Mr. Paddick, and Ms. Small.

Employee Benefits Committee: Ms. Duggan (Chair)

Pensions Committee: Mr. Durant (Chair)

Executive Compensation Committee: Mr. Paddick. The President, the Vice-President (Administration and Finance), the Chair of Finance (Mr. Short) and the Chair of the Board, all *ex-officio*, and Mr. George Bradbury (of the Scotiabank) as the Outside Representative.

Labour Relations Committee: Mr. Blake, Mr. Short, Dr. Hedges, and Dr. Lewis. The Board Chair as the Chair of the Committee, the Chair of Employee Benefits (Ms. Duggan) and the Chair of Pensions (Mr. Durant) and the Board's Vice-Chair (all *ex-officio*).

Ad Hoc Committee on Separately Incorporated Entities: Mr. Decker (Chair), Ms. Duggan, Mr. Durant, Dr. Hedges and Ms. Small.

Ad Hoc Committee on Financial Prospects: Mr. Decker, Dr. Hedges, Mr. Short and two others.

Audit Committee (Sub Committee of Finance): Ms. Browne (Chair), Mr. Short and Ms. Duggan.

Investment Committee (Sub Committee of Finance): Dr. Hedges (Chair) and Mr. Paddick.

Executive Committee: *Ex officio* members only - the Chair of Finance (Mr. Short), the Chair of Appointments (Ms. Aylward), the President and the Board Chair and Vice-Chair.

After discussion the Board concurred with the Committee restructuring as presented.

4. Election of Vice-Chair

The Chair advised that he would be calling for nominations for the position of Vice-Chair of the Board at the 11 January 2001 meeting of the Board.

3. PRESIDENT'S REPORT

1. Enrolment data from Atlantic Universities

The Board received and reviewed a copy of survey results compiled by the Association of Atlantic Universities outlining preliminary enrolment figures of member institutions as of 1 October each year.

2. North Atlantic Forum

The President advised that he attended the North Atlantic Forum held in Corner Brook in September. He noted that this provided an opportunity to showcase the University.

3. Atlantic Investment Partnership

The President reported that he and the Board Chair met with officials in Ottawa on 17 and 18 October concerning the Atlantic Investment Partnership and advised that these projects are on hold until after the Federal election on 27 November 2000.

4. Meetings and Visits

The President advised the Board that he attended the AUCC meeting in Calgary. He also attended an Alumni event held in the Senate block in Ottawa on 28 September, and thanked Mr. Andrews and Mr. Bill Rompkey for their assistance and support of this event.

He reported that he had visited Saudi Arabia primarily to establish relationships with Aramco, a Saudi oil company, which would provide a number of opportunities for Memorial including sponsorship of Saudi students to attend Memorial. He also visited the International University in Germany where he explored potential sharing of initiatives with the Klaus Tschira Foundation.

4. LABOUR RELATIONS ISSUES

1. Minutes of Meetings of Labour Relations Committee

The minutes of the Labour Relations Committee meetings held on 6 October 2000 and 25 October 2000, copies of which were circulated prior to the meeting, and the minutes of the meeting held on 1 November 2000, copies of which were circulated at the meeting, were accepted by the Board. The Chair also provided a verbal report of the Labour Relations Committee meeting held on 9 November 2000.

2. CUPE Collective Agreement

The Board received copies of background information concerning the tentative agreement reached between Memorial University and CUPE Local 1615, representing administrative, instructional, technical, and technical support personnel. The Board was provided with the main highlights of the agreement and the costs associated with implementing the salary increases. The new contract is for two years ending 30 September 2001, with a wage re-opener clause effective 1 April 2001. The salary increases are as follows: effective 1 October 1999 - 2% increase; effective 1 April 2000 - 1% increase; effective 1 October 2000 - 1% increase. After discussion the following resolution was passed:

RESOLVED:

That the Board of Regents ratifies the Collective Agreement between Memorial University of Newfoundland and CUPE Local 1615 covering the period 1 October 1999 to 30 September 2001.

The Chair acknowledged the excellent work of the negotiating team and commended them in reaching a satisfactory collective agreement without a work stoppage.

3. MUNFA Strike

The Chair welcomed Dr. Jack Strawbridge, Director of Faculty Relations, and Mr. Peter Morris, Associate Director of University Relations, to the meeting.

The Board received copies of up-to-date news releases and media reports concerning the strike by MUNFA. The President provided a chronology of events that had occurred since MUNFA took strike action on 31 October 2000. He advised of the impact and consequences of the strike on the students and the general university community. He reviewed the communications strategy

launched by the University through internal emails and the MUN website as well as through radio, TV and newspaper ads.

The Board reviewed the salary package which the University had offered to MUNFA and the university's position with respect to MUNFA's demands. The Board was advised that an agreement had been reached with MUNFA on all non-monetary issues as well as the general salary package, with the exception of the implementation date for the occupational adjustment. The University proposed an implementation date of 1 April 2001 and MUNFA proposed implementation retroactively to 1 September 1999. The Board was advised that retroactivity would mean a cost to the University of \$3.1 million, money which had not been committed in the University's budget. The President advised that he had written to Dr. Noel Roy, President of MUNFA, urging him to provide MUNFA members with the opportunity to vote on the University's salary package, and to return to class by 10 November 2000, at which time instructional time lost could be made up without further hardship to students.

Mr. Strawbridge provided the Board with up-to-date background information on events at the bargaining table. Mr. Morris provided further information on the University's communications plan.

Further strategy was discussed with respect to timing issues and actions to be taken in an effort to achieve an end to the strike and to provide resumption of instructional activity by 10 November 2000.

5. SALARY SCALE ADJUSTMENTS TO NON-BARGAINING UNIT EMPLOYEES

The Board received and reviewed background information relative to the implementation of non-bargaining unit salary increases. After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents approves the following salary scale adjustments to Non-Bargaining and Management/Professional staff employees as follows:

Effective October 1, 1999 - 2%

Effective April 1, 2000 - 1%

Effective October 1, 2000 - 1%

These adjustments will apply to employees listed below:

- Non-bargaining unit employees (in pay group 40, 41 and 65), including those whose salaries are paid through verified external funding;
- Non-academic management and professional employees (in pay groups 50, 51, 67, 80 and 81), including those whose salaries are paid through verified external funding;
- Other related positions, as appropriate - e.g. Canada Games Park, Seabright Corporation, etc., subject to a decision by their respective Boards.

6. UNIVERSITY-OWNED PROPERTY IN CORNER BROOK

The Board received and reviewed background information concerning the University-owned property located at 72 West Valley Road in Corner Brook. Approval was given by the Board at its 16 September 1992 meeting to proceed with the sale of this property, and the sale was authorized by the Province but did not proceed at that time. After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents grants approval to proceed with the sale of the University-owned property situated at 72 West Valley Road in Corner Brook.

7. PROGRESS OF CAPITAL PROJECTS

The Board received an update on capital projects which are either in the design stage or are under construction.

8. APPOINTMENTS COMMITTEE ITEMS

A report of the Appointments Committee meeting held on 9 November 2000, copies of which were circulated prior to the meeting, was presented by Ms. Aylward, Chair of the Committee, and accepted by the Board.

9. PENSIONS COMMITTEE

A report of the University Pensions Committee meeting held on 5 October 2000, copies of which were circulated at the meeting, was presented by Mr. Durant, Chair of the Committee, and accepted by the Board.

10. SENATE MATTERS

The minutes of the regular meeting of Senate held on 12 September and 10 October 2000 were presented by the President and received by the Board. The Board approved the following items contained therein:

12 September 2000 Minutes:

Item 5 Report of the Senate Committee on Undergraduate Studies

- 5.1 - Faculty of Education Calendar Changes
- 5.2 - Department of Geography Calendar Changes
- 5.3 - Department of French and Spanish Calendar Changes
- 5.4 - Department of English Calendar Changes
- 5.5 - School of Music Calendar Changes
- 5.6 - Marine Institute Calendar Changes

The Board's attention was drawn to an item regarding Student #7136021 appeal to be awarded the degree of Master of Science.

10 October 2000 Minutes:

Item 12 Report of the Senate Committee on Undergraduate Studies

- 12.2 - Faculty of Engineering and Applied Science Calendar Changes

Item 13 Report of the Academic Council of the School of Graduate Studies

- 13.1 - Revisions to General Regulations H) and J)

The Board's attention was drawn to an item concerning the document "A Strategic Framework for Memorial University (Draft)", and other items concerning:

- Report of the Committee on Honorary Degrees and Ceremonial
- Approval of membership and terms of reference for the Senate Committee on course Evaluations.

11. OTHER BUSINESS

1. Correspondence

The Board received copies of a letter from Mr. Harold Squires, Director of Budgets and Audits, conveying his thanks and best wishes to the Board following his retirement from the University, and a letter from the Chair

expressing the Board's thanks and appreciation for his contribution to the University.

2. January Board Meeting in Corner Brook

The Chair reminded members that the next regular meeting of the Board will be held in Corner Brook on 11 January 2001. Further information and schedule of events will be forwarded in advance of this date.

3. Information Items

The following CIAP Reports were circulated for information:

- (a) Paths Students Take: Fall 1999 Attrition Survey
- (b) Undeclared Majors Survey

ADJOURNMENT

The meeting adjourned at 5:00 p.m.