

MEMORIAL UNIVERSITY OF NEWFOUNDLAND

BOARD OF REGENTS

The regular meeting of the Board of Regents was held on Thursday, December 5, 2002, at 2:30 p.m. in Board Room of the University

PRESENT:

Chris Decker, Chair
Dr. Georgina Hedges, Vice-Chair
Dr. Axel Meisen, President and Vice-Chancellor
Dr. Evan Simpson, Vice President (Academic) and Pro Vice-Chancellor
Gail Aylward
Hayward Blake
Leigh Borden
Lisa Browne
Calvin Butt
Sharon Duggan
Dorothy George
Ed Kelly
Nancy Kelly
Dr. Brendan Lewis
Earl Ludlow
Andrea Quinlan
Darlene Russell
Harvey Short
Lorelei Stanley-Newton
Kathryn Small
Eleanor Bennett, Secretary

APOLOGIES: Dr. John C. Crosbie, Chancellor, Samuel Chaulk, Joan Pinsent, and Susan Wood.

PRESENT BY INVITATION: 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 October 17, 2002, copies of which were circulated prior to the meeting,

were approved by the Board.

2. APPOINTMENT OF NEW BOARD CHAIR

Mr. Decker was attending his first Board meeting since being appointed Chair of the Board of Regents on November 1, 2002. The members of the Board congratulated him on his appointment and wished him a successful and rewarding term.

3. CHAIR'S REMARKS

1. Committee Restructuring

The Board received a list of the Committees of the Board and the members who were assigned to them. After discussion, the Board agreed with the committee restructuring as presented.

2. Vacancies on the Board

Mr. Decker advised that he had spoken to officials in the Government with regard to filling the two vacancies on the Board. He was informed that appointments to fill these vacancies would be forthcoming. With regard to the two student vacancies on the Board, Mr. Decker advised that he and the President had recently met with Gilbert Salam, President of the Memorial University of Newfoundland Students' Union. During the discussion they were advised that MUNSU would be dealing with these vacancies in due course.

4. PRESIDENT'S REMARKS

1. 2001-2002 President's Report

The Board received a copy of the 2001-2002 President's Report entitled "Vision Action Innovation" and its accompanied CD. The Board welcomed to the meeting Ivan Muzychka, Manager of News Services in the Division of University Relations, who provided a power-point presentation of the Report for the Board. Mr. Muzychka highlighted several of the sections contained in the Report and, in particular, he reviewed some of the past year's accomplishments and achievements in

the areas of teaching, research and community service.

Dr. Meisen noted that the objective of the report was to present the University in its diverse forms for both the casual reader and the person seeking detailed information about the University. He noted that Memorial was the first University in Canada to release its annual report in website/CD format and noted that several universities have followed Memorial's format since then.

Dr. Meisen thanked the Division of University Relations for their efforts in putting together the Report. He advised that the Report would be released officially to the public in a few days.

The Board thanked Mr. Muzychka for his informative presentation and he left the meeting.

2. Activity Report

The President reported on the following events that he had attended:

- The official opening of The Works recreation complex was held in the new Field House on October 22nd. Officials from the University community, faculty, staff, students and special guests, which the Chancellor, the Chair of the Board and the Premier, attended and participated in the event.
- The Honourable Roy J. Romanow delivered the Galbraith Lecture on October 23rd on the topic of "Governance, Accountability and Public Input: Building a Modern Health Care System."
- Affinity Newfoundland and Labrador was held at the Chateau Laurier in Ottawa on October 24th and was attended by over 200 alumni and friends of Memorial. The Honourable Julie Bettney, Minister of Tourism, Dr. Meisen and Mr. E. Anstey, (President and CEO, Sun Microsystems of Canada Inc.) were among those who addressed the gathering.
- The President addressed the Board of Trade at their luncheon on November 6th. He spoke on the challenges of enrollment and highlighted aspects of Innovation at Memorial.

- The President attended a new Entrance Scholarship event on November 7th, which was attended by over 200 participants, including students and donors.
- The Alumni Tribute Awards Ceremony was held at the Marine Institute on November 14th. This ceremony was attended by over 200 participants and five of Memorial's outstanding Alumni were recipients of achievement awards
- The President attended an Innovation Summit in Toronto on November 21st. The Federal Government challenged the Universities to double the amount of research and triple the amount of commercialization. The Federal Government will provide the indirect cost of research.
- The President attended the Harlow Board of Trustees meeting on November 21st.
- The President attended meetings at the Association of Commonwealth Universities on November 25th and was elected as a Director of the Association.
- The President made recruitment visits to Beijing and Hong Kong from November 26th to December 1st. He noted that these visits proved that there are outstanding opportunities to recruit Chinese students to come to Memorial.
- The President hosted an event on December 3rd which showcased the Faculty of Education.

3. Registration Progress Report - Winter 2003

The President reported that course registration has increased 6% over the same date last year. He reported that all areas are up including Sir Wilfred Grenfell College registration. He pointed out that this is mainly due to students taking more courses and successful recruitment efforts to attract new students.

4. Recent Surveys

(A) Maclean's University Rankings:

The Board received and reviewed a copy of the Maclean's ranking of Canadian Universities. Dr. Meisen pointed out that overall rankings pertaining to Memorial remain relatively unchanged from those of last year. He noted that Memorial scored the highest with respect to the percentage of students in each class-size range. As well Memorial had the highest size of operating expenditures per weighted full-time-equivalent student.

(B) CareerSearch 2002:

The Board received copies of Career Search 2002, Employment Experience and Earnings of 2000 Graduates, a three-volume compendium of comprehensive data designed to address the growing need for high quality labour market information in support of career and program planning at post-secondary institutions. These reports, compiled by the Provincial Government, provide detailed program-level information on graduate employment and earnings outcomes, out-migration, student loans and length of job searches, and describes graduates' opinions of their investment in their programs. The President point out that these reports are a valuable resource for information that can be used by students, parents and government.

(C) Globe and Mail Survey:

The President referred to a survey conducted by the Globe and Mail with respect to student views. Memorial was omitted from the list of Universities because fewer than 250 students responded.

(D) Innovation Leaders Survey:

The President referred to a Canada's University Innovation Leaders survey, which was published in the National Post newspaper. The rankings were based solely on research expenditure data for 2000-01 as provided by Statistics Canada. Out of the 50 universities surveyed, Memorial ranked 21st in terms of research funding. The President stated that Memorial is committed to improving its position

substantially.

5. International Tuition Fee Policy

The report will be presented at the February 6th Board meeting.

6. Code of Conduct for Apparel and Footwear Suppliers

The Board received and reviewed background information relative to this matter. It was advised that a committee, which included students and University staff, collaborated in developing a Code of Conduct for apparel and footwear suppliers whose products the University purchases. The Code is based on models approved by 7 other universities in Canada.

After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents approve the Policy for the Code of Conduct for Apparel and Footwear Suppliers for implementation at Memorial University of Newfoundland.

7. Appointments to Board of Directors of the Botanical Gardens

The Board received and reviewed background information regarding an extension of the terms of appointment to the Board of Directors of the Botanical Gardens.

After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents approve an extension of the terms of appointment for the following members of the Board of Directors of the MUN Botanical Garden to October 30, 2003:

Ms. Valerie Newhook
Mr. Randy Bell
Mr. Beni Malone
Ms. Betty Hall

The Board received and reviewed background information regarding an appointment to the Board of Directors of the MUN Botanical Garden representing the Department of Biology.

After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents approve the appointment of Dr. Luise Hermanutz to the Board of Directors of the MUN Botanical Garden, as the representative from the Department of Biology, effective for the period commencing December 5, 2002 and ending December 31, 2003.

8. Marine Institute Advisory Committee Appointments

The Board received and reviewed background information pertaining to appointments and terminations to the Marine Institute Industry Advisory Committee.

After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents approve the following appointments to the Marine Institute Industry Advisory Committee, effective for the period commencing December 5, 2002 and ending December 31, 2005:

Captain S. J. Hynes, Chair of the Board
Mr. Rex Simmonds
Mr. Gary Davis
Mr. Barry Roberts

The Board was advised that the term of appointment of the following members expired on November 1, 2002:

Mr. Alexander Roche, Chair of the Advisory Committee
Mr. Churence Rogers

Mr. Paul Locke

9. Appointments of Board of Directors of the Newfoundland Quarterly Foundation

The Board received and reviewed background information pertaining to the appointment of the Board of Directors of the Newfoundland Quarterly Foundation. The President elaborated further by advising that the terms of members of the Board expired on March 31, 2002. In the interim, the President and an ad hoc committee of interested parties met regularly to discuss and plan the future of the Newfoundland Quarterly. Dr. Linda Whalen was appointed as the new Managing Editor on a contractual basis on October 21, 2002. The Chair of the Board of Directors will be selected from within the group.

After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents approve the following appointments to the Board of Directors of the Newfoundland Quarterly Foundation for the period commencing December 5, 2002 and ending December 31, 2003:

Ms. Linda Bartlett
Mr. David Bradley
Dr. John Fraser
Dr. Aidan Maloney
Ms. Bernice Morgan
Dr. Patricia O'Brien
Ms. Frankie O'Neill
Dr. Ron Sparkes

10. Meetings with C-CORE and MUN Botanical Gardens

The President elaborated on a meeting held with the Chairs of the Board of C-CORE and the MUN Botanical Gardens. He advised that he had met with Ms. Susan Sherk and Mr. Andrew Adams to discuss common interests of both SIEs.

11. Outcome of Musson Legal Proceedings

The Board received and reviewed a final summary of information pertaining to the suit against the University by Dr. Charles R. Musson, who alleged that Memorial had converted to its use and refused to yield up when asked, a collection of books to which he had lawful ownership. The case was dismissed on arguments from Memorial's lawyers to the effect that there was no issue at law. Costs were awarded to the University. The President thanked Mr. Thistle for his efforts with this law suit.

12. Presentation to Royal Commission on Renewing and Strengthening our Place in Canada

The President advised that the material for the presentation to the Royal Commission on Renewing and Strengthening our Place in Canada would be available in time for the February 6th meeting.

5. PENSIONS COMMITTEE

1. Amendments to the Memorial University Pension Plan

The Board received and reviewed a report from the University Pensions Committee regarding amendments to the Memorial University Pension Plan. The Board was advised that in December 2001, the Amendments Subcommittee of the University Pensions Committee identified a number of issues to be addressed for consideration of amendment to the MUN Pension Plan. Prior to these issues being reviewed, representatives of CUPE, Local 1615, at the October 10, 2002 University Pensions Committee meeting, brought forth two motions, which were adopted by the Committee, as follows:

Recommendation 1 - Reciprocal Agreements: The employer shall immediately undertake to negotiate reciprocal agreements between the Memorial University Pension Plan (MUPP) and the pension plan for federal government employees, and the City of St. John's Pension Plan. The employer shall further undertake to survey all employees of the university to determine whether there are other pension plans in which current employees have accrued service which they wish to transfer to the MUPP and commence the necessary action to negotiate reciprocal

agreements with those other plans. Once the employer has determined the plans in which employees have accrued service, the information shall be brought back to the committee along with a workplan and timeline to complete the negotiation of the reciprocal agreements.

Recommendation 2 - Integration with CPP: The employer shall request the Legislature to amend the MUPP to reflect the change in integration formula instituted for the Public Service Pension Plan (PSPP) so that no retiree in receipt of benefits under the MUPP shall have the integration formula applied to their pension benefit before the month following the retiree's 65th birthday. Further, the employer shall request that the Legislature make this provision immediately applicable to all retirees below the age of 65 so that those retirees shall have the integration reversed as of November 30, 2002.

After discussion the following resolution was passed:

RESOLVED:

That the Board of Regents refer the two above-noted recommendations to the Department of Human Resources for review and analysis and that they then be referred to the Amendments Subcommittee of the University Pensions Committee.

2. Actuarial Valuation of the MUN Pension Plan

The Board received and reviewed background information pertaining to the adoption of the actuarial valuation of the Memorial University Pension Plan at March 31, 2002. The Board was advised that the actuarial valuation results were previously dealt with through the work of the Ad Hoc Pensions Committee, and associated recommendations addressed by the Board at its October 17, 2002 meeting.

After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents formally adopt the Actuarial Valuation Report at March 31, 2002, prepared by Eckler Partners Ltd.

6. **FINANCE COMMITTEE**

The Board received and reviewed a draft copy of the minutes of the Finance Committee meeting held on December 5, 2002. They were presented by Mr. Short, Chair of the Committee, and approved by the Board. The following resolutions were passed with respect to the items which required Board approval:

Item A - On Call Policy

The Board received and reviewed background information pertaining to an on-call policy for employees who are required to be on standby and immediately available for call-back to work outside normal working hours.

After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents approve the implementation of an on-call policy to govern the payment of appropriate levels of standby compensation to employees who are required to be available for immediate call-back to work outside of their regular working hours, as recommended by the Department of Human Resources.

Item B - Establishment of Permanent Position of Assistant Registrar in the School of Graduate Studies

The Board received and reviewed background information pertaining to the establishment of a permanent position in the School of Graduate Studies.

After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents approve the establishment of the following position in the School of Graduate on a permanent basis:

GRS-015 - Assistant Registrar

Item C - Establishment of Work Term rates for Computer Industry Internship Option

The Board received and reviewed background information pertaining to the establishment of work term rates for students enrolled in the Computer Industry Internship Option (CIIO) who are employed by Memorial University.

After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents approve the establishment of internship work term monthly rates for students enrolled in the Computer Industry Internship Option (CIIO) who are employed by Memorial University as follows:

<u>Internship Semester</u>	<u>August 2002</u>	<u>October 2002</u>
I	\$1,738	\$1,781
II	\$1,873	\$1,920
III	\$2,015	\$2,065
IV	\$2,096	\$2,148

Item D - Establishment of Work Term Rates for the New Economics Co-op Education Option

The Board received and reviewed background information pertaining to the establishment of work term rates for students enrolled in the new Economics Co-op Education Option who are employed by Memorial University.

After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents approve the establishment of internship work term monthly rates for students enrolled in the new Economics Co-Op Education Option (ECEO)

program who are employed by Memorial University as follows:

<u>Work Term</u>	<u>August 2002</u>	<u>October 2002</u>
I	\$1,483	\$1,520
II	\$1,588	\$1,628
III	\$1,677	\$1,719

Item E - Deletion of Position

The Board received and reviewed background information pertaining to the deletion of a position in the Department of Psychology.

After discussion the following resolution was passed:

RESOLVED:

That the Board of Regents approve the deletion of the following permanent staff position in the Department of Psychology:

PSY-010 - Intermediate Clerk Stenographer

Item F - Creation of Position

The Board received and reviewed background information pertaining to the conversion of an existing contractual position in the School of Nursing to permanent status.

After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents approve the conversion of the following position in the School of Nursing to permanent status:

SON-013 - Clinical Coordinator

Item G - Increase in Fees Paid to Program Facilitators at CMD

The Board received and reviewed background information pertaining to an increase in fees paid to facilitators contracted by the Centre for Management Development to deliver professional development courses and seminars on its behalf. These fee increases are fully cost recovered from enrollees.

After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents approve an increase in fees paid to facilitators contracted by the Centre for Management Development to deliver professional development courses and seminars on its behalf. A two-stage increase in rates are as follows:

- (a) An immediate increase to \$400 per half day and \$700 per day for program delivery;
- (b) An increase on April 1, 2003 to \$500 per half day and \$900 per day for program delivery;
- (c) An increase on April 1, 2003 to \$300 per half day and \$600 per day for program development.

Item H - Health and Dental Fee Increase for Graduate Students

The Board received and reviewed background information pertaining to the implementation of a fee increase for full-time graduate students to provide coverage for a health and dental insurance plan, commencing in the Winter Semester 2003. Because the registration for graduate students for the Winter Semester 2003 commenced on December 2, 2002, and in order to proceed with the provision of coverage beginning in January 2003, members of the Board of Regents were polled by e-mail on November 26 and 27, 2002. Overall 21 Regents responded approving the implementation of the fee. After discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents endorse the e-mail poll approving

an increase in the Health and Dental Insurance Plan Fees for the Graduate students as follows:

- (a) implementation of a fee for Graduate students in the amount of \$219.36 per year to provide drug and health insurance coverage;
- (b) implementation of a fee for Graduate students in the amount of \$126.03 per year to provide for dental coverage;
- (c) collection of these fees commencing with registration for the 2003 Winter Semester.

Ms. Stanley declared a conflict of interest and abstained from voting on the item.

Informational Items:

The following items did not require specific approval of the Board and were presented for information and discussion.

Item I - 2003/2004 Submission of the University Budget to the Provincial Government

Item J - 2003/2004 Submission of the by Faculty of Medicine Budget to the Provincial Government

Item K - MUNSU Financial Situation

7. CAMPUS PLANNING AND DEVELOPMENT COMMITTEE

1. Update on Progress of Capital Projects

The Board received and reviewed a report of the status and progress of the following Capital Projects, which was presented by Mr. Kelly, Chair of the Committee, and accepted by the Board:

- (a) Sir Wilfred Grenfell College - Arts & Science Building Envelope Remediation

- (b) INCO Innovation Centre
- (c) Residence Expansion Feasibility Study - St. John's Campus

8. APPOINTMENTS COMMITTEE

The Board received and reviewed a report of the Appointments Committee meeting held on December 5, 2002, which was presented by Ms. Aylward, Chair of the Committee, and accepted by the Board.

9. LABOUR RELATIONS COMMITTEE

The Board received a verbal report of the meeting of the Labour Relations Committee held on December 5, 2002 as follows:

1. CUPE Local 1615 Update

Mr. Thistle provided the Board with an update on negotiations with CUPE Local 1615. He advised that since the last Board meeting, CUPE had some unresolved concerns with respect to the issue of Joint Trusteeship of the MUN Pension Plan and have been reluctant to accept the University's final offer. CUPE had presented a proposed letter of intent to the University, dated December 4, 2002.

After discussion, the Board agreed that the University would respond to CUPE indicating its agreement with the spirit and intent of the union's proposal. The wording of the letter was endorsed by the Labour Relations Committee, at its meeting on December 5, 2002. This would be presented to CUPE on December 6, 2002 and would set out separately from the collective bargaining process the University's position as it relates to the implementation of Joint Trusteeship with respect to Governance; a Study Re: Contribution Levels; Asset Distribution; and the Matter of Representation.

Mr. Thistle was hopeful that the outstanding issue of Joint Trusteeship would be resolved and a ratification vote would be taken in the next week. The Board was reminded of its October 17, 2002 authorization to the Executive Committee of the Board to ratify the renewal of the Collective Agreement between MUN and CUPE Local 1615, only after it has been ratified by the Union.

2. MUNFA Update

Dr. Meisen provided background information concerning negotiations with MUNFA. He reported that negotiations began in early October 2002 and following a prior agreement between the University and MUNFA only six articles were to be opened for bargaining. He reported that salaries and benefits have not as yet been addressed. Negotiations are expected to resume again in the new year.

10. SENATE

The Board received and reviewed the minutes of the Senate meeting of October 8, 2002. Approval was given to the following items requiring Board approval under Section 56(h) (courses of study) and 56(s) (making or altering a rule or regulation) of the Act:

Item 18 - Report of the Academic Council of the School of Graduate Studies

18.1 - Faculty of Medicine - New Courses

18.2 - Faculty of Business Administration - New Course

18.3 - Faculty of Science - Revised Course

11. CORRESPONDENCE

The Board received and reviewed a copy of a letter dated October 29, 2002 to the Premier from Edward Roberts in which he advised of his resignation as Chair of the Board of Regents, effective October 31, 2002, in order to take up his appointment as Lieutenant-Governor of Newfoundland and Labrador.

ADJOURNMENT

The meeting adjourned at 5:05 p.m.