



## Board of Regents

MEMORIAL UNIVERSITY OF NEWFOUNDLAND

### BOARD OF REGENTS

The regular meeting of the Board of Regents was held on Thursday, 18 October 2001 in the Board Room of the University at 2:00 p.m.

#### PRESENT

Edward Roberts, Chair  
John Crosbie, Chancellor  
Dr. Axel Meisen, President and Vice-Chancellor  
Dr. Evan Simpson, Vice President (Academic) and Pro Vice-Chancellor  
Alick Andrews  
Gail Aylward  
Peter Barnes  
Hayward Blake  
Lisa Browne  
Calvin Butt  
Brett Dawe  
Chris Decker  
Sharon Duggan  
Fred Durant  
Dr. Georgina Hedges  
Ed Kelly  
Nancy Kelly  
Dr. Brendan Lewis  
Brendan Paddick  
Larry Peckford  
Darlene Russell  
Harvey Short  
Kathryn Small  
Lorelei Stanley-Newton  
Susan Wood  
Eleanor Bennett, Secretary

**APOLOGIES:** Sam Chaulk, Dorothy George and Joan Pinsent.

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

## **1. MINUTES**

The minutes of the special meeting of the Board of Regents, held 14, 15 and 16 August 2001, copies of which were circulated prior to the meeting, were approved by the Board.

## **2. PROPOSAL FOR NEW BOARD COMMITTEE**

Mr. Peckford informed the Board that he is no longer pursuing his proposal for the establishment of a new committee which would have dealt with the University's marketing and public relations and focused on students and alumni. He noted that although he felt strongly about the establishment of such a committee there was no consensus among his colleagues on the Board or support from the administration for the establishment of this committee at the present time.

## **3. CHAIR'S REMARKS**

The Chair welcomed back Ms. Stanley-Newton to the meeting and congratulated her on her re-appointment to the Board for a further three year term.

The Chair acknowledged that Mr. Peckford had come through the Municipal electoral process. He ran unsuccessfully for the Office of Mayor of Stephenville.

The Chair congratulated Mr. Paddick on being named one of the top 40 Canadian CEOs under 40.

The Chair acknowledged a letter from Mrs. Peg Russell thanking the Board for its expression of sympathy on the death of her husband, Dr. F.W. Russell.

## **4. DISPLACED PASSENGERS**

The President reported on the efforts of the students, staff and faculty of the University in accommodating international passengers who were forced to land in St. John's as a result of the 11 September 2001 terrorist attacks in the United States. He advised that the unused Thomson Student Centre was re-activated and provided accommodations and basic necessities for the nearly 500 passengers. In addition, meals were provided in the Dining Hall and access was provided to televisions, phones (including free long distance calling), faxes and internet connections. Faculty and students of the School of Music provided an impromptu concert. Donations received from some of the passengers provided for the establishment of an International Travel Bursary Fund.

In an effort to communicate the Board's appreciation to the University community for responding to displaced passengers resulting from the 11 September 2001 tragedy, the following resolution was passed:

## **RESOLVED:**

That the Regents offer their heartfelt thanks and their warmest commendation to the hundreds of members of the Memorial University community - students, staff and faculty - who helped to care for the 500 passengers billeted at the University on September 11th. These men and women exemplified the very finest tradition of Newfoundland hospitality. The University is proud of them.

## **5. PRESIDENT'S REPORT**

### 1. Visit to Harlow

The President advised the Board of events attended by himself and the Chair in conjunction with the Harlow Campus Board of Trustees meeting on 11 October 2001. While there, they reviewed the plans for renovating for the campus, which is expected to start in May 2002. They also had an opportunity to meet with the students and some of the faculty at Harlow. He, along with the Director of Alumni Affairs and Development, John Kearsy, attended a performance of the Newfoundland Symphony Youth Choir in Poole, and an Alumni event at Canada House in London. He, Mr. Roberts and Mr. Kearsy also had an opportunity to meet with several members of the Rothermere Scholarship Trust where they explored the possibilities of increasing the amounts of the Rothermere Fellowships in Newfoundland.

### 2. Summary of Proposals submitted by MUN to AIF

The Board received and reviewed a summary of proposals submitted by the Memorial University to the Atlantic Innovation Fund (AIF). The President elaborated on the 18 proposals led by Memorial which are worth \$127 million from AIF and a total of \$250 million. He noted that these are large proposals and are strategically important for Atlantic Canada.

### 3. Enrollment Matters

The Board received and reviewed a report from the Registrar regarding enrollments and registrations for the fall semester 2001 and a survey of enrollments prepared by the Association of Atlantic Universities. The President noted that overall enrollment numbers are the same as those for last year, although first year enrollments are down slightly particularly at Grenfell College. In this regard, initiatives were engaged to encourage third and fourth year students to re-enter University and complete their degrees. Also noteworthy was the fact that although tuition fees in other Atlantic Canada Universities exceed those at Memorial, their enrollments had increased. A factor in this might be the availability of scholarships.

## **6. MEMORIAL UNIVERSITY RECREATION COMPLEX (MURC) UPDATE**

The Board received and reviewed a briefing note from the Dean of Student Affairs and Services regarding MURC. It advised of the changes to the existing Articles of Incorporation of the Canada Games 1995 Park Inc., nominations to the MURC Board of Directors, the establishment of a transition team and commencement of marketing activities. The MURC construction is almost completed and is expected to commence operation in January 2002.

## **7. BUDGET MATTERS**

The Chair informed the Board that since the August meeting considerable progress has been made within the University to find potential savings and decrease the projected shortfall to \$4.2 million. He advised that he, along with the President and Mr. Short, had met with the Premier and Ministers of Finance and of Youth Services and Post-Secondary Education to present further analysis of the University's budget. To date Government has not confirmed to provide the shortfall amount on its grant to the University.

## **8. FINANCE MATTERS**

### 1. Salary Increases for Non-Bargaining

The Board received and reviewed background information regarding salary increases for Non-Bargaining Unit, Non-Academic Management, Professional and Executive employees. The Board agreed, at its August 2001 meeting, to defer a decision on the 5% salary increase for employees in this group until a government decision was made to implement the wage increase for public sector employees in comparable groups. The Board was advised that Government had recently implemented salary increases for employees in equivalent groups. After discussion the following resolution was passed:

### **RESOLVED:**

That the Board of Regents approves a 5% salary increase for Non-Bargaining, Non-Academic Management, Professional and Executive Employees, with effect from April 1, 2001. The increase will apply to employees in the following categories:

- Management and Professional employees in pay groups 50, 51, 67, 80 and 81, including those whose salaries are paid through external funding;
- Administrative Directors in pay group 60;
- Other related positions, as appropriate (eg. Memorial University Recreation Complex, Inc., Genesis Corporation, etc., subject to a decision by their respective Boards).

## 2. Tentative Agreement with NAPE Local 7850

The Board received and reviewed information relative to the tentative Collective Agreement reached with NAPE Local 7850 on behalf of the Marine Institute Support Staff. After discussion, the following resolution was passed:

### **RESOLVED:**

That the Board of Regents approves the ratification of the tentative collective agreement between Memorial University and NAPE Local 7850, on behalf of the Marine Institute Support Staff.

## 3. Student Work Term Rates

The Board received and reviewed information pertaining to the rates of pay for work term students employed by Memorial University and those paid to students enrolled in the recently developed Advanced Diploma in Coastal Zone Management at the Marine Institute. After discussion, the following resolution was passed:

### **RESOLVED:**

That Board of Regents approves the establishment of a work term rate of \$1,378 per month for students enrolled in Work Term 1 of the Advanced Diploma in Coastal Zone Management at the Fisheries and Marine Institute, effective April 1, 2001.

## 4. Jumbo Bankers' Acceptances

The Board received and reviewed information pertaining to a banking resolution for Jumbo Bankers' Acceptances, which is the vehicle being used by the Royal Bank of Canada to provide the financing for the Sir Wilfred Grenfell College Residence Complex and Exhibition Centre projects. After discussion, the following resolution was passed:

### **RESOLVED:**

That the Board of Regents approved the following resolution with respect to Jumbo Bankers' Acceptances and Sir Wilfred Grenfell College Residence Complex and Exhibition Centre financing:

1. **THAT** any individual officer as designated by the Bank from time to time as a securities officer of the Bank be and hereby is appointed an authorized signatory of the University for the purposes of the issuance, endorsement (if applicable), substitution and replacement of Bankers' Acceptances and any interest coupons that may relate thereto.

2. **THAT** each such Bank securities officer so appointed as authorized signatory of the University be and hereby is authorized to make use of a mechanical or other device for the purpose of affixing a facsimile of his/her signature as drawer and endorser (if applicable) to any Bankers' Acceptances (including any interest coupons that may relate thereto) and any replacements and substitutions thereof.

3. **THAT** the Bank be and is hereby authorized and directed to honour, pay and charge to the Account of the University all Bankers' Acceptances (and interest coupons, if applicable) bearing facsimile signatures of persons having authority to sign Bankers' Acceptances (and interest coupons, if applicable) pursuant to this agreement and such Bankers' Acceptances (and interest coupons, if applicable) shall be binding on the University to the same extent as they would have been had they been manually signed.

4. **THAT** any two of the Chairman, the President, the Vice-President (Administration and Finance) and Legal Counsel, the Director of Financial and Administrative Services, the Assistant Director of Financial and Administrative Services, or an authorized Signing Officer of the University be and they are hereby authorized and empowered to execute and deliver on behalf of the University any and all documents the officers executing same deem necessary and/or desirable to give full effect to this resolution.

It is understood that passage of this resolution maintains the Royal Bank as the responsible party for the financing.

#### 5. Establishment of Position

The Board received and reviewed information for the establishment of the position of Associate Director, Graduate Programs and Research, in the School of Music and the following resolution was passed:

#### **RESOLVED:**

That the Board of Regents approves the establishment of the position of Associate Director of Graduate Programs and Research in the School of Music.

#### **9.APPOINTMENTS COMMITTEE MATTERS**

A Report of the Appointments Committee meeting held on 18 October 2001, copies of which were circulated prior to the meeting, was presented by Ms. Aylward, Chair of the Committee, and approved by the Board.

Mr. Crosbie declared a conflict of interest with an item contained in the Appointments Committee report and abstained from voting.

#### **10.LABOUR RELATIONS MATTERS**

The Chair provided a report of the meeting of the Labour Relations Committee held on 18 October 2001. The Board received and reviewed a status report of collective bargaining activities with the various CUPE and NAPE staff bargaining units. The CUPE Collective Agreement expired on 30 September 2001 and the parties have agreed to adopt the interest-based approach (IBN) to bargaining. Negotiation meetings are ongoing and the process continues within the IBN format. Collective Agreements for NAPE 7801 and 7804 expired on 31 March 2001 and NAPE 7803 expired on 30 September 2000. Negotiations have been ongoing with all three of these locals as well.

The President reported that they had met with MUNFA recently to look at a proposal to limit the number of articles for consideration in the next round of negotiations. A further meeting is scheduled with MUNFA to exchange information and examine the proposal to limit the number of articles.

## **11. AD HOC PENSIONS COMMITTEE REPORT**

The Board received a summary report of activities of the Ad Hoc Pensions Committee and the Discussion Paper, which was developed to outline issues to be addressed and which describes the full range of possible suggested changes to the Pension Plan. The Chair noted that the Discussion Paper has been widely circulated and a deadline of 45 days was given for receipt of written submissions.

## **12. PENSIONS COMMITTEE REPORT**

A report of the MUN Pension Plan Investment Strategy Review, copies of which were circulated prior to the meeting, was presented by Mr. Durant, Chair of the Committee and accepted by the Board. After discussion, the following resolution was passed:

### **RESOLVED:**

That the Board of Regents approves the following recommendations from the University Pensions Committee:

1. That the Memorial University Pension Plan's long term exposure to the various asset classes be 57% to equities (comprised of 27% Canadian, 20% U.S., and 10% international) and 43% to fixed income (40% bonds and 3% cash).

2. That the current investment structure of two traditional balanced fund managers be changed to the following:

- two balanced managers whose mandate is Canadian equities, cash, and one-half of the bond exposure, plus responsibility for short-term shifts in asset mix among these asset classes only;

- three specialty managers - one for each of the U.S. equities, international equities, and indexed bonds asset classes.

3. That an ongoing internal performance monitoring structure consistent with the revised investment policy be implemented.

Mr. Durant informed the Board that he would be resigning as Chair of the Pensions Committee and thanked the Board for their support during his term as Chair of the Committee.

### **13. CAMPUS PLANNING AND DEVELOPMENT REPORT**

The Board received and reviewed an update on the progress of Capital Projects. The Minutes of the Campus Planning and Development Committee meeting held 18 October 2001, copies of which were circulated at the meeting, were presented by Mr. Kelly, Chair of the Committee, and accepted by the Board.

Regents had toured the new Field House facility earlier in the day. Mr. Kelly invited Regents to tour the Grenfell College Residence Complex in conjunction with its January 31, 2002 meeting to be held in Corner Brook.

### **14.EMPLOYEE BENEFITS COMMITTEE REPORT**

The Board, at its August meeting, received a report of the Employee Benefits Committee meeting held on 18 June 2001 and was advised of a review of fertility medications benefit under the University's Health Plan. (Minute 4829 refers) Ms. Duggan, Chair of the Committee, reviewed this item with the Board and the following resolution was passed:

#### **RESOLVED:**

That the Board of Regents approves a recommendation that the University's Health plan be amended to limit the coverage for fertility medications to an annual maximum of \$1,500 and a lifetime maximum of \$3,000 per family unit, the effective date of the amendment to coincide with the first day of the month immediately following one full month subsequent to approval of the Board of Regents, and further that individuals who are currently undergoing a cycle of treatment continue to be covered until their treatment is complete (with applicable limits to be effective thereafter).

### **15. SENATE MATTERS**

The Board received and reviewed the Minutes of the regular and special meetings of Senate held on 11 September 2001. 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 4 - Report of the Senate Committee on Undergraduate Studies

Item 4.1 - Department of Folklore  
Item 4.2 - Minor in European Studies  
Item 4.3 - Department of English Language and Literature  
Item 4.4 - School of Music - Calendar Changes  
Item 4.5 - School of Nursing - Calendar Changes  
Item 4.6 - Faculty of Engineering and Applied Science - Calendar Changes  
Item 4.7 - Sir Wilfred Grenfell College - Calendar Changes  
Item 5 - Report of the Academic Council of the School of Graduate Studie  
Item 5.1 - Master of Arts in Anthropology - Calendar Changes  
Item 5.2 - Computational Science Programme - Calendar Changes  
Item 6 - Continuing Engineering Studies - Calendar Changes  
Diploma Programme in Information Technology

## **16. OTHER BUSINESS**

### 1. Credit Card Solicitation on behalf of MUN Alumni

Mr. Decker informed the Board that he had received a very aggressive phone solicitation for a credit card on behalf of the MUN Alumni Association. The President agreed to follow up with the Department of Alumni Affairs on this matter and to report back to the Board at a future meeting.

### 2. Appointments to Harlow Board of Trustees

The President advised the Board of two vacancies on the Harlow Board of Trustees. After consultation with the Chair of the Harlow Campus Trust, he presented two names for appointment. After the President provided background information relevant to the two nominees, the following resolution was passed:

#### **RESOLVED:**

That the Board of Regents appoints Ian Stewart and Dr. Michael Collins to the Board of the Harlow Campus Trust, for a term of three years.

## **17. REQUEST FROM GRADUATE STUDENTS' UNION**

The Board received a copy of correspondence from the President of the Graduate Students' Union requesting a meeting with the Board to present their views concerning the MUN Recreation Complex, and a copy of the Chair's reply. The Chair added that he recently met with Mr. Newton who expressed concerns that the \$40 mandatory MURC fee might be a precedent for other incidental or ancillary fees. He advised him that he was aware of no plans to impose such fees nor was he aware of any suggestion that this be done.

## **ADJOURNMENT**

The meeting adjourned at 5:05 p.m.