

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND****BOARD OF REGENTS**

The regular meeting of the Board of Regents was held on Tuesday, March 31, 2009, at 2:00 p.m., in Grenfell Room A, Glynmill Inn in Corner Brook.

**PRESENT:**

Mr. Robert Simmonds, Chair  
Dr. Eddy Campbell, Acting President  
Dr. Christopher Loomis, Vice-President (Academic), *Pro Tempore*  
Mrs. Sheila Ashton  
Mr. Gilbert Bennett  
Mr. Jerry Byrne  
Ms. Pat Coish-Snow  
Ms. Mary Cormier  
Mr. Brian Dalton  
Mr. Adam Daniels  
Ms. Michelle Daye  
Mr. Martin Gould  
Ms. Noreen Greene-Fraize  
Ms. Jennifer Guy  
Mr. Jim Keating  
Mr. Darek Moreau  
Dr. Vinod Patel  
Mr. Tony Roche  
Ms. Kathleen Roul  
Ms. Debbie Singleton  
Ms. Melissa Squarey  
Ms. Donna Stone  
Ms. Eleanor Swanson

Ms. Tina Pardy, Secretary

**APOLOGIES:** Chancellor Rick Hillier, Ms. Julie Browne, Mr. Rex Gibbons, Mr. Ken Marshall.

**PRESENT BY INVITATION:**

Mr. Kent Decker, Vice-President (Administration and Finance), Dr. Ray Gosine, Vice-President (Research) *Pro Tempore*, Mr. Glenn Collins, Advisor to the Board, Ms. Karen Hollett, General Counsel.

**5537. MEETING CALLED TO ORDER**

The meeting was called to order at 2:10 p.m. by Mr. Simmonds, Chair.

**5538. PRESENTATION ON SIR WILFRED GRENFELL COLLEGE**

The Chair welcomed the Board of Regents to Corner Brook and in doing so, he thanked representatives from Sir Wilfred Grenfell College for their hospitality and for providing members of the Board with a very informative tour of the College.

Mr. Simmonds also welcomed Dr. Holly Pike, Acting Principal, Sir Wilfred Grenfell College. Dr. Pike then provided the Board with a presentation entitled "*This Place*", the strategic plan for Sir Wilfred Grenfell College.

Following a question and answer period, Mr. Simmonds thanked Dr. Pike for her very informative presentation and she then left the meeting.

**5538. APPROVAL OF THE AGENDA**

The agenda for the meeting was approved, as amended.

**5539. MINUTES**

The Minutes of the special meetings of the Board of Regents held on January 29 and February 20, 2009, and the regular meeting of the Board of Regents held on February 5, 2009, were approved by the Board.

The Minutes of the regular meeting of the Board of Regents held on December 11, 2008 were amended to reflect that Mr. John Hogan was not in attendance at that meeting.

**5540. CHAIR'S REPORT****1. Update on Vacancies on the Board of Regents**

The Chair noted for the information of the Board the resignations of Mr. John Hogan (Alumni representative), Dr. Jim Igloliorte (Lieutenant Governor in Council appointment) and Mr. Lee Parsons (Marine Institute Students' Union representative). The Chair, on behalf of the Board, thanked Mr. Hogan, Dr. Igloliorte and Mr. Parsons for their contributions to the work of the Board during their terms.

**2. Selection of Vice-Chair**

Mr. Simmonds noted the vacancy in the position of Vice-Chair. In this regard, he requested that this item be deferred until the next meeting of the Board in order to give new members an opportunity to become acquainted with Board processes.

3. Committee Membership

The Board received a revised list of the membership of Board Committees as follows:

**Appointments committee**

Chair: Jim Keating

Vice-Chair: **Vacant**

Regents

(under A.1 below): Melissa Squarey

Dr. Vinod Patel

Julie Browne

Michelle Daye

Mary Cormier

Kathleen Roul

Ex-Officio: Robert Simmonds, Chair of the Board of Regents  
Dr. Eddy Campbell, Acting President and Vice-Chancellor  
Dr. Chris Loomis, Vice-President (Academic) *Pro Tempore*  
Tina Pardy, Secretary of the Board of Regents

**Campus Planning and Development Committee**

Chair: **Vacant**

Vice-Chair: Darek Moreau

Regents

(under A.1. below): Martin Gould

Jennifer Guy

Adam Daniels

Ken Marshall

Rex Gibbons

Sheila Ashton

Ex-Officio: Robert Simmonds, Chair of the Board of Regents  
Dr. Eddy Campbell, Acting President and Vice-Chancellor  
Kent Decker, Vice-President (Administration and Finance)  
Tina Pardy, Secretary to the Board

Secretary: Darrell Miles

**Finance Committee**

Chair: Pat Coish-Snow  
Vice-Chair: Rex Gibbons  
Regents  
(under A.1 below): Martin Gould  
Tony Roche  
Julie Browne  
Jennifer Guy  
Debbie Singleton  
Ex-Officio: Robert Simmonds, Chair of the Board of Regents  
Dr. Eddy Campbell, Acting President and Vice-Chancellor  
Dr. Chris Loomis, Vice-President (Academic) *Pro Tempore*  
Kent Decker, Vice-President (Administration and Finance)  
Tina Pardy, Secretary to the Board  
Secretary: Debbie Collis

**Investment Committee (Sub Committee of Finance)**

Chair: Tony Roche  
Vice-Chair: Martin Gould  
Ex-Officio : Robert Simmonds, Chair of the Board of Regents  
Dr. Eddy Campbell, Acting President and Vice-Chancellor  
Kent Decker, Vice-President (Administration & Finance)  
Dr. Penny Blackwood  
Glen Roberts  
Debbie Collis  
Heather King  
Outside Reps: Will Small  
Ray Smallwood  
C-CORE Rep: Susan Kennedy  
Secretary: Heather King

**Audit and Risk Management Committee**

Chair: Eleanor Swanson  
Vice-Chair: **Vacant**  
Regents: Kathleen Roul  
Noreen Greene-Fraize  
Ex-Officio : Robert Simmonds, Chair of the Board of Regents  
Dr. Eddy Campbell, Acting President and Vice-Chancellor  
Kent Decker, Vice-President (Administration and Finance)  
Tina Pardy, Secretary to the Board  
Karen Hollett, General Council  
Debbie Collis, Director, Financial and Administrative Services  
Secretary: David Head, Director of Enterprise Risk Management

**Labour Relations**

Chair : Robert Simmonds, Chair of the Board of Regents  
Vice-Chair: **Vacant**  
Regents  
(under A.1. below): Brian Dalton  
Adam Daniels  
Mary Cormier  
Michelle Daye  
Chair of Pensions: Eleanor Swanson  
Chair of University  
Benefits: Jim Keating  
Acting President  
& Vice-Chancellor: Dr. Eddy Campbell  
Vice-President (Academic)  
Pro Tempore: Dr. Chris Loomis  
Vice-President (Administration  
& Finance): Kent Decker  
Secretary: Tina Pardy

**University Pensions Committee**

Chair: Eleanor Swanson

**University Benefits Committee**

Chair: Jim Keating  
MUNFA: Marian Atkinson, Executive Officer, MUNFA  
Natalie Oman, Philosophy  
Rebecca Law, Pharmacy  
Catherine Penney, Psychology  
Evan Simpson, Philosophy  
Jean Snook, German & Russian  
Malgosia Zuberek, Computer Science

**Executive Compensation Committee**

Chair: Robert Simmonds, Chair of the Board of Regents  
Acting President  
& Vice-Chancellor: Dr. Eddy Campbell  
Vice-President  
(Administration  
and Finance): Kent Decker  
Chair of Finance: Pat Coish-Snow  
Regents: Rex Gibbons  
Vinod Patel  
Outside  
Representative: George Bradbury  
Secretary: Tina Pardy

**Executive Committee**

Chair: Robert Simmonds, Chair of the Board of Regents  
Vice-Chair: **Vacant**  
Chair of Finance: Pat Coish-Snow  
Chair  
of Appointments: Jim Keating  
Acting President  
& Vice-Chancellor: Dr. Eddy Campbell  
Secretary: Tina Pardy

**Separately Incorporated Entities Committee**

Chair: **Vacant**  
Vice-Chair: **Vacant**  
Regents  
(under A.1. below): Brian Dalton  
Pat Coish-Snow  
Sheila Ashton  
Jennifer Guy  
Michelle Daye  
Ex-Officio: Robert Simmonds, Chair of the Board of Regents  
Dr. Eddy Campbell, Acting President and Vice-Chancellor  
Kent Decker, Vice-President (Administration & Finance)  
Debbie Collis, Director, Financial and Administrative Services  
Secretary: Tina Pardy

**Policy Oversight Committee**

Chair: Tony Roche  
Vice-Chair: **Vacant**  
Other Regents: Darek Moreau  
Ken Marshall  
Mary Cormier  
Noreen Greene-Fraize  
Ex-officio: Robert Simmonds, Chair of the Board of Regents  
Eddy Campbell, Acting President and Vice-Chancellor  
Donna Ball, Senior Policy Analyst

**4. Report of the ad hoc Committee on Autonomy**

The Chair reminded the Board that at a meeting held on March 23, 2009, the Minister of Education met with the Board of Regents to discuss the recommendations contained in the report of the ad hoc Committee. As a result of that meeting, the Board and the Minister agreed that the most appropriate way "...to engage the Government of Newfoundland and Labrador..." would be the formation of a Joint Government/University Committee on University Autonomy (the Committee) to advise the Board and the Minister on appropriate amendments to the Memorial University Act designed to provide more autonomy to the University.

**Chair's Report (cont'd)****Report of the ad hoc Committee on Autonomy (cont'd)**

Following discussion, it was agreed that the following draft mandate and membership structure be forwarded to the Minister of Education for discussion:

**"Mandate**

*To advise the Minister and the Board of Regents regarding the process of moving forward with respect to the recommendations contained in the report of the ad hoc Committee of the Board of Regents dated November 27, 2008.*

*Since the Committee's work will complement, reinforce and inform the work of the Presidential search process for 2009 (which is currently in its beginning stages under the authority of the Board of Regents), the Committee's mandate and membership should be approved and the Committee should be ready to begin its deliberations by May 1, 2009.*

**Membership Structure**

- *3 Representatives from the Board of Regents to be chosen by the Chair of that body one of whom will be designated Co-Chair.*
- *3 Representatives from Senate to be nominated by the Senate Committee on Committees and approved by the Executive Committee of the Board of Regents.*
- *Secretary of Senate/Advisor to the Board.*
- *X Representatives from Government to be chosen in a manner to be decided by government one of whom will be designated Co-Chair."*

**5. Presidential Search**

Dr. Campbell, Dr. Loomis and Mr. Decker left the meeting during the discussion of this item.

Ms. Squarey joined the meeting at 3:25 p.m.

After a brief discussion, the following resolution was passed:

**RESOLVED:**

That the Board of Regents endorses the following names of the members of the Presidential Search Committee:

**Chair's Report (cont'd)****Presidential Search (cont'd)**

The Chair of the Board, who shall chair the Committee:

- Mr. Robert Simmonds

Two other Board members, to be chosen by the Chair:

- Ms. Jennifer Guy
- Mr. Jim Keating

Four members of the faculty, chosen by the Senate, with at least one member from each of the St. John's Campus, SWGC and the MI:

- Professor Shane O'Dea, Department of English
- Dr. Donald McKay, Faculty of Medicine
- Dr. Sonya Corbin Dwyer, Sir Wilfred Grenfell College
- Mr. Cyr Couturier, Marine Institute

Two students, chosen by the Chair after consultation with the Presidents of MUNSU, MISU, GCSU and the GSU:

- Cameron Campbell, MUNSU
- Kimberley Keats, GSU

An academic administrator, chosen by them from among themselves:

- Dr. Mark Abrahams, Dean, Faculty of Science

A non-academic administrator, chosen by them from among themselves:

- Ms. Ann Marie Vaughan, Director, Distance Education and Learning Technologies

One member of the public-at-large, chosen by the Chair

- Mr. Steven Belanger, Belanger Clarke Follett & McGettigan

The Secretary of the Board will serve as Secretary of the Presidential Search Committee:

- Tina Pardy

The Advisor to the Board of Regents will provide advice to and support the work of the Presidential Search Committee:

- Glenn Collins

Dr. Campbell, Dr. Loomis and Mr. Decker rejoined the meeting at this point.



**Chair's Report (cont'd)**6. Correspondence from the Lieutenant Governor, Dr. John Crosbie

The Board received and reviewed copies of correspondence between the Lieutenant Governor, Dr. John Crosbie and the Board Chair with regard to the report of the ad hoc Committee on Autonomy. Following discussion, it was recommended and agreed that a reply be drafted by Mr. Collins and Ms. Hollett for the consideration of the Board Chair.

Ms. Stone, Ms. Swanson and Mr. Byrne joined the meeting at 3:55 p.m.

**5541. ACTING PRESIDENT'S REPORT**1. Update on Activities Relating to the University's Strategic Plan

A report on the external activities of the President during the period February 6 to March 23, 2009 with emphasis to activities relating to the University's Strategic Plan was provided.

2. Correspondence from the Newfoundland and Labrador Alliance for the Control of Tobacco (ACT)

Dr. Campbell noted that a letter dated March 12, 2009 was received by many members of the Board with regard to smoke free entrances at Memorial University. He reminded the Board that the University has a policy development framework which provides any member of the University community an opportunity to propose new policies or revise existing policies. He also noted there is a committee in place considering the matter. Dr. Campbell agreed to respond to Mr. Gary Milley, Chair of the Board of Directors of ACT advising him of the same.

3. Report on Capital Campaign

Dr. Campbell provided the Board with a verbal update pertaining to the Capital Campaign. This included an update on the activities of the capital campaign office to date which include the selection of the Campaign Chair and Vice-Chair; Memorial Family Campaign; and, identification and researching of prospective donors for the campaign.

4. Federal Knowledge Infrastructure Program and Presentation

Dr. Campbell provided the Board with a report and presentation on the *Federal Knowledge Infrastructure Program*. Following the presentation, and a question and answer period, Mr. Simmonds thanked Dr. Campbell for the detailed and informative presentation.

**CONSENT AGENDA**

Noting that the items were dealt with in detail in meetings of the appropriate committees, it was moved by Mr. Gould, seconded by Ms. Guy and carried that the consent agenda, comprising the resolutions listed in 5542 through 5554 below be approved as follows:

**5542. FINANCE COMMITTEE MEETING**

At a meeting held on March 31, 2009, the Finance Committee passed the following resolutions with respect to the items requiring specific approval of the Board:

**Revision in the Rate of Pay for Resident Assistants and Proctors employed within Student Housing, Student Affairs and Services**

The Board received background information pertaining to the revision in the rate of pay for Resident Assistants and Proctors employed within Student Housing, Student Affairs and Services and agreed to approve the recommendation of the revision of the Resident Assistant rate of pay to \$700 per semester plus a single room and the Proctor rate of pay to \$1,500 per semester.

**Establishment of Permanent Positions within the University Position Complement**

1. **Establish a new Administrative Position of Associate University Librarian (AUL)**

The Board received background information and agreed to the establishment of a new administrative position, Associate University Librarian, with responsibilities for the library at the Marine Institute and the Music Resource Centre.

2. **Establish a new position of Assistant Dean, Rural Clinical School Medical Education Network**

The Board received background information and agreed to the establishment of a new position of Assistant Dean, Rural Clinical School Medicine Education Network.

**Rename the Position of Associate Dean, Undergraduate Medical Education to Associate Dean, Undergraduate Medical Education**

The Board received background information and agreed to the renaming of the position of "Assistant Dean, Undergraduate Medical Education" to "Associate Dean, Undergraduate Medical Education".

**Finance Committee Meeting (cont'd)****Transfer a Permanent Position within the University Position Complement**

The Board received background information and agreed to the transfer of a permanent position with the University position complement as follows:

Transfer of ESC-007 from the Department of Earth Sciences to Core Research Equipment and Instrument Training Network (CREAIT).

CRE-009 - ICP-MS Facility Supervisor

**Conversion of Contractual Positions to Permanent within the University Position Complement**

The Board received background information and agreed to the conversion of contractual positions to permanent within the University position complement as follows:

Office of the Vice-President (Administration and Finance)  
VPA-009 - ATIPP Analyst

Office of the Vice-President (Research)  
VPC-005 - Intermediate Secretary

Faculty of Medicine  
MED-231 - Academic Program Administrator

Department of Computing and Communications  
CGS-098 - Network Administrator III

**Increase Stipends for Academic Administrators**

The Board received background information and agreed to the stipendiary increases for academic administrators as outlined in the Board submission, included with the background material, to be made effective September 1, 2008.

**Compensation for Academic Administrators**

The Board received background information and agreed to the revised compensation guidelines for Deans and Directors as outlined in the Board submission.

**Finance Committee Meeting (cont'd)****Increase in the Canadian Federation of Students (CFS) Membership Fee for the Memorial University of Newfoundland Students' Union, Marine Institute Students' Union and the Graduate Students' Union, as per the National Consumer Price Index Annual Increase**

The Board received background information and agreed to the increase in the Memorial University of Newfoundland Students' Union, Marine Institute Students' Union and the Graduate Students' Union, Canadian Federation of Students Fees (CFS) from \$7.64 to \$7.98 for full and part-time students for the Fall and Winter semesters only, effective September 1, 2009. This fee will be divided equally with \$3.99 per semester going to the CFS and \$3.99 per semester going to the CFS - Newfoundland and Labrador. It was noted that this amount reflects the change in the National Consumer Price Index.

**Increase in Fees collected by Memorial University of Newfoundland Students' Union (MUNSU)**

The Board received background information and agreed to an increase in the Memorial University of Newfoundland Students' Union membership fee from \$37.74 to \$38.87 for full-time students and \$16.17 to \$16.66 for part-time students, effective September 2009.

**Increase in Student Housing Rates at Sir Wilfred Grenfell College**

The Board received background information and agreed to an increase in student housing rates for single rooms at Sir Wilfred Grenfell College equivalent to 8% in the Chalets (6% for Family Chalets) and 9% in the residence effective September 2009.

**Increase in Residence and Meal Plan Fees for St. John's Campus for 2009-2010**

The Board received background information and agreed to an increase in residence and meal plans fees for the St. John's campus for 2009-2010 as follows:

1. An increase in Paton College residence rates of 2.9%:
  - From \$1,056 to \$1,087 per semester per person for a double room;
  - From \$1,291 to \$1,328 per semester per person for a single room;
  - From \$1,479 to \$1,522 per semester per student for Burton's Pond.
2. Increases in the meal plan of approximately 6.7%:
  - 10 meal plan - from \$1,578 to \$1,684/semester;
  - 14 meal plan - from \$1,705 to \$1,819/semester;
  - 19 meal plan - from \$1,778 to \$1,897/semester.

**Finance Committee Meeting (cont'd)****Administrative Budget for the Memorial University Pension Plan for 2009-2010**

The Board received background information and agreed to the budget submission of internal administrative expenditures of the Memorial University Pension Plan for the fiscal year April 1, 2009 to March 31, 2010.

**Change in Mortality Table for the valuation of the Memorial University Pension Plan, at March 31, 2009**

The Board received background information and agreed to the recommendation that the mortality table used for the valuation of the Memorial University Pension Plan at March 31, 2009 be changed to the UP94 @2020 table.

**5543. APPOINTMENTS COMMITTEE MEETING**

The Board received the Report of Action of the Appointments Committee dated March 31, 2009 which was forwarded to the Board for approval.

**5544. CAMPUS PLANNING AND DEVELOPMENT COMMITTEE****Update on Progress of Capital Projects**

The Board received and reviewed a summary report of the following capital projects currently underway or being planned:

**St. John's Campus**

- Energy Performance Contract
- New Residences
- Residence Renovations
- Alumni House Extension
- Mount Scio Road Renovations
- Newfoundland & Labrador Centre for Interdisciplinary Research in Human Genetics
- Faculty of Medicine Building Extension, HSC
- Centre for Research in Oceans and Environment
- Centre for Energy Education, Research and Development

**Marine Institute**

- Holyrood Marine Base

**Sir Wilfred Grenfell College**

- New Residence

The Board was advised that projects are on time and on budget and was also advised that there were no safety related incidents reported by contractors since the last meeting.

**Campus Planning and Development Committee (cont'd)****Safety Update**

The Board received and reviewed background information pertaining to the Safety Update for April 1, 2008 to January 31, 2009. This item was for information only and did not require a resolution of the Board.

**5545. LABOUR RELATIONS MATTERS****Amendment to the Terms and Conditions of Employment for Non-Bargaining Unit (Non-Salary)**

The Board received background information and agreed to approve the recommendation that the University adopt the changes to the Terms and Conditions of Employment for Non Bargaining Unit Employees as outlined in the Board submission including:

- increases to or addition of Shift Differentials;
- improvements to Bereavement Leave;
- additional of unpaid Military Leave provisions;
- additional of federal government program covering Compassionate Care Leave; and
- change to the administration of Family Responsibility Leave.

**5546. SEPARATELY INCORPORATED ENTITIES COMMITTEE****Summary of Corporate Governance Checklists provided by Separately Incorporated Entities for 2007/08 Fiscal Year**

The Board received and reviewed background information pertaining to the summary of Corporate Governance Checklists provided by the Separately Incorporated Entities for the 2007/08 fiscal year.

This item was for information only and did not require a resolution of the Board.

**5547. POLICY OVERSIGHT COMMITTEE****1. New Policy - Alcohol**

The Board received background information and agreed to approve the new policy entitled Alcohol, its related Procedures and the Implementation Plan to be effective immediately.

**Policy Oversight Committee (cont'd)**2. Revised Policy - Conflict of Interest

The Board received background information and agreed to approve the revised policy titled Conflict of Interest, its related Procedures and the Implementation Plan to be effective immediately. The Board further approved the recommendation that the Employment of Relatives Policy be formally revoked, effective immediately.

**5548. SENATE MATTERS**

The Board received a report of items of business considered by Senate at its regular meeting held on February 10, 2009 and the special meeting held on February 4, 2009. Approval was given to the following items requiring Board approval under Section 56(h) (course of study) and 56(s) (making or altering a rule or regulation) of the Act:

1. February 10, 2009 Meeting

Item 77 Report of the Senate Committee on Undergraduate Studies  
(No. 77.1 - 77.27)

Item 78 Report of the Academic Council of the School of Graduate Studies  
(No. 78.1 - 77.4)

Item 79 Report of the Senate Committee on Undergraduate Studies  
(No. 79.1 - 79.5)

Item 80 Report of the Academic Council of the School of Graduate Studies  
(No. 80.1 - 80.3)

**5549. AUDIT AND RISK MANAGEMENT COMMITTEE**1. Update on the 2005 Auditor General's Report

The Board received background information pertaining to the update on the 2005 Auditor General Report. It was noted that in February 2009, the University received a letter (included with the Board submission) from the Auditor General requesting an update on the status of the recommendations in the January 2006 Auditor General Report. The Board was provided an update on the actions taken by the University on the Auditor General's report, a copy of which is included in the Board submission.

This item was received for information and did not require a resolution of the Board.

**Audit and Risk Management Committee (cont'd)**2. Update on Legal Matters

The Board received an update on legal matters currently involving the University. Board members were reminded of a binder pertaining to legal matters involving the University which is available in the Office of the General Counsel for their review at any time.

**5550. OTHER BUSINESS**1. Name Change for the Employee Benefits Committee of the Board of Regents

The Board received background information and agreed that the name of the Employee Benefits Committee be changed to the University Benefits Committee.

2. Establish Separate Departments for the Department of Archaeology and Anthropology

The Board received background information and approved the separation of the Department of Archaeology and Anthropology into two independent departments. Further, the Board approved the establishment of the position of Department Head for the Department of Archaeology with an administrative stipend as approved previously by the Board.

3. Report on Capital Campaign

The Board received and reviewed background information pertaining to the Capital Campaign. This included a report of the activities on the capital campaign office to March 20, 2009. Some of the activities have included:

- Recruitment of the Campaign Vice-Chair.
- Identification and researching of prospective donors for the campaign.
- Cultivation and solicitation of prospects.
- Implementation of the Memorial Family Campaign.

4. Appointments to the Board of Directors, Campus Childcare Inc.

The Board received background information and agreed to the appointment of the following individuals for the specified term effective March 31, 2009:

- Mr. Cameron Campbell, Executive Director of External Affairs, Communications and Research, Memorial University of Newfoundland Students' Union representative for a one year term;
- Mr. Travis Collins, Executive Director of Finance and Services, Memorial University of Newfoundland Students' Union for a one year term;



**Other Business (cont'd)****Appointments to the Board of Directors, Campus Childcare Inc. (cont'd)**

- Ms. Michelle Lester, external representative for a two year term; and
- Dr. Anne Burke, MUN representative for a two year term.

Further, the Board agreed to the reappointment of Dr. Carole Peterson, for a further three-year term effective March 31, 2009.

**5. Annual Report - 2008 Calendar Year Internal Exit Interviews**

The Board received and reviewed background information pertaining to the Annual Report - 2008 calendar year internal exit interviews. The Board was advised that the University implemented an Exit Interview Process in 2003 to provide a means by which it can identify workplace, organizational or human resource issues. A report is prepared and submitted to the Board annually for their information, a copy of which was included in the Board submission.

This item was received for information and did not require a resolution of the Board.

**REGULAR AGENDA****5551. APPOINTMENTS COMMITTEE**

The Board received and reviewed the Report of Action of the Appointments Committee meeting held on March 31, 2009, which was presented by Dr. Loomis, and approved by the Board.

The following resolution was passed with respect to the appointments requiring specific approval of the Board:

**RESOLVED:**

That the Board of Regents approves the following appointments:

Dr. Judith McFetridge-Durdle as Director of the School of Nursing commencing August 1, 2009 at the salary recommended by the Appointments Committee.

Dr. Jim Rourke reappointed as Dean of the Faculty of Medicine for a five year term effective April 5, 2009 at the salary recommended by the Appointments Committee.

Dr. John Quaicoe as Acting Dean, Faculty of Engineering and Applied Science for a one-year term effective March 1, 2009.

Dr. Holly Pike extended as Acting Principal, Sir Wilfred Grenfell College, until August 31, 2010.

**5552. CAMPUS PLANNING AND DEVELOPMENT COMMITTEE****Selection of Consultant to carry out the detailed Architectural and Engineering Design for the Holyrood Marine Base**

The Board received and reviewed background information pertaining to the selection of the consultant to carry out the detailed architectural and engineering design for the Holyrood Marine Base.

Following a brief discussion, the following resolution was passed:

**RESOLVED:**

That the Board of Regents approves the selection of AE Consultants as the preferred consultant to carry out the detailed architectural and engineering design for the Holyrood Marine Base.

**Delegation of Authority with regard to Design Consultants for the Sir Wilfred Grenfell College Academic Building**

The Board received background information pertaining to the delegation of authority to the Campus Planning and Development Committee with regard to design consultants for the Sir Wilfred Grenfell College academic building.

Following a brief discussion, the following resolution was passed:

**RESOLVED:**

That the Board of Regents delegates authority to the Campus Planning and Development Committee to select detailed design consultants for the Sir Wilfred Grenfell Academic building.

**5553. FINANCE COMMITTEE**

1. **Renewal of the University's Group Benefit Plans for the Policy Year beginning April 1, 2009**

Dr. Campbell, Dr. Loomis, Dr. Gosine, Mr. Decker, Mr. Collins and Ms. Hollett left the meeting during discussion of this item.

Mr. Dalton left the meeting at 5:00 p.m.

The Board received and reviewed background information pertaining to the renewal of the University's Group Benefit Plans for the Policy Year beginning April 1, 2009.

**Finance Committee (cont'd)****Renewal of the University's Group Benefit Plans for the Policy Year beginning April 1, 2009 (cont'd)**

Following discussion, the following resolution was passed:

**RESOLVED:**

That the Board of Regents approves the renewal of the University's Group Benefit Plans for the policy year beginning April 1, 2009, as follows:

- Basic life insurance plan at a 26.9% rate reduction;
- Dependent life insurance plan at the existing rate;
- Optional life insurance plan at the existing rate;
- Optional spousal and dependent child life insurance plans at the existing rates;
- Basic, optional, and voluntary accidental death and dismemberment plans at the existing rates;
- Long term disability plan at an 8.0% reduction;
- Supplementary health plan at an 11.5% rate increase;
- WorldWide travel assistance plan at the existing rate; and,
- Dental plan at a 3.9% rate reduction.

Further the Board approved a recommendation that :

- dental claims be insured at the Newfoundland Dental Society Fee Guide for 2008, (funded by a 4.3% increase to the renewal rate);
- major restorative services be added to the dental plan to provide 70% reimbursement to a maximum of \$1,000 per year (funded 50/50 by using dental plan surplus and a 9.8% increase to the renewal rate for single coverage and a 10.9% increase to the renewal rate for family coverage).
- hearing aid benefits be improved to provide a maximum reimbursement of \$1,000 per ear every 24 months (funded 50/50 using health plan surplus and a 0.6% increase to the renewal rate);
- basic life insurance coverage be increased to \$40,000 for active employees under age 68 and retirees under age 75 and \$5,000 for active employees between the ages of 68 and 72 and retirees between the ages of 65 and 72 (funded by a 36% increase to the renewal rate for \$40,000 coverage and 153% for \$5,000 coverage); and
- the LTD benefit be increased to \$5,500 per month (funded by a 3.3% increase in the renewal rate).

Dr. Campbell, Dr. Loomis, Dr. Gosine, Mr. Decker, Mr. Collins and Ms. Hollett rejoined the meeting at this point.

2. Update on the University 2008-09 Financial Position

The Board received background information pertaining to an update on the University's 2008-09 Financial position. On May 26, 2008, the Board of Regents approved the budget estimates for the fiscal year 2008-09 and projected a balanced budget.

A review of actual revenue and expenditures has been completed. At this time, total operating expenditures for 2008-09 are projected to be under budget by \$584,251. A summary of the budget is shown in the Board submission.

A review of tuition revenue for the current fiscal year compared to 2007-08 indicates total tuition revenue will be \$629,106 below the 2007-08 actual tuition revenue amount by the end of the fiscal year. This Tuition Revenue deficit has been included in the projected year end results.

**5554. POLICY OVERSIGHT COMMITTEE**

1. Draft Board of Regents Bylaws

The Board received and reviewed background information pertaining to a set of draft Board of Regents Bylaws.

Following discussion, the following resolution was passed:

**RESOLVED:**

That the Board of Regents adopt in principle the basic set of bylaws as presented. Further, after discussion, the Board agreed with all recommendations made by the Policy Oversight Committee and requested that a final set of basic bylaws be prepared for presentation at the May 25, 2009 meeting incorporating the recommendations and suggestions made by the Committee.

2. Establishment of an ad hoc Board of Regents Committee on Governance

The Board received and reviewed background information pertaining to the establishment of an ad hoc Board of Regents Committee on Governance.

Following a discussion, the following resolution was passed:

**Policy Oversight Committee (cont'd)**

**Establishment of an ad hoc Board of Regents Committee on Governance (cont'd)**

**RESOLVED:**

That the Board of Regents agrees with the recommendation of the Policy Oversight Committee that work continue as described in the last page of the bylaws draft to expand this basic set into a comprehensive set of Board bylaws by establishing an ad hoc Committee on Governance. In this regard, the Board further agreed to seek volunteers to serve on the ad hoc Committee with a view to having the Committee in place by May 25, 2009, the date of the next Board meeting.

**ADJOURNMENT**

The meeting adjourned at 5:20 p.m.

\_\_\_\_\_  
**CHAIR**

\_\_\_\_\_  
**SECRETARY**

\_\_\_\_\_  
**DATE**