

MEMORIAL UNIVERSITY OF NEWFOUNDLAND

BOARD OF REGENTS

The regular meeting of the Board of Regents was held on Wednesday, May 13, 2020 at 3:00 p.m. via Webex.

PRESENT:

Ms. Iris Petten, Chair
Mr. Denis Mahoney, Vice-Chair
Dr. Vianne Timmons, President and Vice-Chancellor
Dr. Mark Abrahams, Provost and Vice-President (Academic), Pro Tempore
Chancellor Susan Dyer Knight
Mr. Ian Anunda
Ms. Michelle Baikie
Mr. Robert Bishop
Mr. Glenn Barnes
Mr. Mark Bradbury
Dr. Bud Davidge
Ms. Cathy Duke
Mr. Brandon Ellis
Mr. John Gibbons
Dr. Rex Gibbons
Ms. Katharine Hickey
Mr. Michael Howse
Mr. Doug Letto
Ms. Karen McCarthy
Ms. Donna Rideout
Ms. Catherine Rowsell
Ms. Eleanor Swanson
Mr. Dennis Waterman
Mr. Andrew Woodland
Ms. Tina Scott, Secretary to the Board

APOLOGIES:

Apologies were received from Mr. Joe Dunford, Mr. Amaan Merchant, Mr. George Saunders.

PRESENT BY INVITATION:

Mr. Kent Decker, Vice-President (Administration and Finance), Dr. Neil Bose, Vice-President (Research), Mr. Glenn Blackwood, Vice-President (Marine Institute), Dr. Jeff Keshen, Vice-President (Grenfell Campus), Mr. Glenn Collins, Interim Executive Director, Office of the Board of Regents, Mr. Morgan Cooper, General Counsel, Ms. Victoria Collins, Executive Director, Marketing and Communications.

6709. MEETING CALLED TO ORDER

The meeting was called to order at 3:00 p.m. by Ms. Iris Petten, Chair.

The chair extended a very special welcome to Dr. Vianne Timmons, President and Vice-Chancellor, and Dr. Mark Abrahams, Provost and Vice-President (Academic) Pro Tempore who were attending their first regular meeting of the Board.

6710. APPROVAL OF THE AGENDA/CONFLICT OF INTEREST

Following the call for the approval of the agenda, Ms. Petten provided members and those present by invitation with the opportunity to declare if they were in a conflict of interest position or a potential conflict of interest position with regard to any agenda items.

The agenda was approved by the Board.

6711. MINUTES

The Minutes of the meeting of the Board of Regents held on March 12, 2020, the special meeting held on April 2, 2020 and the email poll conducted April 17-20, 2020 were approved by the Board.

6712. CHAIR'S REPORT

A. Meeting of the Executive Committee – April 22, 2020

The Chair noted that the Executive Committee met on April 22, 2020 to finalize and fine tune the agenda for today's meeting of the Board.

6713. PRESIDENT'S REPORT

A. President's Update of Activities

Dr. Timmons provided the Board with a written summary of her activities and University events since April 1, 2020 and she provided the Board more detail and context on several of these activities and events.

B. Registration and Enrolments Progress Report for Spring 2020 Semester

The Board received and reviewed an enrolments and registration progress report for the Spring 2020 Semester.

OPEN SESSION - CONSENT AGENDA

It was moved by Dr. Gibbons, seconded by Mr. Bishop, and carried that the consent agenda, as recommended by the appropriate Board Committee and comprising the resolutions listed in 6714 through 6716, be approved as outlined below.

6714. SENATE MATTERS

- A. Senate matters with implications for the Board of Regents (February 11, 2020) – Approval of Calendar Changes

The Board received and reviewed background information pertaining to the Senate matters with implications for the Board of Regents arising from the Senate meeting held on February 11, 2020 and approved the Calendar changes as outlined in the background documentation.

6715. CAMPUS PLANNING AND DEVELOPMENT COMMITTEE

- A. Update on Capital Projects

The Board was advised that the following major capital projects are currently ongoing at varying stages:

PROJECTS IN PROGRESS	
St. John's Campus	
1	Indigenous Centre
2	Core Science Facility
3	Animal Resource Centre
4	Energy Performance Contract

PROJECTS IN PLANNING STAGES	
St. John's Campus	
1	Mechanical Engineering High Bay Laboratory
2	Reid Theatre Redevelopment
3	University Buildings Strategy
Marine Institute	
1	Holyrood Marine Base Phase IIB

PROJECTS IN EARLY STAGES	
1	Faculty of Medicine Redevelopment of Existing Space
2	School of Pharmacy Expansion
3	Signal Hill Campus Phase II
4	Transit Terminal

PROJECTS ON HOLD	
1	Petroleum Engineering Building
2	Research Archival Facility

The Board was advised that the projects in progress are on time and on budget unless otherwise noted.

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

B. Annual Report on Leased Space

The Board received for information the Annual Report on Leased Space. The report summarized information on all property lease agreements of Memorial University for the fiscal year 2019-20. These leases cover agreements for external space occupied by the university as well as space Memorial has leased to other organizations.

6716. FINANCE COMMITTEE

A. Increase membership fees for the Canadian Federation of Students (CFS) for Grenfell Campus Students' Union (GCSU)

The Board received background information and agreed to an increase in the membership fees for the Canadian Federation of Students for the Grenfell Campus Students' Union (GCSU) as outlined in the background documentation and as follows:

- An increase in the Grenfell Campus Student Union CFS Fees from \$9.34 to \$9.52 for full and part-time students for the Fall and Winter semesters only, effective September 1, 2020. This fee will be divided equally with \$4.76 per semester going to the Canadian Federation of Students and \$4.76 per semester going to the Canadian Federation of Students – Newfoundland and Labrador.

B. Increase of premiums for the Memorial University Students' Union (MUNSU) Health and Dental Insurance Plans

The Board received background information and agreed to a premium increase to the Memorial University Students' Union health and dental insurance plans effective September 1, 2020 as outlined in the background documentation and as follows:

2020 - 2021	Single	Couple	Family
Health	\$205.00	\$255.00	\$255.00
Dental	\$155.00	\$145.00	\$295.00
Total (annual fee)	\$360.00	\$400.00	\$550.00

CLOSED SESSION – CONSENT AGENDA

Ms. Petten provided members and those present by invitation with the opportunity to declare if they were in a conflict of interest position or a potential conflict of interest position with regard to any agenda items.

The Chair also noted that the items were dealt with in detail in meetings of the appropriate committees. It was then moved by Mr. Bradbury, seconded by Ms. Duke and carried that the consent agenda, comprising the resolutions listed in 6717 through 6720 below be approved as follows:

6717. AUDIT AND RISK COMMITTEE

A. Appointment to the Memorial University Recreation Complex (MURC) Board of Directors

The Board was informed that at a meeting held on May 7, 2020, the Audit and Risk Committee of the Board of Regents approved the appointment to the Memorial University Recreation Complex (MURC) Board of Directors as outlined in the background documentation and as follows:

- Mr. Tim Turner as Vice Chair until the end of his current term (December 5, 2021).

B. Risk and Assurance Update

The Board received for information the Risk and Assurance update which outlined the fact that the COVID-19 pandemic has brought a level of uncertainty for an unknown length of time. The speed in which we can identify risks, act in response to risks, reduce the impact of circumstances and adapt to change requires relevant and timely insights. The University Auditor submitted the update to provide an overview of current status (a copy of the update was provided in the background documentation). Information regarding the continuous nature of assessing risk during the pandemic will be provided on a continuous basis and as information becomes available.

6718. CAMPUS PLANNING AND DEVELOPMENT COMMITTEE

A. Core Science Facility (CSF) Status Update

The Board received for information the Core Science Facility (CSF) Status Update. All major construction packages for the CSF have now been awarded. The third and final major construction package, CP-3R, was awarded to Marco Services Limited on April 25, 2017, and is currently being executed. The CSF global project budget remains at \$325M. The Board also received more detail on the status of the CP-3R Main Building (and Structural Steel) contracts as well as other project updates.

B. Architectural and Engineering Consultant appointments for projects with a capital value of less than \$5.0M awarded in the Fiscal Year 2019-2020

The Board received for information the architectural and engineering consultant appointments for projects with a capital value of less than \$5.0 M awarded in the Fiscal Year 2019-20. Consistent with the Board policy titled "Capital Projects", Facilities Management has prepared a report for the Fiscal Year 2019-20 indicating the firm, project title, scope, and value for each commission awarded. \$517,164 was spent in design fees during the past fiscal year, of which \$86,424 was for studies and inspections, and \$430,740 was for project design. As acquisition of these services falls within the scope of the Public Procurement Act (PPA), procurement was undertaken in keeping with the Act.

C. Construction of the Holyrood Marine Base Storage Building and Laydown Area – also on the Finance Committee agenda

The Board received background information and approved the construction and tender of a storage building and laydown area to support the work at the Holyrood Marine Base, subject to approval by the Provincial Government to construct the building, and pending formal receipt of Provincial Government approval to purchase the associated land.

6719. HUMAN RELATIONS COMMITTEE

A. Senior Leadership Position vacancies and upcoming renewals

The Board received for information a regular status update regarding senior leadership position vacancies and their associated recruitment status and senior leadership positions held by academic administrators which may be renewed, following a five-year term, subject to review.

B. Report on Academic Appointments

The Board received for information the Report on Academic Appointments for the St. John's and Grenfell Campuses for actions taken since March 12, 2020, noting that the actions have been taken under delegated authority as provided for in the Terms of Reference for the Human Relations Committee.

C. Appointment of a Dean of Record for the School of Social Work

The Board received background information pertaining to the appointment of a Dean of Record for the School of Social Work. On January 1, 2019, Dr. Donna Hardy Cox, Dean of Social Work accepted the position of Associate Vice-President (Academic) Students leaving the position of the Dean of the School of Social Work vacant. Following consultation with the School of Social Work for an Interim Dean, the Provost and Vice-President (Academic) recommended the appointment of Dr. Ross Klein as Interim Dean of the School of Social Work effective January 1, 2019.

Appointment of a Dean of Record for the School of Social Work (cont'd)

Dr. Klein will continue as a member of the School of Social Work. In the meantime, while the search for the Dean of Social Work continues, the Provost and Vice-President (Academic) recommended the appointment of Dr. Sean Cadigan, the Associate Vice-President (Academic), as Dean of Record, effective April 8, 2020. The recommendation of Dr. Sean Cadigan, as Dean of Record was accepted by the President and Vice-Chancellor.

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

6720. FINANCE COMMITTEE

A. Memorial University Student Residence and Food Services Operations – Pandemic Planning Status Update

The Board received for information a status on student residences and food service operations and identification of emergent concerns and recommended actions for the St. John's campus, Grenfell campus and the Signal Hill campus. A copy of the status update was provided in the background documentation.

B. Construction of the Holyrood Marine Base Storage Building and Laydown Area – also on the Campus Planning and Development Committee agenda

This item was considered under the report of the Campus Planning and Development Committee as outlined in the Minutes 6718.C above.

CLOSED SESSION – DISCUSSION AGENDA

6721. FINANCE COMMITTEE

A. Impact of Pandemic on University Operations – COVID-19

The Board received and reviewed background information with respect to the impact of the Pandemic on University Operations – COVID 19.

Board members were advised that the Board of Regents has received updates on Memorial's pandemic planning for COVID-19 via briefings on March 12, 2020, and April 2, 2020 and via an update report on March 20, 2020. As well, the Board has received communications which have been provided to the University community and has also received verbal updates.

Memorial's Emergency Operations Centre (EOC) was activated on March 13, 2020 and has been meeting regularly since to address issues affecting the University in relation to the pandemic. The EOC, reporting to the Executive Policy Group, has been responsible for all areas of the University's operations – including academic, research and administrative matters (as provided in the background documentation as Appendix A). The return to regular university governance structures and processes is currently underway.

Impact of Pandemic on University Operations – COVID-19 (cont'd)

The University remains open although with restricted access to buildings; academic remote program delivery, research and administrative activities are continuing. There has been a significant reduction in the number of students living in residence. The remaining residence students have been relocated to the newer residences to provide private washrooms and to adhere to social distancing directives. Employees are continuing to work and we estimate that over 90% are logging in through remote systems and a limited number are working on campus in critical functions and with physical distancing and health and safety protocols in place. The situation continues to evolve rapidly and we are now observing a move to lift restrictions and re-open the economy in various parts of the country.

The University administration has created two planning groups, academic planning and administrative planning, to recommend a way forward and monitor the impacts of decisions and changes in the environment. The Academic Scenario Planning Group comprises Deans' Council supported by appropriate resources. The Administrative Scenario Planning Group comprises senior Administrative Directors, leadership from Grenfell and MI Campuses and crossover with the Academic Group. These groups are monitoring the situation, consulting with public health, and acknowledge that the narrative to support decision making continues to evolve.

Decisions regarding the fall semester mode of delivery will impact all operations of the University. The Academic Scenario Planning Group is actively considering innovative program delivery for the fall 2020 semester and is committed to providing students with full access to our quality academic programs, despite the challenges that may come. Teaching and learning scenarios will be informed by guidance from the province's public health officials, and take into account the ever-changing nature of this global pandemic. Memorial University is widely known and nationally recognized for excellence in remote and online teaching and learning.

The Administrative Scenario Planning Group has been focusing on compiling information where there is certainty with regard to financial impacts incurred to date; identifying areas of financial and operational risk based on decisions from the Academic Scenario Planning Group and changes in the environment; and making or coordinating recommendations from administrative units to Vice-Presidents Council (VPC) to mitigate associated risk.

Transition to Remote Learning and Remote Work

The University's swift response to the pandemic and immediate transition to remote learning and work has required immense planning and operational changes. Critical work/function surveys were carried out with the entire University community and that information has been instrumental for work that continues on campus, health and safety protocols, building restrictions, potential redeployment of employees (as provided in the background documentation as Appendix B).

Impact of Pandemic on University Operations – COVID-19 (cont'd)

A high level analysis of active on line accounts and statistics (meeting software) indicate approximately 90 plus percent of our employees are currently working either on campus or remotely. As remote work continues, enhanced meeting software licensing (WebEx) will be required at a cost of approximately \$200,000. Mental health, social well-being, productivity, and ergonomics are all important considerations particularly if the current status continues. Privacy and security of information are concerning and mitigated through communication by the Office of the Chief Information Officer regarding protocols and the appropriate use of IT services.

Financial Impacts: Costs, Savings, Revenue

Costs

The University has experienced *increased costs** due to the pandemic such as

- Licensing and IT equipment (e.g. laptops) for remote work and learning
- Meal plan refunds and residence refunds
- Emergency Student Assistance
- Health and Safety supplies and personal protective equipment
- Overtime costs for transition to remote learning and work

*The increased costs incurred by unit to April 28th, 2020 was provided in the background documentation as Appendix C.

The impacts on the costs and the construction timeline on the Core Science Facility are not known at this time.

Savings

However, there are current salary savings with 348 Vacant Permanent Positions comprised as follows:

- 83 Faculty positions (St. John's, Grenfell and Marine Institute)
- 18 Faculty positions (Faculty of Medicine)
- 17 Instructors (Marine Institute) 230 Staff (across all campuses)

Potential other salary savings include:

- 256 contractual positions with end dates to June 2020
- Casual employees not being called to work

Other areas where savings are anticipated were also included in the background documentation as Appendix C.

Revenue

The University's initial response to the pandemic has been to act quickly and decisively to ensure the Winter Semester was able to be completed by our students. This action prevented a significant financial loss, and it enabled students to progress toward graduation in a normal time frame.

Impact of Pandemic on University Operations – COVID-19 (cont'd)

Tuition Revenue: As of May 4th, revenue for spring 2020 is \$1.22M over the final spring 2019 total revenue. A breakdown of the spring 2020 tuition by student country of origin was provided in the background documentation as Appendix D. First year international undergraduate tuition for fall 2019 was \$1.9M, with undergraduate international tuition totaling \$7.3M (as provided in the background documentation as Appendix E). It is anticipated that the tuition revenue streams will be impacted by the interruption of international mobility; and physical distancing requirements.

External Revenue: University operations include external revenue generated at the unit level. Unit revenue is comprised of external funding which varies from year to year such as: sales, non- credit and short course tuition, application fees, student fees, and special tuition fees. The unit revenue is either offset by increased expenditures or the net revenue supplements the annual unit budget.

All revenues are being analyzed for loss or at risk in scenarios (as provided in the background documentation as Appendix C). A primary area of concern is the Marine Institute which generates gross revenue in the range of \$24 million per year through lines of business such as industrial training, research and industry support activities, and restarting these activities as soon as possible will be critical. The net revenue (gross revenue less expenses incurred to generate the revenue) used to supplement the budget for MI are projected to total \$2.4M for the spring/summer and \$2.9M for the fall.

Other areas of revenue loss concern include MURC (Memorial University Recreation Complex), Residences, Conference Services, Gardiner Center, Botanical Garden, and GEO Centre. Others will be identified as we progress with our analysis and as the pandemic plays out. The goal will be to mitigate the financial impact of net revenue losses.

Financial Impacts: Position of the Pension Plan

The following table represents the value of the pension plan assets as of April 30, 2020:

	December 2018	December 2019	Current April 30, 2020
Funds Assets at Market	\$1,560 M	\$1,777 M	\$1,719 M
Liabilities	\$1,768 M	\$1,848 M	
Deficit at Market	\$(208) M	\$(71) M	

Impact of Pandemic on University Operations – COVID-19 (cont'd)

Opportunities

The federal and provincial government have requested information on Shovel Ready Projects and there is anticipation of an infrastructure program. Also, there have been recent announcements by the federal government regarding support for students, and this is in addition to the potential for student employment programs. Universities Canada is also reporting success in lobbying efforts for support from the federal government to assist with international student tuition revenue losses.

Focus on our Students

In addition to Memorial's regular communication channels, including the COVID-19 website, direct email, etc. Deans have been connecting with their students through video broadcasts, blogs, and email messages to update them on academic programming and university operations. New students who have applied to Faculties and Schools for September are being especially targeted to provide reassurance for a quality academic experience in fall semester. Registration for fall semester commences July 13, 2020. The University is also exploring options such as opening spring course registration for high school students or programming to be delivered in late summer such as University 'Boot Camp' for incoming students. Indications from guidance counsellors indicate that new students will require additional assistance.

In support of students' well-being, the St. John's campus Student Wellness and Counselling Centre has moved to virtual operations with minimal on-site appointments and the Medical Clinic remains available for students living on St. John's campus, and physicians and students are also connecting via telehealth of which all Memorial students may avail. Enhanced safety protocols and PPE were put in place to protect staff at the clinic. The Counselling Center has continue to provide support during an exceptionally stressful time for many students.

Following a full discussion, the Board agreed to receive this item for information.

B. Renewal of Foreign Health Insurance Provider

The Board received and reviewed background information pertaining to the renewal of Foreign Health Insurance Provider.

Committee members were advised that in support of Memorial University's approximately 3,500 international students (which includes undergraduate, graduate, English as a Second Language (ESL), and exchange students), the institution has required that all international students hold a minimum of emergency health insurance coverage while enrolled at the University.

Renewal of Foreign Health Insurance Provider (cont'd)

The regulation can be found at:
https://www.mun.ca/finance/fees/stu_org_fees/intl_student_health_insurance.php, previously included in University Calendar as regulations 2.5.3. This is provided by private sector health insurance companies and does not require financial investment by the University and does not result in any financial implications for the University. This policy ensures conformity to North American standards and the Canadian Health system. Current coverage expires August 31, 2020.

In June 2007, the Government of Newfoundland and Labrador, recognizing the importance of all international students to the province, extended health care coverage under the province's Medical Care Plan (MCP) to international students undertaking post-secondary studies in the province. This coverage was also extended to the families of international students providing they meet certain conditions of eligibility.

International students now have the option of opting out of the Foreign Health Insurance plan and enrolling in student union insurance plans provided they can provide evidence of MCP coverage. Given the option for students with MCP to opt out of the Foreign Health Insurance Plan, the student population that remains enrolled in the plan include students on short term study permits ineligible for MCP, or those who do not follow opt out procedures.

The Internationalization Office initiated a Request for Proposal (RFP) that was managed by an external consultant, HUB, in January 2020. The RFP process concluded in March 2020 with two expressions of interest. One from the incumbent provider, Guard Me, and the second from Cigna. HUB presented the results of the RFP to the Foreign Health Advisory Committee in April 2020. The Foreign Health Advisory Committee is comprised of student union representatives and staff (the Terms of Reference for Foreign Health Advisory Committee were provided in the background information). This committee is mandated to provide input for the plan administrators and the University contracted consultant in making recommendations for determining foreign health insurance arrangements.

The recommendation of HUB is to continue with the incumbent Guard Me as insurance provider.

The Foreign Health Advisory Committee supports the continuation of Guard Me as the provider, with two policy enhancements. The policy enhancements are a Drug and Alcohol rider which covers incidents from the use of alcohol and drugs up to a maximum of \$100,000; and a Non-emergent Rider which covers up to \$10,000 for non-emergent health issues (the proposed policy, Alcohol and Drug Rider and Non-emergent Rider was as provided in the background documentation).

Renewal of Foreign Health Insurance Provider (cont'd)

The Director of the Internationalization Office reviewed the RFP documents, the recommendation of HUB, and the recommendation of the Foreign Health Advisory Committee. From this, the Director is putting forth to the Board of Regents that Memorial continue with Guard Me as the foreign health insurance provider at a guaranteed rate for three years. The rate has increased from the previous 2017-2020 contract with Guard Me as it includes the two policy enhancements mentioned above. In addition, the Director submits that for any student aged 65-70, an additional charge be incurred so that the student may be eligible for coverage under the Foreign Health Plan.

In addition to these two mandatory plans, the contract with Guard Me will provide two additional services to Memorial's students. These optional services are sold directly to students.

- An option for students studying abroad to purchase Guard Me's outbound policy directly from Guard Me.
- An option for students and university affiliated persons not mandated under the above noted policies, to purchase Guard Me's inbound policy directly from Guard Me.

After a discussion the following resolution was passed:

RESOLVED:

That the Board of Regents approve the following effective September 1, 2020 and as outlined in the background documentation:

- a) International student undergraduate and graduate rates for single students at \$784.75 per academic year.
- b) International student undergraduate and graduate dependent rate at \$784.75 per academic year per dependent.
- c) A rider to be applied to any student aged 65 to 70 charged the foreign health at a rate of \$1,095 per academic year.

6722. HUMAN RELATIONS COMMITTEE

A. Conversion of the Director of the Labrador Institute from an Administrative Position to an Academic Administrative Appointment

The Board received and reviewed background information pertaining to the conversion of the Director of the Labrador Institute from an administrative position to an academic administrative appointment.

Board members were advised that the Labrador Institute is a leading centre of research, education, policy, and outreach by and for the North. The Labrador Institute was established in 1977 by Memorial University to stimulate, coordinate, and support major University projects and programs and to expand the Labrador knowledge base. Through these activities, the Labrador Institute facilitates the educational aspirations, research requirements, and the socio-cultural well-being of the people of Labrador. The position of Director of the Labrador Institute has been in existence since its inception.

At its September 2019 meeting, Senate voted to support the transition of the Labrador Institute into an academic unit, pending the creation and approval of a Constitution. At the May 2020 meeting of Senate, the newly-proposed Constitution for the Labrador Institute will be considered for approval. Given the change in status for the Labrador Institute to an academic unit, its senior leadership position must be an academic administrator. Leaders of academic units are normally Deans, and so it proposed that the Director of the Labrador Institute be changed to the Dean of the Labrador Institute.

The current responsibilities for the Director will continue, but academic responsibilities will be added to the new Decanal role. It is envisioned that the position will have the following key accountabilities:

- Strategic planning – leading the transition of the Labrador Institute to a Labrador Campus;
- Continue to grow the range and scope of activities at the Labrador Institute;
- Continue to attract institutional-level research funding;
- Recruitment of the first cohort of faculty members;
- Promotion and tenure decisions of academic staff members once appointed;
- Provide support and resources for faculty and staff to enhance their research capacities to publish and mobilize knowledge;
- Continue to make academic resources and research dissemination to the public in Labrador;
- To attract and retain high-calibre support staff in Labrador;
- Continue to encourage growth and development of educational offerings at the Labrador Institute;
- Continue to work with community partners to begin thinking about new educational opportunities; and
- Continue foster stronger institutional relationships with Nunatsiavut, NunatuKavut and the Innu Nation.

Conversion of the Director of the Labrador Institute from an Administrative Position to an Academic Administrative Appointment (cont'd)

Dr. Ashlee Cunsulo was appointed as Director of the Labrador Institute in September 2016. She resigned a tenured, academic position from her previous university to take up the administrative role to lead the Labrador Institute. As highlighted in her Curriculum Vitae (a copy of which was provided in the background documentation), she also held a prestigious Canada Research Chair appointment before coming to Memorial.

To convert Dr. Cunsulo's appointment to a Decanal role will require an appointment to Memorial's professoriate as an associate professor. Discussions are currently underway with the Executive of MUNFA to develop a Memorandum of Understanding (MOU) to appoint Dr. Cunsulo to a three-year academic appointment and Dean of the Labrador Institute. The constitutional proposal to Senate recommends the establishment of a new School of Arctic & Sub-Arctic Studies. If Senate agrees, the newly established Dean would oversee that School.

The established base budget for the Director salary will be transferred to the Associate Professor/Decanal salary. The incremental cost will be a stipend of \$16,500, the Board-approved stipend for all decanal roles.

After a discussion the following resolution was passed:

RESOLVED:

That the Board of Regents approve the conversion of the Director of the Labrador Institute from an administrative position to an academic administrative appointment as outlined in the background documentation and as follows:

- a) the position of Director of the Labrador Institute be converted from an administrative position to an academic administrative appointment as Dean of the Labrador Institute.
- b) the incumbent Dr. Ashlee Cunsulo be converted from her administrative appointment as Director of the Labrador Institute to Associate Professor and Interim Dean of the Labrador Institute, subject to a mutually agreeable Memorandum of Understanding (MOU) with MUNFA.

6723. ANY OTHER BUSINESS

A. Date of Next Meeting

The Chair advised that the next regular meeting of the Board of Regents is scheduled to be held on Thursday, July 9, 2020.

ADJOURNMENT

The meeting adjourned at 4:55 p.m.

CHAIR

SECRETARY

DATE