

MEMORIAL UNIVERSITY OF NEWFOUNDLAND

BOARD OF REGENTS

The regular meeting of the Board of Regents was held on Wednesday, October 4, 2017 in Room FC-3024 at Memorial University's Grenfell Campus and via teleconference.

PRESENT:

Ms. Iris Petten, Chair
Dr. Gary Kachanoski, President and Vice-Chancellor
Dr. Noreen Golfman, Provost and Vice-President (Academic)
Dr. Susan Dyer Knight, Chancellor
Ms. Margaret Allan
Ms. Michelle Baikie
Mr. Robert Bishop
Mr. Mark Bradbury
Dr. Bud Davidge
Ms. Cathy Duke
Dr. Rex Gibbons
Ms. Katharine Hickey
Ms. Margarete Leandre
Mr. Denis Mahoney, via teleconference
Mr. Max Rice
Ms. Sarah Stoodley
Ms. Eleanor Swanson
Ms. Tina Scott, Secretary to the Board

APOLOGIES:

Apologies were received from Mr. Glenn Barnes, Mr. Steve Belanger, Mr. Joe Dunford, Ms. Karen McCarthy.

PRESENT BY INVITATION:

Mr. Kent Decker, Vice-President (Administration and Finance), Mr. Glenn Blackwood, Vice-President (Marine Institute), Dr. Ivan Emke, Vice-President (Grenfell Campus) *pro tempore*, Mr. Glenn Collins, Interim Executive Director, Office of the Board of Regents, Mr. Morgan Cooper, General Counsel.

6448. MEETING CALLED TO ORDER

The meeting was called to order at 2:00 p.m. by Ms. Iris Petten, Chair.

The Chair then advised that following consultation with the Executive Committee of the Board, it was agreed to permit a number of individuals to attend the open session of the Board meeting as visitors both in person and via teleconference.

6449. WELCOME TO NEW REGENTS

Ms. Petten extended a very special welcome to the following newly elected and re-elected MUN Alumni representatives noting that their appointment is for a three year term effective September 1, 2017:

Dr. Bud Davidge
Ms. Cathy Duke
Dr. Rex Gibbons – *previously served on the Board from 1979 – 1982 and 2008 - 2014*
Ms. Sarah Stoodley
Ms. Katharine Hickey, re-elected to the Board for a further three years
Ms. Denis Mahoney, re-elected to the Board for a further three years

Ms. Petten also extended a very special welcome to Ms. Margarett Leandre, Grenfell Campus Students Union representative who was appointed by the Lieutenant-Governor-in-Council effective July 21, 2017 to October 2020.

Ms. Petten also welcomed Dr. Jeff Keshen who joined the meeting as a visitor. She noted that Dr. Keshen was appointed Vice-President (Grenfell Campus) effective November 15, 2017.

6450. APPROVAL OF THE AGENDA

Following 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.

At the request of Mr. Mark Bradbury, Chair of the Audit and Risk Committee, it was agreed to withdraw Agenda Item 7.5 "Policy Submission – Flags Policy" from the agenda.

6451. MINUTES

The Minutes of the regular meeting of the Board of Regents held on July 6, 2017 and the special meeting held in closed session on August 9, 2017 were approved by the Board.

6452. CHAIR'S REPORT

A. Report of the Executive Committee

The Chair noted that the Executive Committee met on September 19, 2017 to finalize and fine tune the agenda for today's meeting.

6453. PRESIDENT'S REPORT

A. President's Update of Activities

Dr. Kachanoski provided the Board with a written summary of his activities and University events since the July 2017 meeting of the Board and he provided the Board more detail and context on several of these activities and events.

B. Registration Report for Fall 2017 Semester

The Board received and reviewed an enrolments and registration progress report for the Fall 2017 Semester.

OPEN SESSION - CONSENT AGENDA

It was moved by Ms. Stoodley, seconded by Ms. Hickey and carried that the consent agenda, as recommended by the appropriate Board Committee and comprising the resolutions listed in 6454 through 6457 below be approved as follows:

6454. SENATE MATTERS

A. Senate matters with implications for the Board of Regents (September 12, 2017): MBA in Social Enterprise and Entrepreneurship; Master of Applied Science in Safety and Risk Engineering; and, Master of Applied Science in Energy Systems Engineering

The Board received for information the Senate matters with implications for the Board of Regents arising from the Senate meeting held on September 12, 2017 pertaining to new programs approved by the Senate as outlined in the background documentation and as follows:

- MBA in Social Enterprise and Entrepreneurship
- Master of Applied Science in Safety and Risk Engineering
- Master of Applied Science in Energy Systems Engineering

It was noted that a special fee for the above programs will be presented for consideration at a future meeting of the Board at which time approval of the programs will also be presented.

- B. Senate matters with implications for the Board of Regents (September 12, 2017): Ph.D. in Scientific Computing; Diploma in Environmental Humanities; Graduate Diploma in Engineering; Graduate Diploma in Business Administration; and, Humanities and Social Sciences Diploma

The Board received background information pertaining to the Senate matters with implications for the Board of Regents arising from the Senate meeting held on September 12, 2017 and approved the following new programs and as outlined in the background documentation:

- Ph.D. in Scientific Computing
- Diploma in Environmental Humanities
- Graduate Diploma in Engineering
- Graduate Diploma in Business Administration
- Humanities and Social Sciences Diploma

- C. Senate matters with implications for the Board of Regents (May 9, 2017): Calendar Changes

The Board received background information pertaining to the Senate matters with implications for the Board of Regents arising from the Senate meeting held on May 9, 2017 and approved the Calendar changes as outlined in the background documentation.

6455. AUDIT AND RISK COMMITTEE

- A. Audit Plan – Audit of Annual Financial Statements of Memorial University of Newfoundland for 2017 – 18

The Board received background information and approved the audit plan for the University's annual financial statements for the fiscal year ending March 31, 2018 and as outlined in the background documentation.

- B. Summary of Corporate Governance Checklists provided by Separately Incorporated Entities (SIEs) for 2016/17 Fiscal Year

The Board received for information the Summary of Corporate Governance Checklists provided by Separately Incorporated Entities (SIEs) for the 2016/17 fiscal year. On an annual basis, each SIE is required to complete a Corporate Governance Checklist for presentation to the Board of Regents. The checklist provides assurance to the Board that each SIE has maintained all annual corporate filings, has appropriate insurance coverages, and has provided copies of their audited financial statements and annual report (if appropriate) along with disclosure of any identified material liabilities or contingent liabilities of the corporation. A summary of the responses of each SIE to the checklist questions was provided in the background documentation. It was noted that there are no issues of concern arising from these checklists.

C. Memorial University of Newfoundland's Corporate Governance Checklist for 2016/17 fiscal year

The Board received for information the summary of Memorial University of Newfoundland's Corporate Governance Checklist for the 2016/17 fiscal year. Memorial University has completed a Corporate Governance Checklist for fiscal 2016/17 for presentation to the Board of Regents (a copy of which was provided in the background documentation). The checklist provides assurance to the Board of Regents that Memorial University has maintained all applicable corporate filings, has appropriate insurance coverages, and has provided copies of its draft audited financial statements and annual report along with disclosure of any identified material liabilities or contingent liabilities of the University.

D. Office of Internal Audit Charter – Revised September 2017

The Board received background information and approved the adoption of the Office of Internal Audit Charter to be effective immediately and as outlined in the background documentation. Further, as a result of this change, the Board agreed to ratify incidental amendments which are required in other governance documents such as the Audit and Risk Committee Terms of Reference and the Internal Audit Policy.

E. Policy Submission – Sexual Harassment (Revised) Policy; recommended new title: Sexual Harassment and Sexual Assault

The Board received background information and approved the Sexual Harassment and Sexual Assault Policy effective November 1, 2017 and as outlined in the background documentation. Further, the revised University-wide Procedures for Sexual Harassment and Sexual Assault Concerns and Complaints will come into effect with approval of the revised policy.

6456. HUMAN RELATIONS COMMITTEE

A. Human Resources Annual Report

The Board received for information the Human Resources Annual Report. The Department of Human Resources has produced an annual report for the period April 1, 2016 - March 31, 2017. The report "Focused on Client Success" demonstrates the Department's commitment to client services through success stories that reflect on activities and collaborations within the institution. The stories cover: progress of MyHR, direct time entry at Grenfell Campus, collaboration with the School of Social Work, individual success stories related to employee learning and a commitment to wellness, and a Pension Plan Sub-Committee activities update. Also included are data charts focused on the Memorial University Pension Plan and key quality indicators for the department.

6457. CAMPUS PLANNING AND DEVELOPMENT COMMITTEE

A. Update on Capital Projects

The Board was advised that the following capital projects are underway or being planned:

Projects in Progress

St. John's Campus

1. Aboriginal Centre
2. Core Science Facility
3. Battery Property
4. West Pedway over Prince Phillip Drive
5. Animal Resource Centre

Marine Institute

1. Holyrood Marine Base – Phase IIA Breakwater, Marginal Wharf and Restoration of Existing Wharf

Projects in Planning Stages

St. John's Campus

1. Faculty of Engineering and Applied Science – Mechanical Engineering High Bay Laboratory
2. Faculty of Engineering and Applied Science – Petroleum Engineering Building
3. Faculty of Humanities and Social Sciences Research Archival Facility
4. Redevelopment of Reid Theatre

Marine Institute

1. Holyrood Marine Base – Phase IIB Ocean Research and Training Building

Projects in Early Stages

1. Faculty of Medicine – Redevelopment of Existing Space
2. Storage Facility, Mount Scio Road

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. 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. Substantial completion will be achieved by April 25, 2020, to be ready for a September 2020 opening.

The Board received more detail on the status of the CP-3R Main Building (and Structural Steel) contracts as well as other project updates.

C. Universal Transit Pass (UPASS) for Memorial University

The Board received for information the Universal Transit Pass (UPASS) for Memorial University. Over the last number of months, members of the University Administration have been working with a variety of stakeholders, including Metrobus, on a potential UPass program for Memorial University.

Updates on the initiative were provided to the Board of Regents at its December 2016 and March 2017 meetings, whereby the Board of Regents agreed that an ad hoc committee of the Campus Planning and Development Committee be struck with a mandate to:

- meet with the Project Team to review the work completed on the UPass;
- evaluate options and scope of this initiative;
- present a recommendation to the Campus Planning and Development Committee and the Board at their May 11, 2017 meetings regarding an implementation plan for a regional transit solution for Memorial University and if appropriate, identify options for engaging other potential beneficiaries for this regional transit solution.

Following from the March 2017 meeting of the Board of Regents, a call was initiated for interested participants from the Campus Planning and Development Committee to join the ad hoc committee. The ad hoc committee held a meeting on May 10, 2017 and discussed the UPass initiative further as well as its potential as a regional transit solution.

As was presented at the last board meeting, the ad-hoc committee members agreed on the following principles to guide the group's work on this initiative:

1. The UPass initiative should ultimately be implemented via a referendum of students once the parameters of the program have been finalized. While precise details of the referendum are to be determined, the referendum should however be called and administered by the University Administration, to be inclusive of all students included in the proposed program simultaneously, with the outcome determined by the majority of those who vote.

Universal Transit Pass (UPASS) for Memorial University (cont'd)

2. The University Administration should engage in discussions with its partners along the Prince Philip Drive corridor (Eastern Health, Government of Newfoundland and Labrador and College of the North Atlantic) to determine their respective interest in participating in a potential UPass program.
3. The University Administration should take steps to address the heavily subsidized parking rates currently charged to Faculty, Staff and Students.
4. The University Administration should stop constructing new parking spaces on campus (surface and garage) – until at least such a time as parking provision adheres to a cost recovery model and/or alternative public transportation modes such as UPass are put into effect.

Since the last board meeting, a meeting has occurred between the Administration and Metrobus to discuss the potential expanded approach to the UPass concept and Metrobus remains committed to supporting the University and its partners as and when needed.

The Administration was challenged to proceed with its planned meetings over the summer months due to scheduling conflicts. The Administration is currently in the process of scheduling meetings to occur in fall 2017 with Eastern Health, Government of Newfoundland and Labrador as well as the College of the North Atlantic to explore interest in participating in a potential UPass program.

The Administration will also re-engage the various student unions during fall 2017 to discuss the planned UPass and administration-led referendum approach. It was noted that a further update will be provided at the meeting of the Board of Regents, with a recommendation expected to be brought forward to the Board in 2018.

At this point the visitors who were permitted to attend the open session of the Board left the meeting.

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.

Mr. Bradbury and Ms. Stoodley declared a conflict with Agenda Item 14.3 “Pension Plan Restructuring”.

Noting that the items were dealt with in detail in meetings of the appropriate committees, it was moved by Mr. Bradbury, seconded by Mr. Rice and carried that the consent agenda, comprising the resolutions listed in 6458 through 6461 below be approved as follows:

6458. AUDIT AND RISK COMMITTEE

A. Appointments to Campus Childcare Inc. Board of Directors

The Board was informed that at a meeting held earlier in the day, the Audit and Risk Committee approved the appointments to the Campus Childcare Inc. Board of Directors as outlined in the background documentation and as follows:

- Ms. Renata Lang, Executive Director of External Affairs, Communications and Research as the MUNSU representative for a one-year term effective October 4, 2017
- Mr. Matt Barter, Executive Director of Advocacy, as the MUNSU representative for a one-year term effective October 4, 2017

B. Appointments to Memorial University Recreation Complex (MURC) Board of Directors

The Board was informed that at a meeting held earlier in the day, the Audit and Risk Committee approved the appointments to the Memorial University Recreation Complex (MURC) Board of Directors as outlined in the background documentation and as follows:

- Mr. Tim Turner appointed as Community representative for a two year term effective December 7, 2017;
- Mr. Bill Thistle re-appointed as Chair, Board of Directors, MURC, for a three-year term effective November 1, 2017

C. Ernst and Young Management Letter for 2016/17

At a meeting held earlier in the day, the Audit and Risk Committee received the Ernst and Young Management Letter for 2016/17 which was presented by Ms. Andrea White of Ernst and Young. The management letter provided by Ernst and Young is a follow up to the audit of the consolidated accounts of Memorial University for fiscal 2016/17 as well as management's response to the one audit point included in the letter.

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

D. Update on Information Security Improvement Plan (iSIP) in response to IT Security Risk Assessment

The Board received for information an update on the Security Improvement Plan (iSIP) in response to the IT Security Risk Assessment. In 2016/17 the Office of Internal Audit engaged Deloitte to conduct an Information Technology Security Risk Assessment focused in five specific IT units within Memorial University: St. John's Campus, Grenfell Campus, Marine Institute, Faculty of Medicine and the Centre for Health Information and Analytics. The objective was to identify and assess the University's current cybersecurity posture and risks across its critical IT functions and units. The review focused on the following key aspects of security:

- Governance, security management, policy and enforcement
- Vulnerability and patch management
- Capabilities for University wide monitoring, visibility and incident response.

The conclusion of the review was that the University's overall level of IT risk is very high. The University has accepted the assessment by Deloitte on behalf of the Internal Auditor and has seconded a Deloitte resource for a one month period to lead the development of a roadmap for an Information Security Improvement Plan (iSIP). A Steering Committee and Working Group have been formed to oversee the development of the iSIP Plan and kick-off meetings of both have occurred. Staff from each of the units will be engaged as required to develop a realistic and executable plan.

The Steering Committee consists of the following:

- Chief Information Officer
- AVP Admin and Finance, Marine Institute
- AVP Admin and Finance, Grenfell
- Chief Operating Officer, Faculty of Medicine
- AVP Research
- iSIP Plan Program Manager

Update on Information Security Improvement Plan (iSIP) in response to IT Security Risk Assessment (cont'd)

The Working Group consists of the following:

- iSIP Plan Program Manager
- Director IT Services, St. John's Campus
- Director, Health Sciences Information and Media Services, Faculty of Medicine
- Director, IT Services, Grenfell Campus
- Assistant Director IT, Centre for Health Information and Analytics
- Manager, Information and Communications Technologies, Marine Institute

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

6459. CAMPUS PLANNING AND DEVELOPMENT COMMITTEE

- A. Approval for a line of credit from Royal Bank of Canada – also on the Finance Committee agenda

The Board received background information and agreed that the University obtain a construction line of credit from the Royal Bank of Canada with a borrowing limit of \$30 million, subject to the approval of the Minister of Advanced Education, Skills and Labour and as outlined in the background documentation.

- B. Approval of a Long-Term Lease and Easement Agreement with NL Power – Property behind Arctic Avenue and the NRC Building

The Board received background information and approved in principle, the amendment to the University's lease with NRC and as outlined in the background documentation. Further, the Board authorized the University to enter into a long-term lease and an easement agreement with Newfoundland Power Inc. for the purposes of construction of a power substation subject to the Board of Regents receiving details from administration of financial arrangements that are acceptable to the Board. It is understood that following approval in principal, the Administration will seek approval from the Provincial Government in accordance with the requirements of the MUN Act.

- C. Naming of the "Startup Cup" competition of the Memorial Centre for Entrepreneurship (MCE)

The Board received background information and approved the naming of the Memorial Centre for Entrepreneurship (MCE) "Startup Cup" as outlined in the background documentation. It is understood the naming shall be confidential and that further communications will be coordinated with the donors prior to the first competition in November.

6460. HUMAN RELATIONS COMMITTEE

A. Senior Leadership Position vacancies and upcoming renewals

The Board received for information a 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 July 6, 2017 noting that the actions have been taken under delegated authority as provided for in the Terms of Reference for the Human Relations Committee.

C. Compensation review for Senior Administrative Management (SAM) Employees

The Board received for information an update of the compensation review for Senior Administrative Management (SAM) employees. In 2008 a compensation review was completed by Hay Group Limited for senior management employees of the University. As a result of that review, the Senior Administrative Management (SAM) salary scale was created.

Memorial's Compensation Policy states that salary scales for SAM, Management and Professional (MPS), and Non-Bargaining (NB) positions are based upon the 50th percentile (P50) of the appropriate comparator market; the comparator market for SAM positions being the National University Market. Periodic reviews are completed to gauge where Memorial salaries fall in relation to the market.

In 2016, Korn Ferry/Hay Group Limited (KF/Hay) was engaged to begin a compensation study to review and analyze SAM salaries in comparison to similar positions within Canadian universities. This review began with an invitation to the Presidents of 25 Canadian universities to participate in the study. KF/Hay distributed data packages to the universities and worked with them throughout the data collection phase. Memorial's salary information was then benchmarked against the market data collected.

At this time, Vice-Presidents Council (VPC), with support from the Department of Human Resources and KF/Hay, are working through the results of the compensation review. KF/Hay will be visiting Memorial on November 7, 2017 to present to VPC a comprehensive review of the methodology, the data analysis, and the study results. It is anticipated that this session should provide the necessary background information to assist with further development of recommendations relative to compensation adjustments that may be warranted for the SAM group.

Compensation review for Senior Administrative Management (SAM) Employees (cont'd)

It is anticipated that a further update will be provided at the December meeting of the Board of Regents.

6461. FINANCE COMMITTEE

A. Highlights of the Annual Investment Committee Report of the Endowed, Non-Endowed and Specifically Invested Trust Funds for the Fiscal Year Ended March 31, 2017

The Board received for information the highlights of the Annual Investment Committee Report of the Endowed, Non-Endowed and Specifically Invested Trust Funds for the Fiscal Year ended March 31, 2017. Committee members were advised that the Investment Committee prepares an Annual Report for the Finance Committee of the endowed, non-endowed and specifically invested trust funds for the previous fiscal year. The highlights of this Annual Report were provided in the background documentation. It was further noted that additional information is available in the complete Annual Investment Committee Report of the Endowed, Non- Endowed and Specifically Invested Trust Funds for the Fiscal Year Ended March 31, 2017.

B. Bank Signing Officers for Grenfell Campus' two imprest Bank Accounts

The Board received background information and agreed to the recommendation that any two of the Vice-President, Grenfell Campus; Associate Vice-President (Administration and Finance), Grenfell Campus; Associate Vice-President (Research), Grenfell Campus; Dean, School of Arts and Social Sciences; Dean, School of Science and the Environment; or Dean, School of Fine Arts be authorized as Bank Signing Officers for the two imprest accounts held by Grenfell Campus at the Royal Bank of Canada and as outlined in the background documentation.

C. Funding allocation model for the Campus Renewal Fee

The Board received background information and approved the funding allocation model for the campus renewal fee and as outlined in the background documentation.

D. Approval for a line of credit from Royal Bank of Canada – 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 Minute 6459.A. above.

CLOSED SESSION – DISCUSSION AGENDA

6462. FINANCE COMMITTEE

A. Budget Estimates – Faculty of Medicine 2017-18

The Board was advised that at a meeting held earlier in the day, the Finance Committee received a presentation from Dr. Margaret Steele, Dean, Faculty of Medicine and Mr. Paul Tucker, Chief Operating Officer, Faculty of Medicine with regard to the budget estimates for the Faculty of Medicine 2017-18.

B. Budget Update 2017-18

The Board received and reviewed background information pertaining to the Budget Update 2017-18.

Board members were advised that the University's budget for 2017-18 was approved at the May 11, 2017 meeting of the Board of Regents. Following the approval of the budget, units were provided with their budget allocations and base reduction amounts.

The 2017-18 budget included an \$11.9 million reduction of the grant from the provincial government (\$6.5 million of which was unanticipated). As part of the overall solution to this problem, the Board approved \$6,048,700 in general budget reductions with the request that administration would report back on the achievement of this reduction throughout the year. The details of these budget reductions were provided in the background documentation as Appendix A.

The budget reductions include:

- the elimination of 10 permanent and 1 contractual faculty positions totalling \$1.7 million or 28% of the total budget reduction.
- the elimination of 22 permanent and 6 contractual administrative positions totaling \$2.5 million or 42% of the total budget reduction.
- reduction in general operating expenditures totalling \$1.8 million or 30% of the total budget reduction. These reductions include office supplies, memberships, travel, and are offset by revenue growth opportunities.

At its May 11, 2017 meeting, the Board endorsed a recommendation relating to the establishment of a special fund for bursaries, loans, grants and the like to assist students who experience undue hardship as a result of the implementation of the 2017-18 operating budget. A chart which demonstrates the increasing value of awards to students over the past number of years, including bursaries, and scholarships based on financial need was provided in the background documentation as Appendix B. The chart provides information to 2016 and calculates only those awards generated through donor activity (ie awards related to funding agencies are not included). Additional information showing activity over the past several months will be provided in advance of the Board meeting.

Budget Update 2017-18 (cont'd)

It was noted that a further update will be communicated at the December 7, 2017 meeting.

C. Pension Plan Restructuring – also on the Human Relations Committee agenda

The Board received and reviewed background information pertaining to the Pension Plan restructuring.

Board members were advised that as of March 31, 2017, the Pension Plan's unfunded liability, measured at market value, was \$236.1 million. Of this amount approximately \$80 million relates to the past service costs of indexing which is being paid by employees and the University through a 0.6% margin in the contribution rate. It is the University's responsibility to liquidate the remaining balance of \$156.1 million. Based on the latest funding valuation of the Pension Plan, performed as at December 31, 2015, the amortization payment otherwise required for 2017/18 is \$28.6 million. The special payment for 16/17 for which the University asked for deferral, was \$27.5 million

At a special meeting on August 9, 2017, the Board of Regents considered recommendations made by the University Pensions Committee relative to joint sponsorship of the Memorial University Pension Plan. Among those recommendations was a request to authorize the University Administration to engage the union leadership to proceed with discussion on reaching agreement on the terms of joint sponsorship. The Board referred the matter back to the Human Relations Committee to oversee an initiative to be led by the University Administration and the Pensions Committee to provide a comprehensive chronological background document on the restructuring. This information which also contains the results of modelling work performed and sample agreements upon which Memorial's joint sponsorship may be based was included in the background documentation. The sample agreements were provided for the information of the Board and are not intended for distribution to employee groups until formal negotiations begin (included as Attachment 1 of the background documentation)

The Administration has also identified a number of challenges that may be faced as pension plan stakeholders proceed with discussions on pension plan restructuring (included as Attachment 2 of the background documentation).

Pension Plan Restructuring (cont'd)

After a discussion, the following resolution was passed:

RESOLVED:

That the Board of Regents authorize the University Administration to engage the union leadership and proceed with discussion on reaching agreement with respect to joint sponsorship of the pension plan as submitted to the Board on August 9, 2017 and as outlined in the background documentation.

Mr. Bradbury and Ms. Stoodley declared a conflict with this item and abstained from voting.

6463. HUMAN RELATIONS COMMITTEE

A. Pension Plan Restructuring – also on the Finance Committee agenda

This item was considered under the report of the Finance Committee as outlined in the Minute 6462.C. above.

6464. GOVERNANCE COMMITTEE

A. Election of the Vice-Chair

The Chair noted that Clause D.22 of the Board Bylaws states that the Board shall elect one of its members to act as vice-chairperson of the Board for a term of two years and in accordance with the Bylaws, she informed the Board that the following five nominations were received for the position: Ms. Michelle Baikie, Mr. Glenn Barnes, Mr. Mark Bradbury, Mr. Denis Mahoney and Ms. Karen McCarthy. In accordance with the Bylaws, the Chair invited members (excluding the nominees who abstained from voting) to cast their ballot. Following the vote, the Chair announced that Mr. Denis Mahoney was elected as Vice-Chair of the Board of Regents for a term of two years or until his term on the Board expires, whichever occurs earlier. Ms. Petten welcomed Mr. Mahoney to the role of Vice-Chair and joined with the Board in expressing congratulations to all nominees for participating in the democratic process.

6465. PRESENTATIONS TO THE BOARD

The Board received presentations from the following Vice-Presidents with regard to updates from their respective portfolios:

Mr. Kent Decker, Vice-President (Administration and Finance)
Dr. Noreen Golfman, Provost and Vice-President (Academic)
Dr. Ivan Emke, Vice-President (Grenfell Campus), pro tempore
Mr. Glenn Blackwood, Vice-President (Marine Institute)

6466. ANY OTHER BUSINESS

A. Date of Next Meeting

The Chair advised that the next regular meeting of the Board of Regents is tentatively scheduled to be held on December 7, 2017.

ADJOURNMENT

The meeting adjourned at 4:35 p.m.

CHAIR

SECRETARY

DATE