

# **MEMORIAL UNIVERSITY OF NEWFOUNDLAND**

## **BOARD OF REGENTS**

The regular meeting of the Board of Regents was held on Thursday, 17 October 2002 in the Board Room of the University at 2:30 p.m.

### **PRESENT:**

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

**APOLOGIES:** Calvin Butt, Samuel Chaulk and Dorothy George.

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

### **1. MINUTES**

The minutes of the regular meeting of the Board of Regents, held on 5 September 2002, copies of which were circulated prior to the meeting, were approved by the Board.

### **2. CHAIR'S REPORT**

#### **1. Welcome**

Mr. Roberts welcomed Ms. Borden to the meeting and wished her a successful and rewarding term of office. She was attending her first meeting since being elected to the Board by the MUN Alumni Association.

## 2. Resignation of Mr. Roberts

Mr. Roberts told the Regents that he would be resigning as Chair of the Board effective 31 October 2002 to take up his appointment as Lieutenant Governor of Newfoundland and Labrador on 1 November 2002. He thanked the Regents for their assistance and support during his tenure on the Board. The Regents extended congratulations and best wishes to him and Mrs. Roberts in their new roles.

## 3. Re-Appointments

Mr. Roberts told the Regents that he had received verbal notification from Government of the re-appointment of Mr. Decker, Mr. Kelly and Ms. Wood for a further three-year term, effective 21 October 2002. He congratulated them on their re-appointment.

## 4. Committee Membership

Mr. Roberts told the Regents that because of his forthcoming retirement from the Board, he will not be addressing the membership of the Board Committees and deferred this matter to the incoming Board Chair. In the meantime, Regents should advise the Secretary of their preferences for committees.

## 5. Student Representation on the Board

The Board received and reviewed the following correspondence related to the matter of student representation on the Board of Regents and the process to be followed in filling the two vacant positions on the Board:

- (a) 11 September 2002 email from Mr. Brett Dawe advising of his resignation from the Board.
- (b) 11 September 2002 letter to Mr. Dawe from Mr. Roberts accepting his resignation.
- (c) 11 September 2002 letter to Gilbert Salam, President of MUNSU, from Mr. Roberts, advising of Mr. Dawe's resignation and requesting MUNSU to take the necessary action to fill the two vacancies (the vacancy left by Mr. Peter Barnes has not as yet been filled).
- (d) 26 September 2002 letter to Dr. Walker from Mr. Roberts, advising of two vacancies on the Board as a result of the resignation of Mr. Dawe and Mr. Barnes. He further requested her to take the necessary steps to engage the process of filling these vacancies at the earliest possible date.
- (e) 3 October 2002 letter to Mr. Salam from Dr. Walker, regarding Mr. Roberts' letter of 26 September 2002 requesting that the process be engaged to fill the two vacancies.

- (f) 20 September 2002 letter to Mr. Roberts from Mr. Salam in which he advised that the MUNSU Council passed a resolution, "Be it Resolved that the Memorial University of Newfoundland Students Union elect the student Board of Regents representatives through an election of the union membership." He further advised that two nominees selected by this process would be forthcoming.
- (g) 24 September 2002 letter to Mr. Salam from Dr. Lilly Walker, Dean of Student Affairs and Services, advising of the process to be followed which will ultimately see the selection of four candidates who will be jointly recommended from MUNSU and Dean of Student Affairs and Services to the Board of Regents.
- (h) 27 September 2002 letter to Mr. Salam from Mr. Roberts regarding the resolution adopted by MUNSU Council.

Mr. Roberts reminded the Board that MUNSU together with the Dean of Student Affairs and Services jointly makes the recommendation to the Board of Regents with respect to filling student positions on the Board. In this case, the Board should request at least four nominations to fill the two positions left vacant by Mr. Barnes and Mr. Dawe. The Board will then select two to be recommended to the Lieutenant-Governor in Council for appointment to the Board.

#### 6. E.J. Phelan's 100<sup>th</sup> Birthday

Mr. Roberts reported that Edward J. Phelan, Chair of the Board of Regents between 1953 and 1968, had reached his 100<sup>th</sup> birthday recently. In this regard the Board passed the following resolution:

**RESOLVED THAT** the Regents of Memorial University of Newfoundland acknowledge with gratitude the outstanding service rendered to the University by Edward J. Phelan, Q.C., and in particular his contribution to Memorial during his 15 years as a Regent and Chair of the Board, between 1953 and 1968.

**AND THAT** the Regents extend their heartiest congratulations to him on his centenary.

#### 7. Establishment of a Separately Incorporated Entities (SIE) Standing Committee

The Board received and reviewed background information pertaining to this matter. At the meeting, Mr. Crosbie circulated correspondence related to the Report of the Ad Hoc Committee on SIEs and, in particular, the relationship with the Boards of C-CORE and the Botanical Garden. Mr. Crosbie opposed the recommendation to establish an SIE Standing Committee and objected to the process in which this committee, if established, would deal with these particular SIEs.

Mr. Roberts reviewed the rationale for the establishment of the Ad Hoc Committee by the Board. He reviewed the process that was followed which eventually led to the recommendation of the Ad Hoc Committee to establish the SIE Standing Committee. He emphasized that the responsibility for the SIEs ultimately rests with the Board of Regents.

A discussion ensued, after which the Board agreed that a small group would meet with the Board Chairs of C-CORE and the Botanical Garden in an effort to address their concerns regarding the implementation of the Committee's recommendations.

The following resolution was passed:

**RESOLVED:**

That the Board establish a Standing Committee of the Board of Regents, to be called the Separately Incorporated Entities Committee, in accordance with the Terms of Reference, and that the Committee immediately commence discussions with each SIE with a view to coordinating the drafting and execution of an Agreement with each of them, for approval by the Board of Regents, which takes into account any unique facts in respect of the particular University/SIE relationship and which satisfactorily provides for those matters identified in Appendix "B" to these Terms of Reference.

**8. Review of the University's Group Benefit Program**

The Board received and reviewed background information relative to this matter. At its 28 May 2002 meeting, the Board approved a recommendation "that the Administration initiate a process under which the feasibility and merit of the various issues raised by the Mercer Report be evaluated prior to the next year's Health Plan renewal, and prepare a plan, by the end of this calendar year, to ensure that further escalations in benefit costs area are contained on a go-forward basis."

The Mercer Report entitled "A Fresh Look at Benefits", a copy of which was circulated prior to the meeting, positions the University's Group Benefits Program relative to the marketplace and identifies longer-term alternatives which would likely require "new" dollars (e.g. diversion of negotiated salary increase to a benefit "credit"). The Administration has developed a draft framework for a report (to be prepared internally) which would encompass both immediate and long-term strategic considerations.

After discussion, the following resolution was passed:

**RESOLVED:**

That the Board of Regents establish an Ad Hoc Committee to review the University's Group Benefits Program and, after appropriate consultations with stakeholders, submit recommendations to the Board with respect to any measures which may be necessary to ensure the sustainability of the group benefit plans into the future.

Further, that the Ad Hoc Committee on Employee Benefits be requested to report back to the Board after the Administration prepares its recommendations by year-end.

### **3. PRESIDENT'S REPORT**

#### **1. Activity Report**

Dr. Meisen reported on the following items:

- On 13<sup>th</sup> September he attended the Harlow reopening ceremonies. He noted that approximately 100 guests attended the function, including the Chair and three members of the Regents. He also noted that the students are very pleased with their new first rate facility.
- On 27<sup>th</sup> September he co-chaired, with Peter Woodward, an Innovation Summit held in St. John's. This summit was an initiative of Industry Canada and was attended by some 250 participants.
- Between 30<sup>th</sup> September and 4<sup>th</sup> October he was in Ireland where he attended the Twinning of the City of St. John's and the City of Waterford. While there he established relationships with the Waterford Institute of Technology regarding music and business; and the National University of Ireland in Galway regarding Marine Science. He also pursued synergies with the Chair in Canadian Studies at University College Dublin, the Chair in Irish Studies and the Vector Aerospace Chair in Irish Business Studies at Memorial University.
- He advised the Board that he had been elected to the following, all of which are non-remunerative:
  - Directorship of Petroleum Research Atlantic Canada.
  - Vice-Chair of the Association of Atlantic Universities.
  - Membership in Education Marketing Advisory Board to the Federal Government.
  - Directorship in the Association of Universities and Colleges of Canada (AUCC).
- He advised the Board that the Administration would be preparing a brief to the Royal Commission on Renewing and Strengthening our Place in Canada. This will be submitted following the 5 December Board meeting and he will forward copies to the Board for their

information.

- He advised that the Senior Executive of the University are preparing a report to be completed by the end of November on the matter of International Tuition Fees.

## 2. Registration Progress Report for Fall Semester 2002

The Board received and reviewed background information pertaining to this matter. The President pointed out that extra efforts have been made to increase undergraduate course enrollments for the Fall Semester, which have created an increase of 5.9% over the same date last year. Special measures were undertaken to increase the enrollment at Sir Wilfred Grenfell College which has marginally declined from those at the same time last year.

## 3. Student Recruitment Plan for Fall 2003

Dr. Simpson provided a power-point presentation on the Student Recruitment Plan for 2002-2003. He reviewed the staff component in the Office of Student Recruitment. He outlined the general strategies of the plan and elaborated on the recruitment focus on a provincial, national and international level. He outlined the challenges facing student recruitment and outlined the improvements undertaken at the Sir Wilfred Grenfell College and Harlow Campuses. He circulated copies of the new recruitment booklet entitled "Living Learning" for the information of the Board. A question and answer period followed after which the Board thanked Dr. Simpson for his informative presentation.

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

## 4. Atlantic Innovation Fund - Round II Funding

The Board received and reviewed background information pertaining to the AIF Program Round II Letters of Intent as of 30 September 2002. There are a total of 18 projects totalling \$144,890,000.

## 5. Update on the Smallwood Papers

The Board received and reviewed background information concerning the University's attempt to secure a collection of the books and papers of the Honourable Joseph R. Smallwood, which were deeded to the University by Mr. Smallwood. They were gifted to the University by Mr. Smallwood before he died. His wish was that these books and papers, which are an important part of the historical record of this province, would be available through Memorial for future generations in Newfoundland and Labrador and elsewhere. Many papers are irreplaceable from an academic and historical perspective, but would be hard to value financially. The university is taking action to ensure that the entire collection comes to Memorial as Mr. Smallwood desired.

## 6. Celebrate Memorial Events

The Board received and reviewed a schedule of events pertaining to "Celebrate Memorial" activities which will take place from 22 October to 18 November.

## 7. Appointments to Board of Genesis Group

The Board received and reviewed background information pertaining to the appointment of the Board of Directors of Genesis Group Inc. The President pointed out that the appointments and reappointments are for a shorter term, to 30 June 2003, to allow for potential changes resulting from the recommendations of the SIE Standing Committee. After discussion, the following resolution was passed:

### **RESOLVED:**

That the Board of Regents approve the following appointments and reappointments to the Board of Directors of Genesis Group Inc., effective to 30 June 2003:

#### Reappointments:

- (a) Mr. Lee Shinkle
- (b) Mr. Geoffrey Carnell
- (c) Dr. Chris Loomis
- (d) Mr. Karl Sullivan
- (e) Mr. Vince Withers
- (f) Mr. Emad Rizkalla
- (g) Mr. Rick Gill
- (h) Ms. Kathy Penney
- (i) Mr. David King, President and CEO, Genesis Group Inc.

#### Appointments (representing related entities or units of the University):

- (a) Dr. Gary Gorman
- (b) Dr. Jim Wright
- (c) Dr. Mary Williams

#### Appointments (new Directors to the Board):

- (a) Ms. Siobhan Coady
- (b) Mr. Chris Griffiths
- (c) Dr. Penny Moody-Corbett
- (d) Dr. Wilf Nicholls

## 8. Appointments to Board of Botanical Garden Inc.

The Board received and reviewed background information pertaining to appointments and retirements to the Board of Directors of the MUN Botanical Garden Inc. The Board was advised that no action had been

taken with respect to any appointments to this Board since 2001 because of the pending implementation of the Board's Ad Hoc Committee on SIEs. These appointments will be effective to 30 June 2003, to allow for potential changes resulting from the recommendations of the SIE Standing Committee. After discussion the following resolution was passed:

**RESOLVED:**

That the Board of Regents approve the following appointments to the Board of Directors of the MUN Botanical Garden Inc, effective to 30 June 2003:

- (a) Ms. Valerie Newhook
- (b) Mr. Randy Bell
- (c) Mr. Beni Malone
- (d) Ms. Betty Hall

Further that the Board acknowledge the following retirements to the Board of Directors of the MUN Botanical Garden Inc.

- (a) Ms. Susan Gardiner
- (b) Ms. Patricia Ploughman
- (c) Mr. Chris Baird
- (d) Mr. Luben Boykov
- (e) Mr. Ian Emerson

**4. REPORT OF THE AD HOC COMMITTEE ON PENSIONS**

The Board received and reviewed background information regarding responses to the recommendations of the Report of the Ad Hoc Committee on Pensions as following:

- (a) The position of the University administration on the recommendations of the Report, and the recommendations of the University Pensions Committee.
- (b) A response from CUPE 1615, and the administration's comments and analysis of the submission.
- (c) A response from the MUN Pensioners' Association.
- (d) Several letters from faculty and staff.

After discussion, the following resolution was passed:

**RESOLVED THAT:**

1. Government be requested to ask the House of Assembly to amend the *Memorial University Pensions Act* to prescribe that the University and employees contribute equal amounts to the Memorial University Pension Plan and that joint annual contributions be sufficient to cover current service cost as determined by the actuary at the date of each actuarial valuation [the specific contribution

rate to be prescribed from time to time by Directive of the Minister].

2. Government be requested to amend the *Pension Benefits Act, 1997 Regulations* to exempt the Memorial University Pension Plan from the solvency provisions of the *Pension Benefits Act, 1997*, as is the case for all other public sector pension plans.
3. (a) Government be requested to ask the House of Assembly to amend the *Memorial University Pensions Act* to include a provision for pension indexing, in line with the Public Service Pension Plan model of indexing, effective April 1, 2003, on the proviso that Government support is obtained, with a corresponding pension contribution rate increase of 2.4% of pensionable salary to be cost-shared equally by the University and employees [the specific contribution rate to be prescribed from time to time by Directive of the Minister]; and  
  
(b) Government be requested to amend the *Pension Benefits Act, 1997 Regulations* to exempt the Memorial University Pension Plan from the funding requirement of the *Pension Benefits Act, 1997* relative to amortization of going-concern unfunded liabilities (within 15 years) to facilitate amortization of the past service cost of indexing over 40 years, as adopted by Government.
4. The issue of splitting the Memorial University Pension Plan not be pursued further in view of information that is currently available, and further, that any future consideration of splitting the Plan be deferred pending further consultation with all Plan stakeholders.
5. (a) The University Administration be requested to study joint trusteeship with a view to implementing a joint governance model for the Memorial University Pension Plan, by March 31, 2004, through a process which involves input from employee/retiree representatives, outside of the collective bargaining process;  
  
(b) Any new governance model will be subject to the approval of the Board of Regents and such legislative changes as may be required;  
  
(c) In the interim period, the University not take action to withdraw surplus or access surplus through a

partial/whole contribution holiday (which would include utilization of surplus to subsidize current service cost) until such time as these issues have been addressed through a joint governance model for the Memorial University Pension Plan.

6. Any consideration of the composition of the University Pensions Committee be held in abeyance to be addressed in concert with other facets of Plan governance (e.g., joint trusteeship).

## **5. FINANCE COMMITTEE MEETING**

The Board received and reviewed a draft copy of the minutes of the Finance Committee meeting held on 17 October 2002. They were presented by Mr. Short, Chair of the Committee, and approved by the Board. The following resolutions were passed with respect to the items which required Board approval:

### Item A - Student Aid - Request for Leasehold Improvements

The Board received and reviewed background information pertaining to the financing proposal for the renovation of space occupied by the Student Aid Division of the Department of Youth Services and Post-Secondary Education at Coughlan College. It is proposed that the renovations be amortized over a ten-year period with an increase in monthly payments to the current lease agreement which ends on 30 November 2012. Lease terms will include an amortization schedule that identifies the leasehold payback required at any point should the lease be terminated prior to November 2012.

After discussion the following resolution was passed:

#### **RESOLVED:**

That the Board of Regents approve the proposal to finance the Student Aid renovation in the amount of \$50,000 through the University Pooled Investment Fund. The loan to be funded based on a proposed interest rate of 6% and amortized over a ten-year period.

### Item B - Special Fees - Nunavut School District Teachers

The Board received and reviewed background information pertaining to the implementation of special fees to offer grouping of Special Education courses to Nunavut School District teachers. The Nunavut Department of Education has requested that the Memorial provide a suite of five courses in Special Education to enhance the professional development of teachers in the Nunavut School District (15 credit hours).

After discussion, the following resolution was passed:

**RESOLVED:**

That the Board of Regents approve the establishment of nonrefundable special fees for the Nunavut Special Education Program in the amount of \$2480 per student to be credited to the Faculty of Education account, and further authorize the execution of the Agreement between Memorial University of Newfoundland and Nunavut Department of Education.

Item C - Special Fees for Cohort/On-Site Graduate Program Delivery

The Board received and reviewed background information pertaining to the implementation of special fees to be credited to the Faculty of Education for cohort/on-site graduate course delivery in Newfoundland and Labrador. In response to teachers' interest and requests, the University has developed special cohort programs that include courses with on-site components.

After discussion, the following resolution was passed:

**RESOLVED:**

That the Board of Regents approve the establishment of nonrefundable special fees for the cohort/on-site graduate courses offered in various locations in Newfoundland and Labrador, and that approval of the actual amount in each case be delegated by the Board of Regents to the Senior Executive of the University, who will ensure at least break-even financing on average for the unit in question.

It was agreed that after a number of offerings, the Senior Executive will provide the Finance Committee/Board of Regents with updates on the financial impact of each unit offering.

Informational Items:

The following items were presented for the information of the Board:

Item 2799 - Mid Year Financial Report

Item 2803 - Update on Enterprise Wide Risk Management Activities

Resignation of Ms. Trudy Pound-Curtis

Mr. Short noted the resignation of Ms. Trudy Pound-Curtis as Director of Financial and Administrative Services. He requested that she be written a letter of thanks, on behalf of the Board, for providing her expertise on financial and budgetary matters to the Board, and, in particular to the Finance, Investment and Audit Committees.

## **6. CAMPUS PLANNING AND DEVELOPMENT COMMITTEE**

The Board received and reviewed copies of the minutes of the Campus Planning and Development Committee held on 17 October 2002. They were presented by Mr. Kelly, Chair of the Committee, and approved by the Board. The following resolutions were passed with respect to the items which required specific approval of the Board:

### **Item 1 - Establishment of a Provincial Centre for Autism at Shamrock Farm**

The Board received and reviewed background information pertaining to this item. The Autism Society of Newfoundland and Labrador has put forward a request to the C.A. Pippy Park Commission to establish a provincial centre for autism at Shamrock Farm (formerly the Kelly property). A formal request from the Society has also been made to the University to lease the Shamrock Farm, or a portion thereof, for the establishment of the proposed provincial centre as well as being utilized as a farming operation, agricultural museum/interpretation centre, and tearoom. The Shamrock Farm property consists of approximately 40 acres and is currently owned by the Government of Newfoundland and Labrador. Legal counsel for the Government and the University are currently working on documents to finalize the land transfer to the University.

After discussion, the following resolution was passed:

#### **RESOLVED:**

That the Board of Regents approve the request from the Autism Society of Newfoundland and Labrador to lease a portion of the Shamrock Farm property from the University to enable the establishment of a Provincial Centre for Autism on the site. It is estimated that approximately 4 acres will be required. The actual site and boundaries of the portion to be leased are to be determined at a later date.

This approval is subject to the ownership of the property being transferred to the University and the development of a mutually satisfactory lease between the Autism Society and the University. The terms of the lease to be negotiated and submitted to the Campus Planning and Development Committee/Board of Regents for approval. The lease must include the ability of the University to terminate the lease without undue difficulties.

### **Item 2 - Restructuring and Renaming the P.J. Gardiner Institute**

The Board received and reviewed background information pertaining to this matter. The P.J. Gardiner Institute within the Faculty of Business Administration has played an important outreach role. Experience and changes in the external environment have led to a thorough review of its

mandate and structure, culminating in a recommendation to reorganize the Institute to reflect and promote its position as the leading institute for entrepreneurship in Newfoundland and Labrador. The document, *The New P.J. Gardiner Institute for Enterprise and Entrepreneurship*, provides the detailed rationale for a "PJG" comprised of four complementary centres: The Entrepreneurship Research Centre, the Centre for Family Business, the Enterprise and Entrepreneurship Outreach Centre, and the Enterprise and Entrepreneurship Gateway. There are no costs to the University as a result of this reorganization.

After discussion, the following resolution was passed:

**RESOLVED:**

That the Board of Regents approve renaming the P.J. Gardiner Institute for Small Business Studies to the P.J. Gardiner Institute for Enterprise and Entrepreneurship and the revised administrative structure as outlined in the background material submitted to the Board.

**Item 3 - MOA for the Operation of the Exhibition Centre at Sir Wilfred Grenfell College**

The Board received and reviewed background information pertaining to this matter. The Board was advised that the government has approached the University and requested the University's agreement to establish an Exhibition Centre on the campus of Sir Wilfred Grenfell College in Corner Brook. This centre will complement and enhance the academic and outreach programmes at the College. Government has confirmed it will finance the design and construction of the centre, the cost of which is currently estimated at \$4 million, and will provide an annual operating grant to the University to cover the cost of the Centre's operation.

After discussion, the following resolution was passed:

**RESOLVED:**

That the Board of Regents approve the Statement of Principle, appended to the submission, for a Memorandum of Agreement between the Department of Tourism, Culture and Recreation, Government of Newfoundland and Labrador, and Memorial University of Newfoundland, for the design, construction and operation of the Exhibition Centre on the campus of Sir Wilfred Grenfell College in Corner Brook, and authorize the President to negotiate with government a comprehensive Memorandum of Agreement for approval by the Board of Regents.

The following item was presented for the information of the Board:

**Item 4 - Update on Progress of Capital Projects**

- (a) Sir Wilfred Grenfell College Arts and Science Building Envelope Remediation
- (b) Harlow Campus Renovations
- (c) INCO Innovation Centre
- (d) Residence Expansion Feasibility Study - St. John's Campus  
The Board concurred with the undertaking of a feasibility study on the need for renovations and additional residences on the St. John's Campus.

**7. FRANCOPHONE SCHOOL AND CULTURAL CENTRE**

The Board received and reviewed correspondence from the Chairperson of the Pippy Park Commission advising that they were approached by the Francophone School Board in obtaining a parcel of land within Pippy Park to construct a school and cultural centre. The site fronts on Ridge Road and is bounded by the College of the North Atlantic on one side and Higgins Line on the other. In total 7 to 10 acres will be required to accommodate the proposed structure. The Commission has approved the project. Under the School Boards Act, the Francophone School Board must own the property upon which the structure is to be built to receive government funding. Section 56 of the Pippy Park Commission Act, RSN 1990, Chapter P-15, requires the written consent of the Commission's participating partners prior to the Commission disposing of any property to a non-participating partner. In this regard the Commission is seeking formal consent of the University to transfer this property.

After consideration of this matter, the following resolution was passed:

**RESOLVED:**

That the Board of Regents give its consent, in accordance with section 56 of the Pippy Park Commission Act, RSN 1990, Chapter P-15, to the transfer of a parcel of land within Pippy Park to the Francophone School Board to construct a school and cultural centre.

**8. APPOINTMENTS COMMITTEE**

The Board received and reviewed a Report of the Appointments Committee dated 17 October 2002. Ms. Aylward, Chair of the Committee, advised that in the absence of a quorum at the meeting, the Report was presented for the Board's consideration. The Board approved the report as presented.

**Creation of "Honourary Professor" Designation**

The Board received and reviewed background information pertaining to the creation of the designation of "Honourary Professor" as a non-stipendiary appointment category for use in special case where an adjunct appointment is not appropriate, in accordance with the accompanying guidelines.

After discussion, the following resolution was passed:

**RESOLVED:**

That the Board of Regents approve the designation "Honourary Professor" as a non-stipendiary appointment category to be used in special cases, in accordance with the accompanying guidelines for this designation.

Mr. Ludlow left the meeting at 6:10 p.m.

**9. LABOUR RELATIONS COMMITTEE**

**1. CUPE 1615 Update**

The Board received and reviewed background information regarding the status of negotiations with CUPE Local 1615. Mr. Thistle advised the Board that the University has submitted a final offer of settlement and conciliation meetings have been adjourned. It is anticipated that the union will conduct a ratification vote on the University's offer of settlement soon after today's (17 October 2002) Board meeting. Union ratification of the University's offer may depend in part on the disposition of the various recommendations being submitted to the Board from the University Pensions Committee relative to the Report of the Ad Hoc Committee on Pensions, in particular, the issues of joint trusteeship of the pension plan and indexing of pension benefits.

In anticipation of a ratification of the University's final offer of settlement by the CUPE Local 1615 membership, the University's Negotiating Team recommended that the Board authorize the Executive Committee of the Board to ratify the renewal of the Collective Agreement only after it has been ratified by the Union.

After discussion, the following resolution was passed:

**RESOLVED:**

That the Board of Regents authorize the Executive Committee of the Board to ratify the renewal of the Collective Agreement between MUN and CUPE Local 1615, only after it has been ratified by the union.

**2. Non-Academic, Non-Bargaining Unit Employees**

The Board was advised that, consistent with established practice and policy, the non-academic, non-bargaining unit employees received salary adjustments corresponding to those that are negotiated with CUPE Local 1615. The Board received a recommendation that, in anticipation of a ratification of the University's final offer of settlement by CUPE Local 1615 membership, the Executive Committee of the Board of Regents be

authorized to implement salary adjustments for this group based on the Government template and corresponding to the CUPE settlement.

After consideration of this matter, the following resolution was passed:

**RESOLVED:**

That, after ratification of the University's final offer of settlement to CUPE Local 1615, the Board of Regents authorize the Executive Committee of the Board to implement salary adjustments for non-academic, non-bargaining unit employees, based on the Government template and corresponding to the CUPE settlement as follows:

- 2.5% increase effective 1 April 2002
- 2.5% increase effective 1 October 2002
- 2.5% increase effective 1 April 2003
- 2.5% increase effective 1 October 2003

**3. MUNFA Update**

The Board received a verbal report from the President on the status of negotiations with MUNFA. He outlined the University's position with respect to the articles that are open for negotiation. The Board concurred with the strategic position laid out by the University's negotiating team and authorized the implementation of it.

**10. MATTERS ARISING FROM SENATE MEETING 10 SEPTEMBER 2002**

The Board received and reviewed the minutes of the Senate meeting of 10 September 2002. Approval was given to the following items requiring Board approval under Section 56(h) (courses of study) and 56(s) (making or altering a rule or regulation) of the Act:

**Item 4 - Report of the Senate Committee on Undergraduate Studies**

- 4.1 School of Pharmacy - Calendar Changes
- 4.2 School of Music - New Course
- 4.3 Sir Wilfred Grenfell College - Changes to Mathematics Course
- 4.4 School of Nursing - New Programme
- 4.5 Marine Institute - Revised Course/New Course

**Item 5 - Report of the Academic Council of the School of Graduate Studies**

- 5.1- 5.3 Faculty of Education - Calendar Changes
- 5.4 Faculty of Medicine - New Course
- 5.5 Faculty of Medicine - Calendar Changes
- 5.6 Faculty of Education - New Diploma Programme
- 5.7 Marine Institute - New Diploma Programme

**Item 8 - Constitution and By-Laws of the Academic Council of the School of Music**

The Board approved the editorial amendment to the Constitution of the Academic Council of the School of Music made necessary by the name change of the School of Human Kinetics and Recreation.

#### **11. CORRESPONDENCE**

The Board received and reviewed copies of the following correspondence:

- (a) 26 August 2002 letter from Hon. Sandra Kelly re Tuition Fees
- (b) 9 September 2002 letter from Hon. John Crosbie re the opening of Harlow Campus and later visit to U.K.
- (c) Copy of Scroll presented to Dr. Alan Perry re the renovations of Harlow Campus
- (d) 24 September 2002 from Mr. Roberts to Andrew Adams, Chair of the Board of C-CORE

#### **12. RETIREMENT OF MR. ROBERTS**

The Board passed the following resolution with respect to the retirement of Mr. Roberts as Chair of the Board of Regents:

**RESOLVED THAT** the Regents of Memorial University of Newfoundland acknowledge the retirement of Edward Roberts, Q.C. as Chair of the Board of Regents effective 31 October 2002.

**AND THAT** the Board acknowledge with sincere gratitude and appreciation the outstanding contribution made to the University by Mr. Roberts during his 5 years as Chair of the Board of Regents from 1997 to 2002.

**AND THAT** the Regents extend their warm congratulations to Mr. Roberts on his appointment as Lieutenant Governor of Newfoundland and Labrador and offer best wishes to him and Mrs. Roberts on the appointment.

#### **ADJOURNMENT**

The meeting adjourned at 6:28 p.m.