

Item: Board of Governors Minutes, April 2004
Call Number: Board of Governors Fonds UA-1, 29.12

Additional Notes:

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April 20, 2004

BOARD OF GOVERNORS

REPORT OF THE STAFF RELATIONS COMMITTEE

The Staff Relations Committee met on February 25, 2004.

A report was provided to the Committee about the continuing discussions between Board and DFA representatives regarding the administration of Clauses 14.16 (limited term appointments) and 14.18(a) (permitted ratio of excluded teaching staff).

Collective agreement negotiations between the Board and the Canadian Union of Public Employees, Local 3912 representing part-time academics and teaching assistants occurred during the months of November 2003 through February 2004. Good progress has been made, but it is anticipated that conciliation services will be sought in an effort to resolve substantial differences relating to the level of pay increases for teaching assistants.

The Committee reviewed the results of the Employee Benefits Survey 2003. A total of 1234 responses were received. The survey was intended to ascertain employee satisfaction with the current insured benefits program design and support for alternative design options principally in respect of the health and dental plans. A significant majority of the respondents (>70%) would not modify the current Life, LTD or AD&D coverages. While a comparable number expressed satisfaction with the Health and Dental plans, opinion varied on the desirability of possible plan improvements for an additional premium cost or reduced premiums for some coverage limitations. A majority (56.1%) confirmed that anticipated increases in premiums of 15-17% per annum for health insurance were not acceptable, whereas 7-9% per annum would be acceptable for dental insurance. The Employee Benefits Committee will be reviewing these results in more detail with the University's benefits consultants.

The financial results for the insured benefits program were addressed in the Committee's report of November 25, 2003. The proposed rate action for the year commencing April 2004 was approved. Although experience would permit a 20% premium reduction for Life and SIB, the current premium rates will be maintained to build additional reserves which may be used to reduce risk pooling charges in the future. AD&D rates will increase by 25% since this pooled insurance plan has had substantial losses for several years. Long term disability premiums will be reduced by 5%. Supplemental health premiums will increase by 13% (industry trend is 17%) and Dental by 1.5%. Compared to other universities in the region our recent experience at Dalhousie has been very favourable. This is reflected in this year's requested rate action, and the sound financial status of our experience-related plans.

The Committee discussed the informal grievance on access to pension funds which has been initiated by the Dalhousie Faculty Association following the announcement of the decision to eliminate the practice of permitting transfers out of the Pension Plan for those Members entitled to an immediate pension, effective 1 July 2005.

The Committee received detailed reports on the incidence and number of grievances which had been filed under the academic (DFA and CUPE) and staff (IUOE and NSGEU) collective agreements for the 2003 calendar year. For both academic and staff groups the incidence of formal grievances was lower in 2003 than for the prior 5 years.

The Committee received an update on representations which have been made to the Law Amendments Committee on behalf of the Council of Nova Scotia University Presidents (CONSUP) regarding the Bill No. 20 – Proposed Amendments to the Workers' Compensation Act. Universities are excluded from the operation of the Act currently (Section 2). Bill 20 would make the Act applicable to all employers with provision for possible exclusion by the Governor in Council. CONSUP's position is that universities should remain on an excluded industries list. Universities already have superior benefits for occupational accidents; would incur substantial additional cost through WCB payroll assessment but would receive no offsetting cost reductions to their insured benefits costs.

The Committee discussed the forthcoming round of negotiations with the Dalhousie Faculty Association which will commence in April 2004.

Lorne Clarke
Chair, Staff Relations Committee

**DALHOUSIE UNIVERSITY
BOARD OF GOVERNORS MEETING**

Proposed Tuition and Facilities Renewal Fees for 2004-05

Tuesday, April 20, 2004

The President's Budget Advisory Committee has issued its twenty-ninth report - An Operating Budget Plan for 2004-05. The report contains recommendations pertaining to the development of a balanced University operating budget for 2004-05. As part of the balanced budget plan important recommendations in the BAC XXIX Report address tuition fees for this next academic year. The following motion is proposed for approval at the April 20, 2004 meeting of the Board of Governors.

MOTION: THAT, based on the recommendation of the Operations Committee, with the support of the Student Relations and Residence Committee, the Board of Governors approve the 2004-05 tuition and facilities renewal fees as presented in the schedule attached incorporating the following adjustments:

- a) a 7.25% tuition fee increase in all programs and the international differential fee to increase from \$4,500 to \$4830;
- b) tuition fees in MD, DDS and MD/MSc (Oral and Maxillofacial Surgery) programs increase by \$500 in addition to the 7.25% increase in a) above; and
- c) an increase in the auxiliary fee for facilities renewal to \$40 per term for full-time students and \$15 per term for part-time students.



**Dalhousie University
Faculty of Management Building Steering Committee**

REPORT TO THE BOARD OF GOVERNORS

13 April 2004

Tenders for the Kenneth C. Rowe Management Building closed on 8 April 2004. Ten general construction firms had been prequalified to participate in the tender process (i.e. their capacity to successfully complete a project of this magnitude had been verified by University staff), and seven of these firms submitted a bid. The seven bids were within 10% from minimum to maximum, and the two lowest bids were within less than 1% of each other.

The Steering Committee met on 13 April 2004, reviewed the results of the tender call and the experience and qualifications of the low bidder, and then passed the following motion:

The Faculty of Management Building Steering Committee recommends that the Board of Governors award a fixed-sum contract to Herve Pomerleau Inc. in the amount of \$20,774,750 (\$18,065,000 plus HST \$2,709,750) for the construction of the Kenneth C. Rowe Management Building.

The Steering Committee is pleased to report that the recommended bid price is within the approved overall budget for this Capital Project.

A brief description of the successful bidder is attached. Pomerleau has been in business for almost 40 years. The annual value of their construction work over the past five years has ranged from \$200M to \$370M. In recent years they have carried out projects in New Brunswick and Nova Scotia for DND, NRC, and government (including the new Cobequid Community Health Centre in Sackville).

Attachment (2 pages)

**Proposed Agenda
Board of Governors
Dalhousie University
April 20, 2004, 3:00 p.m.
Lord Dalhousie Room, HHAA Building**

1. Approval of Proposed Agenda
2. Approval of minutes for the February 17, 2004 Board meeting (Enclosure)
3. Report of the Chair Cowan
4. Report of the President Traves
5. Report from the Dalhousie Student Union Wasko

Presentations

6. BAC XXIX (Enclosure) Scully

Standing Committee Reports and Items Requiring Decision

7. Reports of the Standing Committees (Enclosure) Chairs
8. Fees 2004/2005
 - Tuition Fees (Enclosure)
 - Law auxiliary fee (Enclosure) Spatz
 - Student Services Fees (Enclosure) G. Clarke
 - Student Union and Student Society Fees (Enclosure) G. Clarke
9. Residence Rates for 2004/2005 (Enclosure)
10. Alterations & Renovations and Facilities Renewal Projects (Enclosure) Mason/Spatz
11. Interim Spending Authority 2004-05 (Enclosure) Spatz
12. Election of DSU representatives to the Board Wasko
13. Endowment spending rate – proposed change (Enclosure) Mason
14. Appointment of Trustees to the School of Business Trust (Enclosure)

In Camera

15. Naming opportunities Traves
16. Labour relations – discussions with CUPE Traves
17. Capital project approval – K.C. Rowe Management Building Mason

**Board of Governors Meeting
Dalhousie University
April 20, 2004**

Participating were:

Ms. Elizabeth Beale	Mr. Colin Latham
Mr. Wesley Campbell	Dr. Daurene E. Lewis
Mr. Gerald A. Clarke	Ms. Cate MacNutt
Hon. Lorne O. Clarke	Dr. Sunny Marche
Mr. Murray Coolican	Mr. Don Mills
Mr. Jim Cowan, Chair	Mr. Robert P. Radchuck
Mr. Ezra Edelstein	Ms. Suzanne Rosson
Dr. Mo El-Hawary	Dr. Michael Shepherd
Mr. Jay Forbes	Dr. Alasdair Sinclair
Dr. Richard Goldbloom, Chancellor	Dr. Jim Spatz
Ms. Jillian Houlihan	Mr. Bruce Towler
Ms. Lynn Irving	Dr. Tom Traves, President
Dr. Lucy E. Canary	

Regrets from:

Also participating were: Mr. Bryan Mason (Vice-President Finance and Administration), Mr. Eric McKee (Vice-President Student Services), Dr. Sam Scully (Vice-President Academic and Provost), Ms. Karen Crombie (University Legal Counsel), and Ms. Sharlene Drake (Secretary).

1. Approval of Proposed Agenda

The agenda was approved as presented.

2. Approval of Minutes for the February 17, 2004 Board Meeting

The minutes were approved as distributed.

3. Report of the Chair

Mr. Cowan informed the Board that he had presented the 2004 Environmental Health and Safety award to the staff of Fenwick Towers for their outstanding work during Hurricane Juan.

Mr. Cowan reported the resignation of two Board members, Peter Stuart and John Risley. He thanked Mr. Stuart for his longstanding work on the Investment Committee. Mr. Risley has been deeply involved with the University for many years and has been a generous supporter of many projects. Mr. Cowan also commended Bruce Towler on becoming a Fellow Chartered Accountant. Mr. Cowan also thanked Sharlene Drake for her service to the Board as Secretary prior to her departure for Victoria.

4. Report of the President

Dr. Traves introduced the winners of the Governor's Awards, given to students for outstanding contributions to the community. They included Alyaa Abouzied, Michael Charette, Daun Lynch, Matthew Knox, Qiang Ma, and Joanne Macrae.

The President discussed the financial situation facing the University. He also commented on labour negotiations with CUPE and the DFA.

5. Report from the Dalhousie Student Union

Mr. Wasko indicated that this would be his last meeting. He introduced his successor, Curtis McGrath, as well as the new DSU Executive. He discussed recent lobbying efforts by the DSU to secure greater government support for Nova Scotia universities.

6. BAC XXIX Presentation

Dr. Scully presented the final report of the Budget Advisory Committee recommending tuition rates and budget distributions.

6.(a) DSU Budget Response

Mr. Wasko presented a short response to the BAC report which was distributed to Board members.

7. Reports of Standing Committees

Mr. Lorne Clarke presented a report from the Staff Relations Committee discussing labour negotiations, the decline in union grievances over the past year, and the University's efforts to amend Bill 20 dealing with the Workers Compensation Act.

8. Fees 2004-5

The Board approved tuition fees as recommended by the Operations Committee and supported by the Student Relations and Residence Committee as well as an auxiliary fee for students in the Faculty of Law. The Board also approved Student Services fees and Student Union and Student Society fees as recommended by the Residence and Student Services Committee.

9. Residence Rates 2004-5

The Board approved new residence fee levels as recommended by the Residence and Student Services Committee chaired by Mr. Gerry Clarke.

10. Alterations and Renovations/ Facilities Renewal Projects

Upon the recommendation of the Operations Committee, chaired by Mr. Jim Spatz, the Board approved a report on proposed alteration and renovations projects as well as the planned list of facilities renewal projects developed by Facilities Management.

11. Interim Spending Authority 2004-5

Upon the recommendation of the Operations Committee, the Board approved an interim spending plan for 2004-5 until the final budget is approved in June. It also authorized the President or his designate to approve expenditures in excess of the approved limit in special cases to permit the orderly operation of the University.

12. Election of DSU Representatives to the Board

Curtis McGrath and Alison Archibald were approved as new student appointees to the Board. Ezra Edelstein was reappointed for a further one-year term effective 1 May 2004.

13. Endowment Spending Rate

Mr. Mason presented a report on a new “banded inflation approach” to endowment spending. The Board approved this new approach, accepting that the annual spending in any year will not be less than 3.75% or more than 5.75% of the market value of the previous year’s third quarter.

14. School of Business Trust

The Board appointed Jay Forbes and Murray Coolican as Trustees representing the Board on the School of Business Trust for three-year terms effective 1 May 2004.

15. In Camera Discussion

The Board discussed the University’s labour situation. It also approved a name for our new residence building and the construction contract for the new Kenneth C. Rowe Management Building.

16. Adjournment

The meeting adjourned at 6:00 p.m.