

Mount Royal Faculty Association Executive Board Goals for 2012-2013

Internal MRFA

- Introduce new full-time faculty to the MRFA by means of:
 - the MRFA President speaking about the organization and roles of the Association at the New Faculty Support Program (NFSP) Orientation and meeting with tenurable faculty in the winter semester under the auspices of the NFSP to discuss the tenure process and other matters of interest;
 - the MRFA Executive Board hosting a wine and cheese during the NFSP Orientation;
 - the Social Events Committees hosting the first fall social event with a focus on new faculty;
 - the Members at Large personally contacting new faculty in the areas they represent during the fall semester.
- Determine whether the MRFA could supplement the services provided by Human Resources for new faculty who have relocated to Calgary.
- Continue to communicate effectively with the membership using department communicators, the online newsletters, and the website.
- Continue to develop strategies specifically to communicate with part-time faculty members, including:
 - regular reporting by the Part-time Member Representative;
 - hosting a Food for Thought: Sessional Dialogues with the MRFA social/information event for part-time faculty early in the fall and winter semesters.
- Examine the reporting relationship of, and develop charters for, all standing committees.
- Consider recommendations of the Association Reorganization Subcommittee with respect to:
 - reallocation of some of the President's duties and reassigned time;
 - tenure requirements for members of the Executive Board and Standing Committees;
 - the reporting relationship between the Executive and the Negotiating Committee;
 - a strategic plan on the MRFA's membership in external organizations.
- Prepare bylaw changes for a Negotiations Support Committee.
- Strengthen the relationship between the Association and department Chairs.
- Ascertain whether full-time laboratory instructors are being represented adequately.

Collective Agreement

- Continue efforts to define all types of workload in the Agreement including, but not limited to, supervision of student research, the definition of SICH as it relates to online instruction, and service, especially in small departments. Request that the ad hoc Workload Committee survey the membership in support of these efforts.
- Build support for an article on academic freedom in the Collective Agreement.
- Work with the University Tenure and Promotion Committee in ensuring that tenure and promotion recommendations and decisions are in compliance with Appendix A (Principles of a Tenure, Promotion and Rank System at Mount Royal) of the Collective Agreement.
- Develop written grievance procedures.
- Research spousal hiring policies at other universities.

University Governance

- Continue to seek improvements in class scheduling and instructor assignment through the Academic Scheduling Committee.

- Support the ongoing work of the Academic Liaison Committee in improving the efficacy of GFC in having meaningful input into the development of academic policy.
- Attempt to establish a formal mechanism whereby the MRFA is consulted at an early stage in the development of university policies which do not go to GFC for approval.
- Support the work of the ad hoc Child Care Task Team in conducting a child care survey as approved at the October General Meeting.
- Invite administrators who are new to Mount Royal University to meet with the MRFA President and with the Executive Board.
- Support departments in their efforts to maintain instructional hours.

Internal/External Relationships

- Maintain an effective working relationship with the MRSA and the SAMRU.
- Develop a relationship with the University of Calgary Faculty Association.
- Offer Associate Membership to all instructional staff at Mount Royal University who are not members of the MRFA.