

Mount Royal Faculty Association Executive Board Goals for 2014-2015

Internal MRFA

- Introduce new 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) orientations 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 Members at Large personally contacting new faculty in the areas they represent during the fall semester
- Communication
 - Continue to communicate effectively with the membership using department communicators, Google calendar, the online/email newsletters, the website, and Facebook
 - Consider and implement changes to Communications strategies based on responses to the Communications Committee survey, including but not limited to:
 - Monitoring media and other external communications channels and communicating pertinent information to the membership
 - Continue to improve the Department Communicators Network with the aim to increase member engagement (e.g. we will aim to have at least 140 members attending each General Meeting). Department Communicators, in consultation with their Chairs, will meet with all new faculty members in their departments on an ongoing basis
 - Continue to enhance communications with contract faculty members using strategies such as:
 - Surveying contract members to determine how the Association can improve its services for them
 - regular reporting by the Contract Member Representative
 - hosting events specifically for Contract members and/or restructure current events to appeal more to contract members
 - Working with HR to ensure the completion of the contract Faculty Handbook
 - Working with Chairs to ensure contract faculty members' rights are upheld (e.g. that they are being invited to Department meetings and that the new appointment process is being implemented correctly)
- Grievance Handling
 - Develop a grievance procedure which sets out in writing how we deal with grievances and what is to be done at the various stages in the process
 - Investigate and implement, if appropriate, the use of grievance database software
- Operational
 - Perform a thorough review and revision of the MRFA Policies and Procedures Manual, including developing an Ethical Purchasing Policy
 - Develop a Safety policy for MRFA Staff
 - Implement a document management system and backup policy

Collective Agreement

- Develop a long term negotiations strategy
- Inform the membership about the value conveyed by articles within the collective Agreement and proactively prepare to defend and maintain these articles
- Support the Negotiating Committee in continuing 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

University Governance

- Meet once a semester with senior administration
- Continue to seek improvements in class scheduling and instructor assignment through the Academic Scheduling Committee
- Work to ensure that there are positive outcomes from the Tenure and Promotion Review process
- Support the ongoing work of the Academic Liaison Committee to improve the effectiveness of General Faculties Council in providing meaningful input into the development of academic policy
- Work to enhance the role of the MRFA in non-academic policy development
 - Attempt to establish a formal mechanism whereby the MRFA is consulted at an early stage in the development of university policies not approved by GFC
- Implement the approved recommendations from the Child Care Committee

Advocacy and Internal/External Relationships

- Advocacy
 - Work with the Advocacy Committee in developing advocacy goals, strategies and key messages
 - Actively engage with candidates and MLAs in advance of the 2016 provincial election
 - Collaborate with the MRU Coalition and ACIFA in advocating for post-secondary education
- Internal Relationships
 - Strengthen the relationship between the Association and department Chairs
 - Maintain an effective working relationship with the MRSA and the SAMRU
- External Relationships
 - Develop a strategic plan for the MRFA's membership in a provincial organization
 - Develop relationships with other Alberta university faculty associations
 - Apply for individual membership in CAUT