

MINUTES of the Mount Royal Faculty Association
Meeting date: April 3, 2012

Call to order: A General Meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on April 3, 2012. The meeting convened at 2:00pm, President Gerry Cross presiding and Kit Dobson, Secretary.

Members in attendance:

See attached Attendance Sheets

Agenda

Added: Election Forums, item 3 of President's Report

Approval of minutes: Motion was made by Gerry Cross, and seconded to approve the minutes of the March 1, 2012 meeting. Motion carried.

Officer's Reports

President's Report

1. Voting Results: Review of the SEI Process and Form

- The original motions have been combined with the results of the vote: this document is available [online](#). These will be given to the Provost who has agreed that UTPC should undertake this work.
- All motions passed, many with $\geq 80\%$ support

2. Process for Changing Instructional Hours in Courses

- An Executive Board goal for 2011-12 was to establish an ad-hoc Workload Committee to advise the Negotiating Committee and Executive on the workload implications of the transition to a university. The committee's first report includes a recommendation to the membership with regard to the process for changing instructional hours in courses
 - Membership: Brett McCollum, Don Haidey, Heather Russell, Katherine Boggs, Lee Easton, Shane Gannon, David Sabiston, Gerry Cross
- If anything is missing from the committee's list of types of unscheduled workload send it to Gerry Cross. The full Report from the Workload Committee is available [online](#).
- Recommendations
 - That members use the substantive change process if reducing the number of instructional hours in a course will result in curriculum change.
 - That the department average be used to equalize real workload, to the extent possible.
 - That Chairs assign SICH credit for other forms of teaching at the rate of 16 SICH for 3 hours of work per week.
 - That members use the grievance procedure or the workload appeal procedure, as appropriate, including where they believe that the SICH assigned for other forms of teaching under Article 1.24 does not fairly recognize the workload involved.
 - The Workload committee plans to try to come up with equivalency ratios based on real workload
- Discussion:
 - Calculating SICH Credit: 12 hours of class in a week is equal to 192 SICH. 12 class hours a week is multiplied by 3 for hours of real work (36 hours per week). 3 real hours of work in a week is 1/12 of 36. So, 1/12 of 192 should be 16 SICH credit.
 - If you try to allocate this SICH credit and it is not approved by the Dean we ask that you report it to the MRFA
 - Another workload concern is related to the number of preps that faculty have.
 - The committee will consider this

3. Election Forums

- SAMRU, Calgary Elbow All Candidates forum: April 10 in Wykham House
 - SAMRU wants faculty to attend
- MRFA Candidates' Forum on PSE issues: April 12, 4-6 pm in Jenkins
 - We hope many members will attend: please encourage your colleagues to attend

Committee Reports

1. Negotiating Committee, David Sabiston

- Fulltime Survey Results available [online](#)
 - Priorities for this round are Salary, Workload, Financial exigencies, and Vacations/holidays
- Time Logs, Brady Killough
- 53 responses: 16 TS and 37 TSS
 - Average hours worked per week: 51. Median hours worked per week: 48.75
 - The results of this study indicate that people on TSS do not have enough time to do their scholarship during teaching semesters.

2. Sub-Committee on Faculty Organization, Cliff Werier

- The report from the Faculty Organization Sub-committee is available [online](#)
- These recommendations are transitional changes and are part of a greater a reorganization to come. These changes will be accompanied by a working paper with more significant changes to the organizational structure.
- Current proposed changes are SICH neutral
- These changes will be included in the Bylaw change package and we will elect to these positions in May 2012

Unfinished Business

1. MRFA Political Action and Advocacy Policy

- Possible activities of the committee:
 - Organize election forums
 - Assist in formulation MRFA positions on issues
 - Work to develop a closer relationship with the media so the MRFA President may be contacted to provide opinions on relevant issues
- Any Committee activity/statement would require the approval of the Executive Board and the majority approval of the Membership
- This committee, its activities/statements, will be non partisan

New Business

1. Compassionate Fund Expenditure

Compassionate Fund Expenditures, 2011-2012 if both motions are approved: \$13,200

Motion THAT the MRFA Executive recommend to the membership THAT the MRFA provide an additional \$1976.46 to cover the cost for the months of March to August, inclusive, of the same family extended health and dental benefits as were maintained prior to terminating employment.

No Discussion

Approved Unanimously

Motion THAT the MRFA Executive Board recommend to the membership THAT the MRFA provide the additional \$1,500 and that the justification for this additional support be that, when combined with other sources, the MRFA provide the member with 70% of the net income that would have been earned in the months of March and April

Discussion

Vote

Carried Unanimously

2. ACIFA Survey Results

- The survey results are posted [online](#) with the reference materials for this meeting
- 58% of respondents are concerned about their health and well being
 - Documents to assist faculty members with this issue are available
- Overall the average numbers are down this year across every single question

3. MRFA Elections

- Draft nomination forms are posted [online](#) with the reference materials for this meeting: they do not yet reflect the changes to be made to the bylaws.

Adjournment: The meeting was adjourned at 3:47pm. The next meeting is the Annual General Meeting on Friday May 11, at 9:00am.

Secretary, Kit Dobson

Date of Approval