

## **MINUTES of the Mount Royal Faculty Association**

**Meeting date: April 17, 2012**

**Call to order:** An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on April 17, 2012. The meeting convened at 2:30pm, President Gerry Cross presiding and Kit Dobson, Secretary.

### **Members in attendance:**

Cliff Werier  
Elaine Mullen  
Kit Dobson  
David Sabiston

Qasim Syed  
Gerry Cross  
Pat Kostouros  
Gerard Lucyshyn  
Rafik Kurji

### **Agenda**

- Added to meeting with Robin and Randy: MRFA Representative on the Academic and Student Services Plans Implementation Committee.

**Approval of minutes:** Motion was made by Gerry Cross, and seconded to approve the minutes of the April 10, 2012 meeting. **Motion carried as amended.**

### **New Business**

1. Debriefing: Meetings with the Board of Governors
  - A Board member stated that changes to instructional hours is an academic matter and has nothing to do with the Board: another Board member said that this is between the MRFA and administration. Nonetheless, the Faculty Representative to the Board will keep this faculty concern on their radar.
  - The Provost has stated that the Credit Accounting Report postulated we would build the budget on credit hours not instructional hours. However the report specifically states that:  
“The recommendation will not negatively impact workload or budgets. Academic Council, the ad hoc Committee and the MRFA, through meetings this fall, have consistently heard that there is no intention on the part of Senior Administration to reduce budgets, increase faculty workload, or negatively impact part-time workloads as a consequence or through any changes to credit accounting. Both the President and the Provost and Vice President Academic have publicly attested to that and agreed, if required, to provide letters to that regard with the MRFA.  
Through those discussions, it was reinforced for the MRFA that there is sufficient protection under the Collective Agreement Memorandum of Understanding Regarding Workload section #7 (page 57). The MOU is clear and unambiguous:  
7. During the duration of this agreement, any changes implemented based on the report of the Credit Accounting Committee of Academic Council shall neither be used as a vehicle for the determination of the number of SICH required for an instructional load outlined in Article 8.1 nor increase existing instructional loads.

The committee suggests that the recommended change should result in no change to faculty workload.”

2. AGM Agenda

- We will have a written report from ACIFA
- In an effort to make the AGM as brief as possible, we will only be having verbal reports on important items which members need to know about
- We will review this agenda at the April 24 meeting

3. Bylaw Change Review

- Regular meeting quorum increased to 50
  - Agreed
- AGM, Special and Extraordinary Meetings quorum increased to 70
  - Agreed

- Officers:
    - 9.2.4 The President is the MRFA's representative to ACIFA
      - We should add CAUT
      - Agreed
    - Duties for Communications Officer
      - Kit will send Gerry revisions for 9.5.2 and 9.5.4
    - 9.4.1, VP Policy: tenure requirement  
 Motion THAT the tenure requirement for Vice-President Policy be maintained.  
 Moved: Gerry Cross  
 Seconded: Cliff Werier  
 Discussion:
      - In time, this position may be moved into the Grievance Officer role which is a position that needs tenure. Moreover, this is a policy position and a tenured person would have the experience and history with the institution to relate to and deal with policies and precedence.
      - Why would tenure be required: what are you protected from?
        - Dismissal or suspension.
      - We need tenured positions on the Executive Board because some members are fearful that non tenured members may be subject to disciplinary actions/dismissal in spite of protections against such reprisals in the Collective Agreement
- Vote  
Carried, 1 vote against
- Department Communicators
    - Cliff and Kit are still working on this
4. Faculty Centre Management Committee Purchase Recommendation  
Deferred

## Guests

### David Docherty, 3:00-3:30pm

1. Remarks by the President
  - It has been a very busy year: there have been many meetings and, though not much tangible has been accomplished, David has learned a lot. In the next few months David will be more visible in the institution. David is currently involved in the following initiatives:
    - Speaking on the role of the institution in creating citizens
    - Development of National Exchanges
    - President's Task Force on Student Mental Health
    - President's Advisory Committee on Sustainability
  - Discussion:
    - International opportunities for students are not well sustained projects: we should ensure what we already have in place is sustainable before moving on to new projects.
    - Staff and Faculty mental health is a concern but student mental health is being addressed first as they are more at risk for various reasons. This project is starting with students but we will not necessarily end there.
1. Budget process and impact  
 It is important for us to ensure proper budgeting processes are followed and that there is open communication and transparency in Budgeting.
2. Optics of Travel Expenses
  - The MRFA received some very strenuous complaints about the New Zealand trip which occurred just a few weeks after the budget cuts
    - The larger question is not where the travel is to; it is what the purpose of the trip was and what was accomplished. We have three partners in New Zealand and we accomplished and learned a lot and came back with a lot on aboriginal education that will strengthen the institution.
      - This issue is not that it was done but the lack of communication relating to it.

The optics of when it happened was inconvenient.

**David Docherty, Robin Fisher and Randy Genereux. 3:30 – 4:00**

Added to agenda: Implementation Committee for Academic and Student Services Plans

1. Workload Committee Report

- This does not currently relate to negotiations. However, workload is a faculty concern: it came in second in the list of top priorities of faculty in the negotiations survey. Moreover, it is an MRFA concern as workload provisions are outlined in the Collective Agreement.
  - Would need to consider what we can and cannot afford and what the priorities are here: these workload adjustments would mean more cuts elsewhere.

Instructional Hours

- We understand budgets have to be balanced; however, there seems to be no discussion about the reduction in instructional hours.
  - To the Deans this seemed to be the least painful way of meeting the budget constraints
- The implications on our lives and academic culture of this budget crisis should be considered more fully. Making cuts will impact our students, their future prospects and how MRU is perceived externally in terms of being teaching focused and generating well developed and prepared students. Based on these cuts, there will be big changes in the next few years and we are afraid of the negative impact on teaching and learning. Academically, we will be a different place once these changes have been made. Talking about best practices and acknowledging these changes would be a big step. We need to have richer conversations about options and implications
  - Robin agreed to this

2. Academic and Student Services Plan Implementation Committee

- Why is there one implementation committee instead of two for the two different plans and why is there not an MRFA appointee on the Academic Plan Implementation Committee as there has been in the past?
  - The core of the plans is around students and student success and this is something to do in an integrated way.
  - The charter for the Implementation Committee is going to GFC on Thursday, adding an MRFA representative can be brought to this meeting.

3. Reassigned time

- There needs to be as much transparency as possible in allocating reassigned time. There should be some way for members to know where reassigned time opportunities are available and how to qualify for them.

4. Remarks by the Provost and VP Academic and the Associate VP Academic

- Promotion to Professor and UPTC
  - The members of UPTC did a fabulous job: they were very diligent and thorough. They were aware of all the factors in making these decisions (the principles in the Collective Agreement, the overall Institutional Criteria and the Faculties' criteria).
- Reporting to Quality Council: Full time Faculty Scholarship Activity
  - We need to report the aggregate scholarship data for each Faculty and it is difficult to aggregate the data if CVs are submitted in paper form
    - Faculty have the choice to submit paper CVs.

**Adjournment:** the meeting was adjourned at 4:30pm

---

Secretary  
Mount Royal Faculty Association

---

Date of approval