

MRFA General Meeting

3 April 2012

Workload Committee Members

Katherine Boggs, Earth Sciences

Gerry Cross, MRFA President

Lee Easton, English

Shane Gannon, Sociology

Don Haidey, Business

Brett McCollum, Chemistry

Heather Russell, Nursing

David Sabiston, MRFA First Vice-President

Types of Unscheduled Workload

1. Reduction in the number of instructional hours
2. Last year some class sizes were increased to retain a fourth hour of instruction
3. Science faculty are concerned about workload credit for science labs
4. Supervising senior research projects in the sciences
5. Supervising honours theses

Types of Unscheduled Workload

6. Instructor of Honours Seminar course is first point of contact for students planning on graduate studies
7. Directed Readings courses
8. More assessment in core course than in an optional course or a general education requirement
9. Coordination of nursing courses with a clinical component
10. Ongoing pattern of faculty going beyond their contractual workload commitments for the success of their program

Recommendations of Workload Committee

The **Credit Curriculum Approval policy (POL 550-1)** defines editorial changes to be “non-substantive changes that do not alter or affect the substance of curriculum, programs, or policies”

Recommendation: That members use the substantive change process if reducing the number of instructional hours in a course will result in curriculum change.

Recommendations

Recommendation: That the department average be used to equalize real workload, to the extent possible.

Recommendation: That Chairs assign SICH credit for other forms of teaching at the rate of 16 SICH for 3 hours of work per week.

Recommendation: That Chairs and faculty report the results of attempting to assign SICH credit for other forms of teaching to the MRFA Executive.

Recommendations

Recommendation: 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.

Recommendations

Recommendation: That the workload committee examine the relationships between the various forms of instruction, in particular the range of activities involved in laboratory and clinical instruction, with a view to developing workload equivalency ratios based on lecture/tutorial SICH. There are several places in the Collective Agreement where such ratios would be useful; for example, the normal maximum instructional load for part-time faculty of 192 SICH per semester given in Article 14.15.

Election Forums

1. Calgary Elbow all-candidates, at noon on Tuesday, April 10 at noon in Wyckham House
2. Post-secondary education issues from 4 to 6 p.m. on Thursday, April 12 in the Jenkins Theatre

MRFA Compassionate Fund

Expenditures are permitted up to \$2000.00 per faculty member per fiscal year, to a total maximum expenditure from the fund of \$20,000 per year. Expenditures from the fund beyond these maximums in a given year must be approved by the MRFA membership.

Compassionate Fund Expenditure

The member is a part time instructor who has taught four courses every fall and winter semester, as well as spring courses, at Mount Royal for several years and is on Step C3 of the grid. The member was diagnosed with an aggressive form of cancer this semester, tried to continue working after surgery, but required chemotherapy and radiation, and so terminated employment effective March 2. The member is a single parent and has no benefits or income from any other source.

Compassionate Fund Expenditure

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.

Compassionate Fund Expenditure

We are also trying to get the member to 70% of the net income that the member lost for the months of March and April. With the initial \$2,000 from us and an estimated \$2,910 from EI, an additional \$1372.82 from us would bring the member to 70% of net income.

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 as stated above.