

MINUTES of the Mount Royal Faculty Association

Meeting date: August 19, 2011

Call to order: An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on August 19, 2011. The meeting convened at 3:00pm, President Gerry Cross presiding and Kit Dobson, Secretary.

Members in attendance:

Gerry Cross
David Sabiston
Qasim Syed
Elaine Mullen

Kit Dobson
Rafik Kurji
Gerard Lucyshyn
Patricia Kostouros
Cliff Werier

Approval of minutes: Motion was made by Gerry Cross, and seconded to approve the minutes of the June 10, 2011 meeting. **Motion carried.**

Approved as amended

Agenda

Motion from Faculty Centre Management Committee on purchasing a conference phone
Report from Faculty Centre Management on Staff Compensation

Officers' reports:

President

1. Grievance Report (Closed)
2. Meeting with the President (Tuesday August 6)
 - David has agreed to attend a meeting with the Executive and Gerry is going to suggest that he meet with us twice a year.
 - David will not be changing much in his first 6-12 months here, but there are some things that he thinks need to be addressed (e.g. chancellor, PT/FT ratio, start-up research grants, sabbaticals, vacation, and the library)
 - David was informed about important issues affecting faculty now (e.g. Rank and promotion, teaching/scholarship and the future of MRU, potential conflict between GFC and collective bargaining)
 - Gerry suggested Daycare and Diversity are potential initiatives David could work on.
4. Academic Scheduling
 - The committee's interim report is being distributed to the executive and will be discussed at the August 31 Executive Meeting and the September General Meeting
 - Could we add improved pre-requisite monitoring to a future agenda?
 - Yes. Rafik will forward information on this to Gerry. Gerry will take it to Robin Fisher and Phil Warsaba for clarification.
5. Task Force on Planned Leaves and the Academic Year
 - The committee is going to make an interim report, likely, by January 15
6. Implementation of Step 6 on the Part-time Grid
 - If there is anyone who thinks they are on the wrong step they should call Gerry
7. Guests to come to MRFA Executive Meetings
 - David Docherty, Robin Fisher and Randy Genereaux, and Duane Anderson
8. Nominations for the Human Rights Award
 - This award honors individuals or groups for the enhancement, protection and promotion of human rights. The deadline is Sept 15 and the award is presented at fall convocation.

9. Daycare Update

- Gerry has a meeting set on Monday to meet with the MRSSA, SAMRU and Brian Fleming.

10. ACIFA (Closed)

11. Department communicators

- It is very important that Department Communicators attend the brunch session on August 23 and bring the items discussed back to their departments.

New Business

1. Review of Meeting Dates

- Keep Wednesday 9-10am slot free for extra meetings as needed.
- By the end of October get your schedule to Chantelle and this can be given to Duane to accommodate Gerard.

2. Retreat

- September 2, 9:00-2:00 in room 1 of the Faculty centre.

3. Social Memberships

- We should extend personal invitations to the new potential members
 - Gerry will invite Randy Genereux and Jeff Goldberg
 - Rafik will invite Murray Young and Duane Anderson
 - Pat will invite Vince Salyers

Motion THAT the MRFA offer a no cost Social Membership to the new president, David Docherty, for the 2011-2012 year

Moved: Gerry Cross

Seconded: Gerard Lucyshyn

Vote

Carried

- New deans
 - Gerry will meet with them individually and invite them to attend exec meetings

Orders of the Day

- Stephanie Stone, Acting Diversity and Human Rights Advisor
 - Stephanie is responsible for Human Rights, Harassment, and the University's Diversity Committee.
 - Stephanie is here to hear any complaints from people who feel harassed or discriminated against or from people who have witnessed such behavior. Stephanie can facilitate mediations, provide presentations, have one to one conversations
 - Stephanie will also work on educational campaigns, connect with people and help start new initiatives (e.g. Black History Month)

3. Grievance Subcommittee

- Gerry proposes that this committee continue and that we replace the Past President with the Member at Large
 - Agreed
- We should formalize the mandate of this committee
 - This will be discussed at the retreat
 - The committee has to meet next week and has to establish a regular schedule. The members of the committee must be prepared to meet as need arises
 - Members of the committee will be briefed on current and potential grievances

4. September Elections

A) Part-time Member Representative

- This will be a two year term after 2011-2012.

B) Diversity Committee Replacement

- One of the newly elected members took an unpaid leave of absence for family reasons but wants to stay on the committee if possible.
 - We will elect a one year, temporary, replacement
 - Agreed

C) Appointment to joint committee regarding hiring, tenure and promotion, and faculty evaluation of employees in the ADC and Student Counselling

- The MRFA will appoint Gerry to this committee
- Agreed

D) One elected part-time and one elected full-time representative on the joint committee on titling for part-time employees

E) Other committees

- Online Working Group to Customize The Annual Report for Counsellors
 - This consists of members of FEC, the AVP research and two tenured employees from counselling
- IP
 - David Hyttenrauch, Carol Shepstone, 2 members from the board's and 2 members from the MRFA's Negotiating Committees, and University copyright advisor (non-voting)
 - We should establish a relationship/communication between the two MRFA Negotiating Committee members and the Executive?
 - Yes, we could do that.
 - David and Gerard can take this back to the Negotiating Committee to discuss and decide.
- PAC
 - Shoba is on 4 for 5 and needs to be replaced

5. Committee Transition Event

- Gerry is absent for part of this and needs someone to stand in for him
 - Cliff will do this (Gerry will meet with Cliff in the meantime)

6. Motion from Management Committee to Purchase a Conference Call Phone and to get the network required to use it in room 1 or room 2

- Referred back to the FC Management Committee

7. Report of FC Staff settlement (Closed)

Announcements:

- Committee Transition Event: August 26, 2:00 – 3:30pm
- Executive Board Retreat: September 2, 9:00am – 2:00pm
- Employee Advantage (the signup letters are being sent out by communicators after August 23)

Adjournment: The meeting was adjourned at 5:30pm.

Secretary

Date of approval