

## MRFA COMMITTEE ANNUAL REPORTS

### **Academic Liaison Committee Annual Report MRFA Annual General Meeting 10 May 2013**

#### **Membership**

The committee is currently chaired by Pat Kostouros, Academic Liaison Officer. Members of the committee for 2012-2013 include:

<b>Name</b>	<b>Faculty</b>
Patricia Kostouros (Chair)	MRFA (Child and Youth Studies)
Al Fedoruk	Science and Technology (BCIS)
Janet Monteith	Library
Sharon Smulders	Arts (English)
Stephanie Zettle	Health and Community Studies (Nursing)
Carlton Osakwe	Bissett (Finance)
Terry Field	Communications (Journalism)
Melanie Rathburn	Teaching and Learning (GNED)

#### **Acknowledgements**

We would like to acknowledge and thank outgoing committee members Carlton Osakwe, Al Fedoruk and Janet Monteith for their contributions to ALC during their tenure with the committee. In addition, my two-year term as the Academic Liaison Officer is coming to a close.

I personally would also like to thank the committee for their extra support during my absence due to illness and limited return. In particular, Al Fedoruk needs to be recognized for his role as chair in the Fall and his on-going assistance with the committee in the Winter term. In addition, many thanks to the rest of the MRFA executive for excusing me from several activities and filling in on my behalf.

#### **Activities**

##### **Caucus**

Early in 2012, the ALC undertook the process of encouraging faculty caucus. While some faculties were already engaging in caucus meetings, not all faculties had done so, and when caucus was occurring, it was typically in response to the GFC agenda package. The ALC recognized the opportunity, through caucus structures, to potentially change the conversations at GFC from limited responses to the agenda to a more fulsome discussion since caucus would allow all GFC members to be informed about issues from all faculties. The intention was for ALC members to facilitate caucus meetings, not only in response to the GFC agenda, but to also have members caucus about any issue related to GFC and bring those issues back to the ALC for discussion. Since all faculties are represented at ALC we could then understand issues from all faculties and highlight items discussed and disseminate back to GFC members.

We recognized this year that caucus meetings are still difficult to attend for many members due to schedules. Therefore, some caucuses are being held on-line using google groups, or via email dialogue. However, we still strongly encourage people to meet face-to-face whenever possible.

### **Written Question on Process**

Because GFC packages arrive only one week prior to a meeting and there is limited time for caucus to meet or GFC councilors to gather input from constituents, the ALC formulated a question related to the need for a more fulsome discussion on agenda items that had far reaching consequences, for example the grading policy. The question essentially asked about voting processes, debate and timing. In particular, we were suggesting that the process be slowed down when there is an agenda item that needs deeper consideration. Attached is the draft written question.

### **Governance Panel**

The President's discussion series started the 2013 Year with a panel discussion on governance. This was held on January 10, 2013. The panel members were David Dockery – MRU president, Phil Warsaba – Enrollemnt Services, Jeff Keshen – Dean of Arts, Gerry Cross – MRFA President, Pat Kostouros – Academic Liaison Officer. Gerry Cross has addressed this session in his president's report in January.

### **Drop-In**

ALC held drop-in sessions for GFC councilors throughout the 2012-2013 academic year. These sessions were held Thursday afternoons from 2:30 – 3:30 prior to the GFC meetings. These sessions tended to have a low turnout (2-5 people), however, those who did attend were informed about the issues discussed at the ALC in relation to the GFC package content. A decision was made last year that we would continue with the drop-in sessions until the caucus culture was established. Feedback from the ALC committee members is that caucus still has a low turnout in some areas. Therefore, we will continue with the Thursday drop-in session, for those unable to attend their caucus or while the culture of caucus is still being developed.

### **GFC Overview**

A GFC overview prepared by the Academic Liaison Officer or particular committee members was distributed in the MRFA weekly newsletter. ALC members have been supporting the work of GFC by attending GFC meetings, chairing or organizing caucus meetings and supporting the ALO in preparing the GFC overview.

### **Meetings**

ALC met monthly throughout the year. At the meetings, ALC members identified and shared information on items of wider concern on upcoming GFC, GFC sub-committee, and faculty council agendas. We also discussed ways to support faculty caucus. This year we had a bit more focus on GFC process.

The ALC members plan to participate in the Committee Transition event Aug 30, 2013 and the Committee (Af) fair event May 2<sup>nd</sup> 2013.

Respectfully submitted by,  
Pat Kostouros (in consultation with Al Fedoruk)  
Academic Liaison Officer

## **Written Question:**

### **General Faculties Council, Executive Committee**

From: Al Fedoruk, GFC councilor on behalf of The MRFA Academic Liaison Committee

It was noted that at the General Faculties Council meeting held Aug 23 2012, Dr. Docherty seemed to suggest that there is a greater need for discussion, debate and informed decision making, at all levels of governance at MRU. Given the importance of thorough debate and discussion prior to decision making, the MRFA Academic Liaison Committee has recently entered into a discussion about the timing of the GFC package, the debates that ensue at GFC about the package content, and the timing of a final vote.

It has occurred to the members of this Committee that there is limited time at GFC for debate and discussion and then a vote is posed. There is also limited time to understand how issues affect the entire institution, yet GFC councilors are encouraged to vote based on the best interest of the institution. The present system leads to limited time for absorbing the decision at hand, and limited time for discussion amongst colleagues. The present system also privileges those who process information quickly. Those who are more reflective in their thinking and need to process the debate over time to deeply consider the issues are essentially left to make a decision that does not honour their own process. Finally, many GFC councilors may not be aware that Roberts Rules allows for a motion to defer the vote so that councilors can contemplate and assimilate the discussion and debate.

Therefore, the ALC questions if it is possible to be presented with issues and topic in the GFC package for only debate and discussion, and then wait to make any decision related to that issue or topic for the following GFC meeting. In this way GFC councilors will have had time to deliberate with colleagues as well as to contemplate the question more deeply. A change in the timing of a vote may lead to greater debate of issues rather than simply critiquing the presented documents. In other words, GFC members may be able to consider information that is both presented in the documents and what the document may not contain.

Of course, we are not suggesting that all decisions be held over for a vote at the following meeting, but certainly for those decisions where there is a need for deeper consideration and prove to have some level of controversy. A debate about this question at the next GFC meeting would be greatly appreciated.

**Advocacy Committee Annual Report**  
**MRFA Annual General Meeting**  
**10 May 2013**

The newly formed Advocacy Committee of the MRFA has met on at least on a monthly basis throughout the year in order to implement the Political Activity Policy of the Association. As this is a newly formed committee, we started the year by discussing our mandate and compiling a list of issues pertinent to the MRU community that require collaboration and meaningful attention. We feel it is important to work in consensus and equity. Thus, each of the committee members took turns chairing the committee, compiling meeting agenda and completing the meeting minutes.

Listed below are some of our key accomplishments for this year:

- 1) The committee hosted a visit by Dr. Michael Ma of Kwantlen Polytechnic University on November 15, 2012. Ma came to MRU to speak about racism in Canadian universities and the “too Asian” controversy in *MacLean’s* magazine. His public talk was attended by 80 people in room E133, a full house. He also gave a talk to an Introduction to Women's Studies class run by Dr. Maki Motapanyane. Overall, he spoke to about 120 students and faculty.
- 2) In early January 2013, Dr. Michael Truscello attended a conference on "austerity and the academy" hosted by the Ontario Confederation of University Faculty Associations (OCUFA) in Toronto. His report from the conference was circulated to all faculty at MRU.
- 3) Members of the Committee hired and supervised a senior student to conduct research on student debt loads in Canada in order to consider tactics that the MRFA might adopt in order to support MRU students. This research was submitted as a 20-page report.
- 4) Members of the Committee have researched ethical purchasing policies in Canadian universities with the goal of proposing such a policy to the MRFA. At the time of writing this, the report is in progress but should be completed before April 30.
- 5) Members of the Committee have researched corporate sponsorship in Canadian universities with the goal of proposing such a policy to the MRFA. At the time of writing this, the report is in progress but should be completed before June 15th.
- 6) Members of the Committee compiled a list of resources on issues pertinent to post secondary education (such as effects of budget cuts on postsecondary education). The Committee feels it is important that these resources (books, journals and reports) are housed at the Faculty Centre for reference, education and as a resource for MRU faculty. These resources have been purchased by MRFA and will be available at the MRU Faculty Centre.

- 7) Since the provincial budget came down, members of the committee have helped the MRFA to draft press releases, coordinate political efforts, and to help mobilize students for the province-wide day of action to support post-secondary education on April 10<sup>th</sup>.
- 8) On March 16, 2013, Dr. Michael Truscello and Dr. Ada Jaarsma, along with two MRU students, attended a rally in Edmonton sponsored by CAPSE, the Coalition for Action on Post-Secondary Education. The rally was attended by about 500 students and faculty, and Dr. Truscello's address to the crowd, acknowledging that he was from Calgary, drew much applause.
- 9) The advocacy committee worked closely with the Student Empowerment Community to organize the April 10, 2013 protest from MRU to Alison Redford's office. This march attracted anywhere from 300 to 700 students and faculty, depending on different media estimates. It is worth noting that our protest on April 10 was larger than the simultaneous protest by CAPSE in Edmonton. Before our protest began, MRFA President Gerry Cross addressed the crowd, and student Wolfgang Knox offered chants of inspiration. The crowd marched from the East Gate of MRU to Redford's office, where Dr. Roberta Lexier and student Desdemona Lunz delivered short speeches. Petitions with hundreds of names were delivered to Redford's staff. Most importantly, this event received favorable coverage from CBC (both radio and TV), CTV, Global News, Calgary Metro, Calgary Herald, Calgary Journal, and Calgary Sun. We have attached some links to these news stories in Appendix A.

The protest was initiated by the Student Empowerment Committee (<https://www.facebook.com/#!/pages/The-Student-Empowerment-Committee/223755027763119?fref=ts>), and most of the organizing was handled by the students. Members of the Advocacy Committee attended planning meetings and offered advice to the students involved, but we saw our role in this initiative as primarily one of support.

- 10) Committee members continue to work with the Student Empowerment Community to support and participate in protests against the provincial budget cuts.
- 11) We met in April to finalize this year's activities and plan out our goals for the next year. The committee, working within principles of consensus and equity, functioned very efficiently.

It is the desire of the Advocacy Committee to continue to promote solidarity with MRU students and staff. Moreover, we are committed to working with the MRU faculty association to respond to issues of social justice both within and outside of Mount Royal University.

## **Appendix A**

<http://www.cbc.ca/news/canada/calgary/story/2013/04/10/calgary-mount-royal-university-education-cuts.html>

<http://calgary.ctvnews.ca/mru-students-rally-at-redford-s-office-1.1231580>

<http://globalnews.ca/video/471165/mru-students-protest-education-cuts>

<http://www.calgaryherald.com/Frustrated+students+faculty+take+rally+Redford+office/8223109/story.html>

[http://www.huffingtonpost.ca/2013/04/10/mount-royal-university-alison-redford-protest\\_n\\_3056158.html](http://www.huffingtonpost.ca/2013/04/10/mount-royal-university-alison-redford-protest_n_3056158.html)

**Ad hoc Awards Committee Annual Report**  
**MRFA Annual General Meeting**  
**10 May 2013**

**Awards Committee Members:**

Elaine Mullen (Chair)  
Jodi Nickel  
Brian Sevick  
Glenn Ruhl  
Alexander Bruton  
Chantelle Anderson

**Activities**

The Awards Committee began its work in Fall 2012 at the direction of the MRFA Executive Board to create and MRFA Teaching award and to formalize the MRFA Distinguished Service Award. The committee did extensive research on awards criteria and processes at MRU and other universities across Canada. This information was used to create a new [MRFA Teaching Excellence Award](#) and the [Distinguished Service Award](#).

Both awards developed by the ad hoc Awards Committee are being submitted to the membership for approval at the 2013 Annual General Meeting.

**Bylaws Committee Annual Report**  
**MRFA Annual General Meeting**  
**10 May 2013**

The bylaw Changes were developed by the MRFA Bylaws Committee, the MRFA Organization Committee and the MRFA Executive Board.

[Rationale for Bylaw Changes](#)

The document providing rational for the changes made to the bylaws is available online. Please refer to this for more information about significant changes have been made and why the changes were needed.

[Bylaw Changes](#)

The Bylaw changes are available online. These changes have been made through tracked changes so you can easily see which articles have been added and/or revised.

[New Standing Committees](#)

Bylaws Committee Members, 2012-2013:

March Schroeder, Chair and MRFA Member at Large  
Andreas Tomaszewski, Justice Studies  
Qasim Syed, Math, Physics and Engineering

MRFA Organization Committee Members, 2012-2013:

Gerry Cross, President  
Scott Murray, VP Policy  
Elaine Mullen, Faculty Rep to the Board of Governors  
Kit Dobson, Communications Officer

MRFA Executive Board, 2012-2013

Gerry Cross, President  
David Sabiston, Vice President Negotiations  
Scott Murray, Vice President Policy  
Kit Dobson, Communications Officer  
Shiraz Kurji, Treasurer  
Brenda Lang, Contract Faculty Representative  
Pat Kostouros, Academic Liaison Officer  
Marc Schroeder, Member at Large  
Marnie Kramer-Kile, Member at Large  
Elaine Mullen, Faculty Representative to the Board of Governors



**Communications Committee Annual Report**  
**MRFA Annual General Meeting**  
**10 May 2013**

The Communications Committee has met on a monthly basis throughout the year in order to continue to improve the communications of the MRFA. In particular, we have organized and hosted two brunches for all Departmental Communicators in order to ensure communication between the Association and the membership at the departmental level. We have sought to deliver key messages about MRFA business through our communicators throughout the year and to augment meeting attendance through this channel. The Committee's budget has been spent on flags to use at MRFA and broader events and four-month dry-erase calendars that have been distributed to members across campus. In the fall semester, the committee – and particularly the Executive Assistant of the Association – produced a chart of the organizational structure of MRU, with a view to creating more transparency about how the institution functions. In collaboration with the Grievance Committee, the Committee ran a session on the grievance process at MRU in January. This session was designed to help provide better and more accurate information about the function and process of grievances within departments across campus. Finally, since the provincial budget came down, members of the committee have helped the MRFA to develop new media strategies, including making recommendations for the Association's Bylaws pertaining to press releases.

Respectfully submitted,

Kit Dobson, Communications Officer

**Diversity Committee Annual Report**  
**MRFA Annual General Meeting**  
**10 May 2013**

**Mandate:**

As a standing committee of the Mount Royal Faculty Association (MRFA), the MRFA Diversity Standing Committee shall advise the Faculty Association on principles and best practices in:

- continuing to build a more diverse faculty, academic, and institutional community;
- supporting and representing diverse groups more effectively;
- identifying gaps in policy, support, and services appropriate to the mandate of the committee.

**Authority:**

The Diversity Standing Committee is a standing sub-committee of the MRFA under section 10.12 of the MRFA Bylaws.

The committee may review the charter, and make changes and amendments as necessary, and submit revisions to the MRFA Executive for approval.

It is not within the mandate of this standing committee to deal directly with specific diversity/equity-related complaints from individuals.

**Membership:**

The MRFA Diversity Standing Committee shall consist of:

- Seven (7) Regular Members of the Association in good standing, specifically the MRFA Second Vice-President (ex officio), and six (6) elected representatives.
- For the 2012/2013 year our membership included:
  - Liza Choi
  - Mohamed El Hussein
  - Carmen Nielson
  - Kari Roberts (Chair)
  - Stefan Sikora
  - Renae Watchman

**Activities Summary:**

1. The Diversity Committee (DC) established a BlackBoard site to facilitate communication of Committee work between existing members; since the composition of the DC fluctuates on a rotating basis, this will hopefully enable greater continuity between successive Diversity committees.

2. The DC recommended to the MRFA Executive a minor amendment to the Diversity Committee Charter; the need for Executive representation on the Diversity Committee (formerly the Second VP) was abolished. It was recommended that overall Committee membership remain at seven (7), with all Committee members being elected from the membership at large.

3. The DC was pleased to host a roundtable discussion entitled, "Women and Advancement at MRU," with four female full professors. The roundtable was held on May 3<sup>rd</sup> 2013 and featured Jennifer Pettit, Katja Hoehn, Dawne Clark, and Victoria Calvert.

4. The DC carefully reviewed the Collective Agreement (July 1, 2012-Jun 30, 2014) with an eye to highlighting components of the CA that could be re-examined from a diversity perspective. The DC presented a variety of considerations for the MRFA Executive regarding the CA, some of which are itemized below. Please note that this is not an exhaustive list; a full list of considerations, as well as the rationale(s) for reconsideration are found in the DC's *Report to the MRFA Executive on Diversity Considerations in the Collective Agreement*.

*Language used to describe workplace environment*

- Article 22.1.1 contains an important non-discrimination statement that refers to “physical or mental *disability*,” which might better be expressed as “physical or mental *condition*.”

*Policies and procedures relating to parental leave*

- Long Service Increments do not include periods of parental leave
- Employees currently apply in writing upon return from parental leave to receive annual increments; faculty members on a 4 for 5 plan are automatically granted the annual increments
- Leave time granted for adoption is currently different from time allotted for natural birth
- Illness leave does not allow for leave to support dependent children
- Compassionate leave stipulates a definition of spouse that changes with the presence of children in the union

*Policies and procedures with respect to tenure and promotion*

- TPC training does not currently include diversity training
- UTPC training does not currently include diversity training

*Policies and procedures with respect to Recruitment and Retention*

- There are no clear proactive recruitment policies to address key underrepresented groups

*Policies and Procedures with respect to Half Time Tenured Positions*

- Half time terms are currently renewable only in 5 year increments

The DC considers its review of the Collective Agreement to be preliminary and recommends further work be done on this by next year's Committee, if they should so choose.

The DC has respectfully recommended a Fall 2013 meeting between the 2013-2014 Diversity Committee and the MRFA Executive to discuss ways in which the Diversity Committee can assist the Executive as it considers ways to best accommodate the above concerns in the next round of Collective Bargaining.

Submitted by Kari Roberts (Chair)

**Educational Grants Committee Annual Report  
MRFA Annual General Meeting  
10 May 2013**

**Committee members**

Benjamin Kusi-Sekyere (Chair),  
Antoine Eche,  
Naomi Grant,  
Frank Cotae,  
Chantelle Anderson, MRFA Executive Assistant  
Valerie Kinnear, MRFA Treasurer  
Shiraz Kurji, MRFA Treasurer

**Committee Activities**

Under the terms of the Collective Agreement, the MRFA Educational Grants Committee allocated \$60,000 in scholarships for dependents (Article 16.7) and \$64,000 in Tuition Refunds for faculty members taking credit courses and/or completing graduate studies at other institutions (Article 18.3). The Committee will also be allocating the MRFA Student Scholarships in June.

**MRFA Student Scholarships**

The Committee will meet in June to allocate six scholarships of \$1000 each to a student in each of six major faculties/schools.

The Committee would like to take this opportunity to thank David Docherty for his generous donation of \$500.00 in support of these scholarships.

<b><u>Tuition Refunds</u></b>	<b>Pool 1</b>	<b>Pool 2</b>	<b>Total</b>
Number of Applicants	29	10	39
Percentage of Members' Tuition Reimbursed	42%	42%	42%
Total Funds Allocated	\$51,500	\$12,500	\$64,000

<b><u>Scholarships for Dependants</u></b>	<b>Spring/Summer 2012</b>	<b>Fall 2012</b>	<b>Winter 2013</b>	<b>Total</b>
Number of Applicants	7	17	13	37
Amount Allocated	,\$3000	\$30,500	\$25,500	\$60,000

Respectfully submitted by the 2012-2013 Educational Grants Committee

**Ethics Committee Annual Report**  
**MRFA Annual General Meeting**  
**10 May 2013**

The Ethics Committee received one formal complaint, which did not conform to the requirements of due process as outlined in Article 17. The committee invited the complainant to resubmit the complaint to address these procedural deficiencies. However, no revised complaint has yet been made.

We also fielded a handful of enquiries.

Ethics Committee Members

Sinclair MacRae (Chair)

Karim Dharamsi

Jack dobbs

Richard Harrison

Bev McLeod

Shiraz Kurji

Pam MacQuarrie

**Faculty Evaluation Committee Annual Report**  
**MRFA Annual General Meeting**  
**10 May 2013**

**Members**

Margaret Brown, Antoine Eche, Michele Holmgren, Olive Fast, Bev Mathison, Alain Morin, Kathy Offet-Gartner.

**Mandate**

“The Committee shall recommend policy on pretenure, post-tenure, term certain and part-time evaluation, shall monitor the evaluation process, and shall provide information to Regular Members on evaluation. The Committee shall investigate and maintain current research information to inform its work and to enhance evaluation processes for all MRFA members.”

**Activities and accomplishments**

On the basis of the report on the former FEC *Student Evaluation of Instruction (SEI) Survey* and the *Review of SEI literature and Practice*, presented in Winter 2012, the 2012/2013 FEC was asked by the President of the MRFA to prepare a *Report on SEI processes and forms* to be conveyed to a new UTPC. The FEC prioritized 14 recommendations out of the 19 that the faculty members voted on and synthesized them for a new audience.

1. Training of evaluators
2. Holistic evaluation of teaching
3. Availability of processes, criteria and standards to instructors
4. Availability of processes, criteria and standards to students
5. Use of the interpolated median rather than mean when interpreting SEI
6. Anchored response scale
7. Aggregate score across items
8. Interpretation of SEIs with comparable courses
9. Acknowledgement of first time taught courses
10. Online administration of SEIs
11. Evaluation of all courses
12. 3 year aggregate SEIs
13. Mandatory and optional questions
14. Student confidentiality and evaluation

These recommendations are proposed to enhance accuracy and fairness in using SEIs to evaluate faculty's teaching.

The FEC also met with Dr. Halia Valladares who made a presentation on a SEI online pilot project that was announced to take place in Bissett in Fall 2013. The FEC and Dr. Vallardes discussed several aspects on the implementation and the evaluation of this pilot

**Negotiating Committee Annual Report**  
**MRFA Annual General Meeting**  
**10 May 2013**

For the first time in a decade, the bargaining process took us to mediation. While there was significant progress on a number of issues during the course of negotiations, both parties agreed that further movement on key issues would require the services of a mediator. In August, the Negotiating Committee resumed its work and compiled a list of issues, along with rationales and supporting data, for enhanced mediation. After 3 days of intense bargaining at the end of October, we agreed to a tentative settlement and both parties have since ratified this agreement that covers the period from *July 1, 2012 – June 30, 2014*. Both Negotiating Committees were impressed with the manner in which the mediator, Gary Furlong, was able to focus the conversation on primary reasons for disagreement.

The new Collective Agreement contains two Memoranda of Understanding (MOUs) that must be addressed before the end of the academic year: Intellectual Property and Copyright as well as Benefit Eligibility for Contract Employees.

During the past semester, the new Negotiating Committee has met on a regular basis to discuss the work required for completion of the latest contract. In addition, we continue to identify issues and strategies as we move into a full round of negotiations next year.

As MRFA's delegate on ACIFA's (Alberta Colleges & Institutes Faculties Association) Negotiations Advisory Committee, I attended the second biannual meeting in Leduc this winter while Rafik Kurji acted as my proxy for the November meeting. As I have mentioned previously, even though Mount Royal's interests diverge considerably with respect to some of the Colleges, it is still useful to sit on this committee and gain some insights into other post-secondary institutions. Given the current climate with the Ministry of Enterprise and Advanced Education, this sharing of ideas seems more critical than ever.

Finally, as I step down from this position after three years, I would like to thank each and every member of the Faculty Association for your unwavering support over the past two rounds of negotiations. As a motivating factor, your support cannot be underestimated at the negotiating table; it keeps us up at night, it guides our decisions, and it ultimately empowers us to reach the best settlements possible – thank you.

Respectfully submitted,

David R. Sabiston, VP Negotiations

**Professional Development Committee Annual Report**  
**MRFA Annual General Meeting**  
**10 May 2013**

**Members:**

Rod Corbett, Enrique Avila-Lopez, Janet Miller, Elaine Mullen, Jodi Nickel, Jennifer Pettit, Bill Glanzman, Eric Roettger and Joe Pavelka.

**Activities 2012-2013:**

The following professional development activities have been offered by the MRFA Professional Development Committee for the year 2012-2013:

**Spring Retreat: “Into the Depths” – May 15th & 16th, 2013**

This year’s Spring Retreat for faculty will be held at the Delta Lodge at Kananaskis. We have 160 faculty currently registered for the retreat, offering 24 concurrent sessions and two plenary sessions including keynotes Mark Bauerlein on Day 1 and our own Sonya Flessati on Day 2. Presentations by MRFA members, guests and even some faculty-student collaborative teams make for exciting program offerings. The event once again promises to be a fun and informative opportunity for faculty to meet, share and learn from each other.

**February Professional Development Day 2013:**

“The Future of the University” - February 20th, 2013

This year’s PD event was a half-day panel presentation featuring several faculty and one dean speaking on the future of the university. Panelists included Jeffrey Keshen, Dean of Arts, Steven Engler from Humanities, Maggie Quance from Nursing, Jodi Nickel from Education, Tracy O’Connor from Science and Halia Valladares from Business. The panel was moderated by Janet Miller from Counselling.

Attendees included over 50 members who had the opportunity to participate in group discussions and have a Q & A with the panelists, followed by lunch in the Faculty Centre.

**Get Cracking -Breakfast Discussion Series 2012-2013:**

Four Get Cracking breakfasts were held in the Faculty Centre on Friday mornings and included Mediterranean style breakfasts and good, hearty discussions. Attendance was excellent and included new and familiar faces:

- October 26, 2012 on *Grading* with 11 participants
- November 22, 2012 on *What does tenure mean?* with 10 participants
- February 1, 2013 on *Academic Freedom* with 19 participants
- March 22, 2013 on *How’s my workload?* with 9 participants.



### **Stories from the field- in FILM: November 30, 2013**

Joe Pavelka and student Mike Overrend shared with us a film that captures the experiences of four student travel excursions to the Amazon, Andes, Athabasca and Nahanni. This event was attended by 10 participants.

### **ACIFA Scholarship of Teaching and Learning Awards Nomination:**

This year the MRFA PD Committee was proud to support one nomination for the Alberta Colleges and Institutes Faculties Association Scholarship of Teaching and Learning Award:

- Brett MacCollom (Chemistry) was nominated and won the award this year for his research in visualizing molecular geometries with handheld touchscreen devices. Brett has been working with Apple iPad devices and 3D rendering models of molecules to help student understand how the three dimensional geometries of molecules influence the properties of those molecules.

### **ACIFA Innovation in Teaching Award Nominations:**

This year the MRFA PD Committee was proud to support two nominations for the Alberta Colleges and Institutes Faculties Association Innovation in Teaching Award:

- The first nomination is from David Finch (Bissett School of Business), whose innovative and client-focused approach to transforming the course Marketing 4259 into a fully-functioning marketing agency, Marketing 4259 Inc. We were impressed with how he creates an unparalleled experiential learning opportunity for his students, both in the classroom and beyond. This also provided students with real-world, high-stakes experience of working collaboratively, facing challenges, and developing professional confidence.
- The second nomination is from Clare Mackey (Interior Design & Art History), whose innovation was using an iPad application to sketch and provide audio feedback to her students through video. This enhanced the feedback student received on the submission of their drawing based assignments. The students found this format of video feedback helpful in understanding the errors and/or omissions in their drawings as well as gaining a better understanding of the instructor's methodology in evaluating their work.

Respectfully submitted, Rod Corbett, Chair, MRFA PD Committee

**Professional Standards and Governance Committee Annual Report**  
**MRFA Annual General Meeting**  
**10 May 2013**

The Professional Standards & Governance Committee members were:

Ruth Murdoch (Chair), Shawn England, Bill Glanzman, Jack Dobbs, Stefan Sikora, Isha, and Gerry Cross (ex-officio)

This was the first year of the Professional Standards and Governance Committee. It was previously the Professional Affairs Committee.

The Committee wanted to set an agenda which will continue the tradition of some of the past events and introduce some new ones. We planned four this year.

The first was a “Round Table Discussion on the Tenure & Promotion Dossiers”. This was held Nov. 23/12. This was very well attended and received. It was chaired by David Sabiston and speakers were; Robin Fisher, Melanie Rathburn, tenure binders; Bruce Ravelli, promotion binders; John Cox, the appeal process. The speeches were followed by a question/ answer period and table discussions. Lunch was provided by Darlene.

The second event on “Ethics and Conflict of Interest” unfortunately was cancelled. However, we feel it is a very important topic and plan for it to be offered in the Fall.

The third event was a double function on “Benefits Review” and the annual “Committee A(f)fair” May 2<sup>nd</sup>/13.

Cindy Hamonic will speak on basic employer benefits and Gerry Cross will speak on the benefits offered through the MRFA.

The second part of the day will be the annual “Committee A(f)fair” which introduces faculty to all the MRFA committees they may want to consider serving on prior to the AGM elections.

Lunch will be provided by Darlene.

Submitted by  
Ruth Murdoch,  
Chair,  
The Professional Standards and Governance Committee

**Social Events Committee Annual Report**  
**MRFA Annual General Meeting**  
**10 May 2013**

**Committee Members**

Christy Tomkins-Lane  
Jennifer Hooper  
Darlene Windrem  
Marlene Kingsmith  
Joyce Woods (replaced Jocelyn)  
Kathy Offet-Gartner (replaced Pat)  
Patricia Kostouros  
Jocelyn Rempel

**Social Events**

**September 7th: Into the Swing:** this event was organized in association with the MRFA Professional Affairs Committee (PAC). The purpose of this kick-off event was to facilitate and encourage activities and the development of peer collegial relationships amongst both new and seasoned faculty in a relaxing and supportive environment. In order to increase attendance of part time and new faculty, we provided one complimentary beverage, and draw ticket to any full time member who brought a part-time member (as well as to the new faculty or part-time member). We played get to know you bingo with prizes.

**October 12<sup>th</sup>: Oktoberfest:** This was an Oktoberfest themed party. We had great door prizes and played a get-to-know you game. We also had an accordion player come in, which was fun.

**November 16: Taste of November:** This was one of our favourite events this year. We had blinded beer and wine tasting with prizes for guessing the correct beer and wine identities. We also had food pairings for the beer and wine. People really got into this event. I can see this being an event to repeat.

**December 6: MRFA Holiday Party:** the MRFA traditional seasonal adult faculty event to wrap up the Fall semester.

**January 18: Robbie Burns Party:** We celebrated Robbie Burns Day with scotch tasting, Scottish food and music. As with the Taste of November event, we provided blind scotch tasting with a fantastic prize for the winner. We also asked Dr. Docherty and Douglas play the bagpipes, and Michael Pollock delivered a Robbie Burns poem and toast.

**February 7: Celebrate and Dance Tenure Party:** This year for the first time we included newly tenured faculty, as well as faculty who were named Full Professor in the celebrations. Because of the small number of honorees, we decided to hold the party in the Faculty Centre. We had introductions by Gerry Cross. President Docherty congratulated the tenurees, followed by individual introductions by each of the Chairs. Randy Generaux gave a few words regarding the new Full Professors, followed by an introduction of each Full Professor by their Dean. We had champagne, followed by music from the Steve Pineo Band. Gifts for tenurees included special tenure mugs and

Keg gift certificates. Gifts for the Full Professors were provided by the office of the VP Academic. Beer and wine was kindly provided with the compliments of the MRFA Faculty Association and the office of the VP Academic.

**March 16: Vegas Casino:** The Casino event was so popular in 2012 that we decided to repeat it. AcesRWild, was hired for the evening, and they brought dealers, poker, black jack tables and fun money. Every person was given \$20,000 of fun money when they entered into the faculty centre. They had the choice of using this to buy raffle tickets for the many prizes, or to play casino games and potentially increase their earnings to buy even more raffle tickets. This event was very well attended.

**April 12: Great Escape:** This April event was hosted on the last day of classes with the purpose to encourage a time of peer support and rejuvenation. This was also a chance for people to relax and take their minds off the budget situation. We had a fun summer theme with flamingos and buckets of Corona. We were surprised at the high level of attendance for this event.

**Annual Keg Drain:** This event is a traditional final Social Event of the academic year. The event will include golf at Buffalo Run in the earlier afternoon, followed by a BBQ and the keg drain at the Faculty Centre. Light snacks will be provided.

#### **Budget:**

Our total budget for the year was \$15,000. The total amount spent on events was \$15,502.11. When we account for contributions from the PAC, Academic Affairs Subsidy and golf contributions, we have a total remaining in the budget of \$2,662.88. We have been informed that in light of the budget cuts, the SEC budget will be reduced to \$10,000 for 2013-14. I believe that this reduction will not have a significant impact on the quality of the events offered by the SEC. We will make this new budget work.

#### **Final Comments**

All of the events went very well this year. It appeared that attendance was up and people were really enjoying themselves. Faculty really seemed to enjoy the tasting events, as well as the great draw prizes we provided this year. Despite the difficulties for all faculty associated with the budget cuts, people continued to attend social events. In fact, I think the March and April events were a great opportunity to foster continued community among faculty, and provide people with a chance to relax with colleagues. Based on feedback from faculty, events to repeat include the tasting events, and casino. We will also aim to continue to provide great draw prizes, and complimentary beverages (and food) at SEC events.

The committee would like to thank the faculty who came and supported these events, the MRFA executive and the MRU President's and Vice President's Office for their participation in and donations for specific events, to Gerry Cross for his continued support, to Chantelle Anderson for her organizational skills, to Darlene for her hard work, and to the remainder of the social committee members for their utmost dedication.

Christy Tomkins-Lane  
Chair, MRFA Social Committee.

**Transportation Advisory Committee**  
**MRFA Annual General Meeting**  
**10 May 2013**

The Transportation Advisory Committee (TAC) met once during this academic year, on April 24, 2013. In a communication to members during the initial budget challenge MRU was facing, the committee sponsor indicated that the President's Executive Committee (PEC) had requested that Parking Services prepare and submit various scenarios on parking rates and their impact on the University's total revenues. This process was a departure from normal TAC procedure and effectively bypassed the advisory function of Committee. It was noted at the April meeting that in 2013-14 TAC could expect a return to the procedures/expected activities outlined in the Committee's Charter.

At the April meeting TAC members were briefed on the budget documents submitted to PEC on parking rates. The submission scenario detailing a \$20/month increase for all permit rates in 2013-14 also noted that while the hourly rate remains unchanged, daily rates would increase to \$15/day, eliminating the discrepancy in rates between Lot 2 and the East Gate Parkade. The Flex Pass rate increases to \$70/pack of 10 and the evening/weekend rates will be \$7 or \$25/month. While the increase in permit rates moves MRU closer to rates in effect at other Calgary post-secondary institutions, if all elements of this scenario are adopted for 2013-14 the increase in revenue will be \$1.4M. The members were informed that there was no opportunity for input or suggestions to the proposals for 2013-14. Right now it is unknown whether PEC will implement these increases. There will be no confirmation on the new rates until the Board of Governors approves the 2013-14 institutional budget. As such, the renewal date for annual 2013-14 permits will be delayed.

The Parkade project was completed in 2012-13 and most of the work on the west gate transit loop was done. There is still some minor work, such as landscaping, to be completed on the latter. Regarding transit ridership over 2012-13 during which the west line of the LRT became operational along with the new 306 express bus service, Calgary Transit periodically provides ridership data at which time MRU can assess these services.

There has been no further action this year on bike lanes to the MRU campus following initial discussions with the City a year ago. Parking Services will contact the City to enquire on the status of these plans.

Respectfully submitted,

Janet Monteith, FT MRFA Representative  
Monica Baehr, PT MRFA Representative