

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

**Meeting date: December 18, 2014**

**Call to order:** An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on December 18, 2014. The meeting convened at 11:30am, President Marc Schroeder.

### **Members Present:**

Elaine Mullen  
Richard Sutherland  
April McGrath  
Andreas Tomaszewski  
Karen Manarin

Scott Murray  
Marc Schroeder  
Shiraz Kurji  
Brenda Lang  
Tracy Powell

### **Order of the Day, 11:30am**

Guest, Vince Salyers – Interim Associate Vice-President, Research

1. Post Doc Policy  
A statement will be added to the policy which explicitly indicates that post docs would not receive sessional appointments: that they would need to go through the regular sessional appointment process in order to teach at MRU.
2. Research Confidentiality  
RSAC, with the assistance of MRU's legal counsel, is likely going to develop a position statement on the ethics webpage that will inform faculty of what they can expect should their research become involved in a legal matter.
3. Research Services Support for Contract Faculty  
Vince assured the Executive Board that all funds provided by the Office of Research Services are open to both Contract and Full time faculty members. Research Services will continue to try to improve communication with all faculty and the MRFA will assist in disseminating this message to contract members.
4. Budget Implications  
The Office of Research Services' budget is small and it is currently short staffed. The office is not expecting any budget cuts, but the AVP Research will likely become the AVP of Research, Scholarship, and Community Engagement. There is a plan to hire a staff person who will assist faculty in developing external research grant proposals.
5. Vision and Planning  
Moving forward the Office of Research Services plans to improve its communications, consider changes to external marketing, facilitate campus wide events highlighting faculty/student research, and work to increase engagement in undergraduate research. Faculty members are invited to provide input and suggestions to Research Services.

### **Agenda**

Approved

### **Minutes**

Motion was made by Marc Schroeder to approve the minutes of the December 5, 2014 meeting.  
Motion Carried

### **In Camera Session, Grievance Reports**

Vice-President Policy and Grievance Officer's Report  
Presidents Report

### **Officers' Reports**

Presidents' report

1. Arbitration Date Set: April 2, 2015

Karen and Marc will be attending along with one other member of the negotiating team who will be continuing on the committee next year. We will prepare our submission in the Winter term, and we will ask to have the arbitration on campus to reduce costs.

2. CAUT Grievance Officer's Workshop  
Marc and Scott will develop a proposed revision to our internal grievance handling processes which will be discussed by the Executive at a later date.
3. Budget Shortfall and Administrative Restructuring  
This type of decision needs to be made at GFC according to its bylaws: Marc has requested that the GFC Executive Committee put this on the January GFC agenda.
4. MRFA Advocacy Planning  
ACIFA and CAFA have not been making many public statements. Marc is meeting with politicians in the Winter term and we are working on things we can do on a more public front.
5. Attendance at Board of Governors Meeting  
Marc presented the MRFA's advocacy goals and discussed Mount Royals financial difficulties and expectations moving forward.
6. CAUT Equity Workshop  
In our Collective Agreement the Board and the Association commit themselves to working on equity issues. The workshop provided some good ideas on how we can move forward.
7. Updates:
  - a. Respectful Workplace Environment Steering Committee  
The committee has met once. It will be reviewing the existing policies around personal and sexual harassment and identifying potential improvements.
  - b. Tim Schultz the GMUFA ED 2012-2013  
Tim contacted Marc offering his consulting services to do a workshop on government relations and advocacy.

### **Business Arising**

1. CASL Form Revision / Approval  
Motion That the MRFA Executive Board approve the CASL Consent Form as revised  
Moved: Richard Sutherland  
Seconded: Shiraz Kurji  
Vote  
Discussion  
Carried
2. Appointments
  - a. Motion THAT the MRFA Executive Board Appoint Cathy Roy-Heaton to the ad hoc Committee on MRFA Staff Pensions  
Moved: Brenda Lang  
Seconded: Andreas Tomaszewski  
Vote  
Carried
  - b. Motion THAT the MRFA Executive Board Appoint David Sabiston to the ad hoc Committee on Long Term Bargaining Goals  
Moved: Karen Manarin  
Seconded: Brenda Lang  
Vote  
Carried
3. Composition of the Negotiating Committee  
Bylaws articles revised.

### **New Business**

1. Motion THAT the MRFA Executive Board Appoint Janice Paskey to the ad hoc Committee on External Communications Strategy

Moved: Richard Sutherland  
Seconded: Shiraz Kirji  
Vote  
Carried

2. Discussion: The MRFA's Role in Dealing with Conflict between Members  
Deferred The Association should not get involved in such disputes – this is a management responsibility.
3. SEC Charter Revision Approval  
Motion THAT the MRFA Executive Board Approve the Social Events Committee Charter as revised.

Moved: April McGrath  
Seconded: Scott Murray  
Vote  
Carried

**Adjournment:** The meeting was adjourned at 1:30pm.

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Communications Officer,  
Mount Royal Faculty Association

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Date of approval