

Adapted from the President's Report for the 2011 AGM

Faculty Association Organization

As our membership grows and we complete the transition from a college faculty association to a university faculty association, we will need to think about how the work of the Association gets done. We might consider some of the following for the future.

1. Many university faculty associations have an Executive Director who performs some of the tasks that the MRFA President is responsible for.
2. The MRFA President is also the grievance officer. We have a subcommittee of the Executive that advises on the handling of grievances and decisions are made by the Executive as a whole. Many associations have a Chief Grievance Officer who chairs an elected grievance committee. Some grievance committees include a representative from every Faculty. As well, in some associations there is a staff position with responsibilities for contact administration. Typically, the Executive makes decisions such as authorizing legal advice, advancing a grievance to arbitration, and filing policy grievances, with the grievance officers responsible for all other aspects of grievance handling.
3. A few universities have a governing body that advises the Executive. For example, the Windsor University Faculty Association has a representative council of 41 members, including an eleven-person Executive. In theory, the council advises the Executive and sets policy directions but, in practice, the Executive generates proposals for the Council to consider. A council can be representative of Faculties and also of categories of employees.
4. Our Negotiating Committee is elected directly by the membership and the committee reports to the membership. CAUT recommends that the Executive appoint the members of the Negotiating Committee and that it report to the Executive. The reasoning is that if both committees are elected, then they both inherit their authority from the membership and this can create decision-making problems during bargaining if they disagree.
5. Some associations have certain positions on the Executive filled by the elected chair of a committee that reports to the Executive (possibly for a one-year term). This increases involvement in association affairs and develops leadership.

Some examples of Faculty Association Committees from the May, 2011 CAUT Workshop for New Presidents

- Nominations
- Sessional
- Women's
- Donations (to charities)
- Student Liaison
- Equity
- Political Action/Government Relations (recommended by CAUT)
- the CAUT Executive Director also suggested one that thinks about the future of the university and does things such as organizing seminars