

**Mount Royal Faculty Association  
Executive Board Meeting  
February 12, 2016, 11:00 - 1:00 p.m.**

**Minutes**

**Call to order:** An Executive Board meeting of the MRFA, was held at Mount Royal University, Calgary, Alberta on February 12, 2016. The meeting convened at 11:00 am, President, Marc Schroeder, presiding.

**Members Present:**

David Clemis  
Richard Sutherland  
Shiraz Kurji  
Brenda Lang  
Tracy Powell  
Brady Killough  
Marc Schroeder  
Jarett Henderson  
Sabrina Reed  
Allison MacKenzie

**Guest:**

Kathy Shailer

**Order of the Day**

The President noted that Kathy Shailer would be attending the meeting at 12:00 pm to discuss Mount Royal's Academic Plan.

**Agenda – Approved**

**Approval of Minutes**

Motion: To approve the minutes of the January 8, 2016 and January 15, 2016 Executive Board meetings – Moved: Marc Schroder - All in favour - Motion Carried.

**Business Arising**

Faculty Association Governance and Staffing – Deferred

**New Business**

- Travel Approval
  - a) CAUT Forum for Chief Negotiators  
Following a discussion on whether there should be representation at the upcoming CAUT Forum to be held in Ottawa in March, it was decided that there would be value for Brady Killough of the Negotiating Committee to attend.

Motion: To approve the attendance of Brady Killough at the CAUT Forum for Chief Negotiators in Ottawa in March – Moved: Brenda Lang - Seconded: Sabrina Reed– All in Favour – Carried

b) COCAL XII Conference

The President noted that there was a conference of COCAL to be held in Edmonton in August of 2016 and that it is an annual event organized by CUPE. Following a discussion on the merits and costs of sending a representative to this event a decision was deferred to a future meeting. It was also noted that this event if approved would come out of next year's budget.

- Inter Fund Transfer Approval- Contingency to Operations \$218.30

It was noted that this cost was in relation to cover legal fees in advance of an arbitration issue with a member and payment should have been made out of the contingency account and not the operations account.

Motion: To approve the transfer of \$218.30 from the operating account to the contingency account. Moved: Shiraz Kurji – Seconded: Brady Killough – All in Favour – Carried

- Appointments

- a) MRFA Nominees to University Appeals Committee for Denials of Promotion

The President noted the process of appealing a promotion decision stating in that an appeals committee is formed comprising of members of MRU and MRFA. MRFA is required to appoint two representatives, plus an alternate to sit on the appeals committee. Following a discussion of those faculties who may have had members serve in the past and with experience ensued. It was decided that the Nominees would be Cliff Wureor Faculty of Arts, Margy McMillan, Library and Martin Halworth Bissett, School of Business as the Alternate.

Motion: To appoint Cliff Wureor, Margy McMillan as the two MRFA Appointees and Martin Halworth as the Alternate to sit on the Appeals Committee. Moved: Marc Schroeder  
Seconded: Allison MacKenzie - All in Favour – Carried

- b) MRFA Nominee to MRU Effective Team Award Committee

The President noted that the policy of this committee was to ask for nominees from the MRFA and MRSA to serve on the committee. He further noted that it was not necessary to come to a decision today, but then asked if any member of the Executive Board might be interested. Allison MacKenzie volunteered for this appointment.

Motion: To appoint Allison MacKenzie as the MRFA nominee for the Effective Team Award Committee – Moved: - Sabrina Reed – Seconded: - Richard Sutherland – All in Favour - Carried

- Diversity Committee Recommendations

The President noted that he had met with the committee earlier in the year and drew the board's attention to the attached document, Recommendations to the Negotiation Team regarding Expanding Article 24 on Diversity and Equity. Following a brief discussion on the recommendations and revisions that should be identified, particularly to gender and distinction between aboriginal vs indigenous, the President called for a motion.

Motion: To refer the recommendations to the Negotiating Team for their consideration. - Moved: Allison MacKenzie – Seconded: Jarett Henderson – All in Favour – Carried

- MRU Performance Reviews

The President noted that he had inquiries from faculty on performance reviews for senior administrators and why there had not been reviews done on a regular basis for the past couple of years. It was the thought by some of the faculty that the university maybe in violation of their own review policies. In reviewing the relevant policies, he noted that these were under Human Resources section 9 and that there were policies for the selection of President, Provost, Deans as well as Chairs, although they are not considered administrators as such. In reviewing the policies as stated above, it was noted that although annual reviews were stated as part of the policies for these positions, this was not being done as evidenced by the lack of faculty consultation and outside input. Further discussion on how to pursue this concern ensued and reference to the Academic Plan and the trust level therein, it was suggested that perhaps a letter be written to the Chair of the Board of Governors voicing the concern of the process. It was agreed that the President would write a letter of a non-personalized nature.

Motion: The MRFA President would write a letter to the Chair of the Board of Governors on behalf of the Executive Board. – Moved: Brenda Lang – Seconded: Tracy Powell – All in Favour – Carried.

- Faculty of Science and Tech Dean Search

The President noted Jeff Goldberg the current Dean is retiring and with his sitting on the selection committee for this position, the President wanted to ask the Executive Board for any specific suggestions from a faculty association perspective that they may have regarding the profile of this position posting. Following a discussion on the position, it was further noted that this position should not be based on research capabilities alone and the candidate should understand and concentrate on teaching focus, as well as being creative. A candidate with previous Dean experience would be ideal. The President further noted that if the Board had further suggestions to forward them to him.

## Officers Reports

- President's Report

1. Draft MRU Academic

The President noted that he and Sabrina Reed had been reviewing the versions of the plan, noting it had been a lot of work and thanked Sabrina for her contribution.

2. Executive Board Visits

The President drew the meeting's attention to the latest schedule provided in the meeting package and urged board members to try and attend one of the upcoming department visits, their scheduling permitting.

3. Change in Legal Counsel

The President stated that Bill Johnson, Legal Counsel had recently taken a position with the Alberta Labour Board and transitioning out of his practice and that this was an opportunity to perhaps look at other firms to handle arbitration issues going forward. and that Sabrina and he were working on a plan.

4. New Minister of Advanced Education

The President noted that Jarett Henderson and he were going to Edmonton for the Throne speech on March 8 and that there was room for one more attendee should anyone be interested and if so to let Jarett know. There may be an opportunity to also meet with some of the MLA's after the speech and with the Minister. Marc is writing a letter of introduction as well to the Minister.

5. Other – Arbitration is complete.

The President also noted that he would be meeting with HR regarding information on the process regarding retroactive pay. Following a discussion, it was noted that it would be better to take payment over two pay periods and not a lump sum payment from a tax standpoint. It was further noted that the release payments and member dues were also being worked on.

12:00 pm - Kathy Shailer joined the meeting.

The President welcomed Ms. Shailer to the meeting to speak with the Executive Board on the Academic Plan. He noted that a copy of FAQ's and the latest version of the plan had been circulated. Ms. Shailer noted that she had brought hard copies which she then provided noting that the highlights and changes were noted in "blue". (See attached). Ms. Shailer began by reviewing the FAQ's and the most significant revisions. (See attached). Discussion ensued on whether the plan should be presented to the GFC in February or should it be extended to give stakeholders the opportunity to read and understand the plan and therefore defer the presentation to GFC until March. In response to a question regarding a motion to create the Ad hoc Steering Committee, it was assumed that it would be too presumptuous.

1:15pm – Ms. Shailer left the meeting.

#### **Vice President Negotiation Report – Main Report Deferred**

In response to a question regarding the pre-negotiation meeting, Brady and Marc both noted that although there were some tough moments they were both feeling more optimistic on the bargaining and that there was a feeling of improved relations between MRFA and Administration

#### **Vice President Policy and Senior Grievance Officer's Report**

- Update on MRFA Feedback on MRU Environmental Health and Safety Policy

Sabrina provided the feedback to the Environmental Health and Safety Policy on behalf of the Executive. They both attended a meeting with legal counsel to discuss recommendations and how they influenced the new draft, noting that this policy is mainly occupational H&S and care would have to be taken with the word "Environment being a catch-all" for all faculty behavior.

#### **Advocacy Officer's Report**

Jarett noted that if anyone would like to attend the March 8<sup>th</sup> event in Edmonton to let him know. It is hoped that the Minister will be in attendance on campus for Advocacy week and Jarret is currently negotiating with the Minister whether he may be able to attend the Friday, March 11 functions.

#### **Member at Large Report**

- Update on New Member Outreach – Deferred

Adjourned: 1:20pm

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Communications Officer,  
Mount Royal Faculty Association

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Date of approval

