

MINUTES of the Mount Royal Faculty Association

Meeting date: February 14, 2012

Call to order: An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on February 14, 2012. The meeting convened at 2:30pm, President Gerry Cross presiding and Kit Dobson, Secretary.

Members in attendance:

Cliff Werier
Kit Dobson
David Sabiston
Qasim Syed

Gerry Cross
Pat Kostouros
Gerard Lucyshyn

Members not in attendance:

Rafik Kurji
Elaine Mullen

Agenda

Add: Promotion Appeals under President's Report

Approval of minutes: Motion was made by Gerry Cross, and seconded to approve the minutes of the February 7, 2012 meeting as amended. **Motion carried.**

Officers' reports:

President

1. Budget Assumptions

At the Town Hall on Friday Gerry will address two key issues (below). Cliff will edit an email to be sent to the membership by Gerry highlighting these concerns.

1. Why are there across the board cuts, why are we not protecting our core business?
2. What sense does it make if all or most of the cuts made by departments end up cutting Part-time instructors when we get our greatest value from them?

2. Promotion Appeals

- There are five appellants, and many are concerned with the process or lack thereof. Some feel that the UTPC process should be similar to the TPC process that is stipulated in the Collective Agreement.
- The MRFA Executive discussed the following in consideration of appeals to denial of promotion:
 - Brock's process,
 - Maintaining/referring to minutes of UTPC if needed,
 - maintaining all dossiers on file to consider consistency of application of criteria
 - Whether or not to do a full reconsideration of the candidates
 - Whether or not to interview candidates
- Moving Forward:
 - The Association and the University are each going to appoint three members to the appeals committee from the pool of 15 professors. David Docherty is the Chair.
 - Gerry and David agreed that Gerry and Randy will appear at the first meeting of the University Appeals Committee to speak about the Collective Agreement, the criteria, and about evidence based process. It will be made clear to members of the committee that they can overturn the UTPC decision.

Business Arising

1. Questions for Dean of Arts Candidates

- Candidates' CVs are available in Robin Fisher's office.
- Based on notes from these meetings, an MRFA recommendation is to be submitted by 6:00pm on Friday.

Unfinished Business

1. March General Meeting Agenda (att.)

- Cliff's presentation from the Faculty Organization sub-committee will be sent out to the Executive prior to the general meeting once Gerry has reviewed it
- Chantelle will set up slides for voting presentation
- Confirm FEC draft recommendations and add PAC Report

2. MRFA Scholarships (att.)

- Increasing our scholarships to \$1,000 from \$750 will cost an additional \$1,000 this year as David Docherty has donated 500\$ to the MRFA to supplement these scholarships. Subsequent years, it will be an additional \$1,500.
- Criteria for Awards
 - Campus involvement and financial need should have priority over GPA
 - Chantelle will look into making this change

Motion THAT the MRFA increase the six Faculty Scholarships to \$1,000.00

Moved: Gerry Cross
 Seconded: Qasim Syed
 Vote
 Carried Unanimously

3. Faculty Centre Management Committee Recommendation (att.)

- The Faculty Centre Management Committee recommends that "All Expenditures by committees on accommodations and non MRFA provided food shall be submitted to the Executive Board for prior approval."

Motion THAT the MRFA include this statement in its official documents

Moved: Gerard Lucyshyn
 Seconded: Qasim Syed

Discussion

Motion to amend
 Remove "non MRFA provided food"
 Discussion
 Defeated

Motion to amend
 Remove "all" in front of accommodations
 Carried

Vote
 Carried, 1 abstention

New Business

1. ACIFA Survey Results (att.)

- There seems to be a downward trend though we are still at or near the top

2. Recruiting for Executive Positions

- We will be recruiting for the position of Treasurer: Gerry will contact Rik
- Faculty Organization sub-committee's considerations:
 - The subcommittee has not decided which, if any, recommendations are to be considered for approval at the 2012 AGM or if they will just be up for discussion
 - Decisions will not be made at this AGM regarding restructuring the Executive or future plans for hiring an Executive Director or Grievance Officer.

3. Proposal for Joint Committee to Review the SEI Processes and Form

- We need to propose that a joint committee be constituted to report to UTPC. The work of this joint committee will, likely, go beyond the end of this academic year, but will be completed as soon as possible since we have not reviewed SEIs since 1999-2001.
- Committee Composition

- Three admin, three faculty members and a chair
 - Faculty representatives will consist of one member from FEC, appointed by FEC, and two members elected by membership
 - It would be beneficial to have a member of the Target group nominated/elected to this committee
4. Draft SEI Recommendations for Membership Vote (att.)
- We could include both questions: the general and specific ones
 - The Executive is okay with the detailed questions
 - Outliers: these have to be on both sides or it is an argument to inflate ratings
 - Interpolated medians: this already accounts for most outliers so that makes the outlier motion unnecessary
 - Some of the language needs to be revised (simplify if possible and change to recommendations)
 - We could ask the membership if they want to vote on these motions or if they want it to go to the joint committee. Not much time will be spent on this item at the Meeting.

Adjournment: The meeting was adjourned at 4:35pm.

Secretary
Mount Royal Faculty Association

Date of approval