

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

**Meeting date: January 10, 2014**

**Call to order:** An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on January 10, 2014. The meeting convened at 12:05pm, President Gerry Cross presiding and Janice Paskey, Communications Officer.

### **Members Present**

Gerry Cross	Shiraz Kurji
Karen Manarin	Janice Paskey
Brenda Lang	Andreas Tomaszewski
Scott Murray	Elaine Mullen
Marc Schroeder	Tracy Powell

### **Agenda**

Added to President's Report:

Strike at University of New Brunswick  
Tenure Applications

Added to New Business:

Centre Use and Funding request  
Challenges to bills 45 and 46  
Lunch with the MRSA and their Negotiating Team

Approved

### **Minutes**

Motion was made by Gerry Cross, and seconded to approve the minutes of the December 13, 2013 meeting. **Motion carried.**

### **Officers' Reports**

*In Camera Session* Grievance Report

President and Grievance Officer's Reports

Vice President Policy and Grievance Officer

CAUT Workshop for Senior Grievance Officers

The workshop highlighted several concerns affecting Faculty Associations. The emergence of respectful workplace policies is concerning. Such policies have expansive definitions of civility which reside outside definitions of harassment and human rights, they often involve zero tolerance for 'violators,' and they police behaviour in a way that cannot be qualified easily. We need a discipline article in the Agreement: this would give us a way to grieve decisions made under a respectful workplace policy. Outsourcing email, also happening at many institutions, exposes faculty to data mining. To prevent outsourcing, we need provisions in the Collective Agreement regarding protection of privacy and academic freedom. We also need to create email and management rights clauses in the Agreement to address this, and other, concerns. Another point made at the workshop was that Associations need to be alert to the possible effects resulting from the outcome of arbitrations. And, finally, the elimination of automatic dues collection while still requiring a union to represent employees, currently happening in the US, is a possibility in Alberta.

President's Report

1. ACIFA Response on Proposed Changes

The ACIFA and union coalition responses will be posted and sent to members as a follow-up to Gerry's December email.

2. Strike at the University of New Brunswick

Motion THAT the MRFA send a letter of support to the University of New Brunswick Faculty Association.

Moved: Gerry Cross

Seconded: Scott Murray

Discussion  
Vote  
Carried Unanimously

3. Tenure applications  
Gerry will send out messages regarding the criteria for the evaluation of tenure applicants in 2013-2014.

### **Business Arising**

1. 2013-2014 Executive Board Goals  
The revised version will be circulated
2. Appointments to Job Action Research Committee  
Current members of the committee are Gerry Cross and Janice Paskey. The Executive Board appointed David Sabiston and Krista Whitehead, and the Negotiating Committee appointed Brenda Lang. The Advocacy Committee will appoint a member on Jan 23, and Tracy will recommend someone from Nursing.
3. Program Prioritization  
This will likely be pursued at MRU in the near future. The MRFA will purchase Dickeson's book on the subject, and the PSGC may host a workshop on it.

### **Unfinished Business**

1. Negotiating Committee Charter  
Motion THAT the MRFA Executive Board approve the charter as amended.  
Moved: Gerry Cross  
Seconded: Karen Manarin  
Vote  
Carried

### **New Business**

1. January General Meeting Agenda  
Agenda revised.  
We will determine, on January 20, if we will be having a ratification meeting.
2. Issues Related to Ethical Purchasing Policy  
The absence of a University Ethical Purchasing Policy motivated the Advocacy Committee to bring this forward. The MRFA could make a series of recommendations to the University for an Ethical Purchasing Policy. Our policy could not be a model for the university because we purchase much less, but having one would create a standard. In developing a policy for the MRFA, we need to discuss how we want to position ourselves given the competing interests involved in such policies.
3. Recommendations from the Diversity Committee  
The committee will be asked to provide examples of actual leave articles and more information on SUB. The Executive will consider including these recommendations in its submission to the Negotiating Committee.  
The recommendations on Recruitment and Retention for Aboriginal Peoples need to be revised. Most of the recommendations do not apply to collective bargaining; so, the committee will be asked to provide example employment equity articles.
4. Fall Faculty Evaluation Committee Report  
The committee will be encouraged to complete this valuable work.
5. Additional Tenure and Promotion Review Feedback  
Deferred

6. Communications Committee Update  
The brunch was moderately attended: Department Communicators need to fulfill the responsibilities of their roles. The Communications Committee is meeting next week and will discuss this further.
7. Centre Use / Funding Request  
The member can book the space for the student group, since it is after hours, but the MRFA will not provide further sponsorship.  
The Faculty centre access and rental sections of the Bylaws and Policies and Procedures will be clarified.
8. Challenges to Bills 45 and 46  
Motion THAT the MRFA express its support for the AUPE and UNA in a media release to be sent out next week.  
Moved: Gerry Cross  
Seconded: Scott Murray  
Discussion  
Vote  
Carried
9. Lunch with the MRSA  
Executive Board members will inform Chantelle of when they are available

**Information**

Update on Request for Alumnae Social Membership

Alumnae Social Memberships require a bylaw change so this is on hold.

Former Contract faculty Member passed away last week

Motion THAT the MRFA Executive Board approve sending flowers in memory of Jean Murch.

Moved: Scott Murray  
Seconded: Karen Manarin  
Vote  
Carried

**Adjournment:** The meeting was adjourned at 2:35pm.

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Communications Officer,  
Mount Royal Faculty Association

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Date of approval