

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

**Meeting date: January 24, 2012**

**Call to order:** An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on January 24, 2012. The meeting convened at 2:30pm, President Gerry Cross presiding and Kit Dobson, Secretary.

<b>Members in attendance:</b>	David Sabiston	Gerard Lucyshyn
Cliff Werier	Qasim Syed	Rafik Kurji
Elaine Mullen	Gerry Cross	
Kit Dobson	Pat Kostouros	

### **Agenda**

Added: Deemed Hours for Laboratory Instruction item 7 New Business

**Approval of minutes:** Motion was made by Gerry Cross, and seconded to approve the minutes of the January 10, 2012 meeting. **Motion carried.**

### **Officers' reports:**

#### **President**

##### **1. Grievance Report (Closed)**

##### **2. Debriefing the Promotion Process**

- What is the MRFA role in appeals?
  - The MRFA appoints two members to the University Appeals Committee
- Those who feel that the provisions were not followed should be encouraged to appeal. The appeals committee should begin with a full reconsideration of the appellant's case.
- Robin is pleased with the work that UTPC did. They were thorough and thoughtful.
  - UTPCs decisions emphasized the importance of teaching at MRU. Regardless of scholarship, if you are not up to par on teaching you will not get promoted.
  - UTPC will likely further develop guidelines for applications
- There will be opportunities later to make recommendations to the negotiating committee on fine tuning of these articles

### **Unfinished Business**

#### **1. Executive Submission to the Negotiating Committee**

- With the following exceptions, the Executive Board agreed to all recommendations included in the submission to the Negotiating Committee from the top of the third page of the submission (13.2) to the end of the submission. The first half of the submission was discussed, revised and agreed to in the January 10, 2012 meeting.
  - Section on Full time and Limited Term faculty teaching labs will not be included in the submission to the Negotiating Committee
  - No arguments for this Executive, at this time, to recommend an increase to Part-time workload cap due to current decrease in sections available. This will not be recommended to the Negotiating Committee (the rest of 14.15 will be sent).
  - Other Issues: #2 to be removed from submission as it is not necessary and #3 will not be included as it will be open anyway.
- Gerry to send UBC Maternity provisions to David.

### **New Business**

#### **1. Roundtable Discussion of Additional Recommendations to the Negotiating Committee**

- The MRFA representative on UTPC should be appointed not elected.
  - Agreed
  - Gerry will add this to the Executive submission
- Discipline Article
  - Can be included in statements of interest but easily delayed to the next round of

bargaining

- Employment Equity Article  
Motion THAT the MRFA Executive submit to the Negotiating Committee the recommendation to consider the inclusion of an Employment Equity Article in the Collective Agreement with the same qualification as provided for the discipline article  
Moved: Gerry Cross  
Vote  
1 Abstention  
Carried
- Criteria for Deans to evaluate Annual Reports
  - We will monitor it for the next couple of years
  - Other concerns with Deans' responses to the Annual Report
    - It should result in either "Meets / Does not meet standards"

## **2. Recognition for Colleagues Promoted to Professor**

- We recognize our tenured members Gerry recommends that the University recognize those promoted to professor rather than the Association
- Agreed: Gerry will make this recommendation to Robin.

## **3. Proposal for MRFA and MRU Presidents to host Discussions and Debates on Academic Issues**

- Possible discussions could include trilateral governance or academic freedom
- We will try for a couple discussion / brown bag lunch sessions this year and maybe a Friday afternoon debate and with drinks to follow in the Faculty Centre

## **4. Draft Action Items from CAUT Workshop**

Deferred

## **5. Meetings with Candidates for Dean of Arts**

- Feb 15-17 11:15-12:00, room 1: RSVP to Chantelle
- Gerry will discuss getting Candidates CVs with Baset and will then ask Robin about it. If Robin approves then the candidates will each have to be asked for their permission
- It is important for us to agree on what we want to bring to this meeting in advance of it.
  - This will be on next meeting's agenda

## **6. Process for Advancing Recommendations of the Faculty Evaluation Committee**

- Gerry is going to talk to the members about the various options for moving forward in the preamble to Bob's presentation. We seek input: no decisions have been made. This is a completely open process. It is online and it is open for members to submit any other research or resources.

## **7. Deemed hours for laboratory instruction**

- Lab instructors can end up getting no EI over the summer as they have no multiplier for their lab hours
  - Proposed solution attached (calculations done to justify the position we will be taking to HR). Gerry, Gerard and Qasim to work on this with HR.

**Adjournment:** The meeting was adjourned at 4:40pm.

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Secretary  
Mount Royal Faculty Association

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Date of approval