

Minutes of the Mount Royal Faculty Association

Meeting date: March 4, 2014

Call to order: A General Meeting of the MRFA was held in Mount Royal University, Calgary on March 4, 2014. The meeting convened at 2:00pm, President Gerry Cross presiding.

Members in attendance:

42 members, see attached attendance list

Agenda

Added to President's Report: Ratification of the Intellectual Property Article and LAPP Update

Approval of minutes:

No quorum. Approval of minutes deferred to the April General Meeting.

Officer's reports

President's Report

1. Task Force on Faculty Leaves

The draft report from the committee will be submitted to the Negotiating Committees by March 15. If a new sabbatical system is approved in this round of bargaining, there will be applications in 2014-15 and the first sabbaticals would be in 2015-16.

The Task Force developed its recommendations based on the principle that all acceptable sabbatical applications should be funded. After we have worked through the initial group of eligible faculty the demand for sabbaticals will be fairly even.

2. MRU Coalition

The committee has agreed on talking points, scheduled a meeting with the MLA for Calgary Glenmore and the Chair of the Calgary Caucus, and discussed meetings with MLAs.

3. Budget Advisory Committee

Only four of BAC's twenty-five members are faculty, and they are working on getting the revenue generating ideas from last year into the budget. However, more MRFA members need to be vocal about the University's budget.

4. Academic Scheduling Committee

Despite the fact that the [role of the ASC](#) is very important and it still has many [items](#) to deal with, the Chair of this committee has moved to have it disbanded. This has been discussed with the committee's sponsor: ASC may be repurposed or restructured in some way.

5. Presidents' Discussion Series

The next discussion on "Changing Faculty Roles and Responsibilities" will address questions on how we managed the transition to a University and the effects of that transition on faculty members and on Mount Royal's culture.

6. David Docherty's Informal Meetings with Faculty

The President holds these meetings once a month to provide you with an opportunity to discuss any issue that you wish. All questions are welcome and all topics are open for discussion. He needs to hear directly from faculty, but attendance at these meetings is much lower than he would like. The next meeting will be from 9 a.m. to 10 a.m. Friday March 14

7. MRFA Executive Board Elections

We will be electing to the following positions in May: President, Communications Officer, Member at Large, and Treasurer. This year, there may be more positions being elected to as there is the possibility that current members may run for different positions.

8. ACIFA Climate Survey

The survey results are posted [online](#)

9. Ratification of the Intellectual Property Article

The MRFA ratified on February 3-4. 33% of faculty voted and it was approved by over 99% of voters. The board recently ratified; so, the revised article is now in effect.

10. LAPP Update

The changes to [LAPP](#) have been announced.

Member at Large Report - [OCUFA Future U Conference: Creating the Universities We Want](#)

The purpose of the conference was to consider challenges and share ideas on how to build democratic, high quality, and sustainable institutions. One important point was that Senates (GFC) can be effective. Legislation gives faculty the ability to make academic decisions, but we need faculty on GFC who read minutes, attend meetings, speak publicly, and engage in debates.

Committee Reports

1. Negotiating Committee

a) Negotiations 101

The MRFA is created under the PSLA, which designates the MRFA as the sole bargaining agent with the University's Board of Governors. We negotiate through collective and interest focused bargaining which is not positional: it is a complex give-and-take process. The MRFA Negotiating Committee represents members' interests and is elected by the members of the Association. The Board's team represents the administration's interests. Once both teams agree to an article or clause it is put onto a green sheet. All green sheets are gathered, and, at the close of negotiations, all articles need to be approved by the membership. If the teams cannot agree, they go to mediation. If mediation does not work then it goes to compulsory binding arbitration. The PLSA prevents the MRFA from going on strike.

LAPP and health benefits are *not* negotiated

In negotiations, the teams refer to data only from *comparable* institutions.

b) [Negotiations Survey Results](#)

The response rate was comparable to previous years'. Salary, workload and job security were the three most important issues for both full time and contract faculty respondents.

2. Child Care Committee Report

This survey was sent to all MRU Faculty and Staff in February. 189 faculty and 189 staff responded to the survey. The committee has started analyzing the data and will generate three reports: one to the University about expansion of the centre, one to the child care centre, and one to the MRFA Membership.

3. Professional Development Committee Report

Registration for the [retreat](#) will be open from March 10 to March 27. Payment, by cash or cheque, is due by March 27 (shared accommodation is \$95, single accommodation is \$165, and one day only is \$30 and both days only is \$45).

What you want the retreat to look like over the next few years is the topic of the next Get Cracking breakfast on March 21: [Your Ideal Retreat](#).

Adjournment: The meeting was adjourned at 3:45pm.

Communications Officer
Mount Royal Faculty Association

Date of approval