

MINUTES of the Mount Royal Faculty Association
Meeting date: March 27, 2012

Call to order: An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on March 27, 2012. The meeting convened at 2:30pm, President Gerry Cross presiding and Kit Dobson, Secretary.

Members in attendance:	Qasim Syed	Rafik Kurji
	Cliff Werier	Gerry Cross
	Elaine Mullen	Pat Kostouros
	David Sabiston	Gerard Lucyshyn

Approval of minutes: Motion was made by Gerry Cross, and seconded to approve the minutes of the March 20, 2012 meeting. **Motion carried as amended.**

- Gerry will request a report on allocations of FDC funds from Robin
- Gerry will request that the Negotiating committee include the requirement that FDC reports also be sent to the MRFA (article 18.1)

Agenda

Add: PAC Request to meet with the Executive (7 of New Business)

Request for the Executive to consider Senior Admin travel expenses (8 of New Business)

Motion regarding request to BoG Rep added (9 New Business)

Officer's Reports

President

1. Tenure Evaluations

- Two members from two different departments are getting incorrect information about the tenure process. These members need to be following Tenure system 2 processes outlined by UPTC.
- All tenure track faculty need to have access to the faculty criteria documents: once these are available they will be posted on APTC's website.

2. Redesigned ISP Program

- Renamed "New Faculty Support Program" (NFSP)
- The only required part of NFSP are three half days in August. The MRFA President is invited to briefly introduce new faculty to the Association on the first orientation day.
- Introducing NFSP members to the MRFA
 - The MRFA will independently host a wine and cheese/lunch on the same date as the Department Communicators' information session in August.
 - We should generate a map of the committee structure of the university
 - Referred to Communications Committee

3. Academic Freedom Panel

- The announcement for this will be sent out shortly. The panel debate will be held on March 30, 2:00-3:00 in X301.

4. Draft Workload Committee Report

- This report is not ready yet. The report will cover workload issues and suggestions for the Negotiating Committee.

5. TRU Request

- They are developing aggregate information on working conditions, salary, benefits etc. for Part-time faculty. Gerry will discuss likely developments with David before sending this information to TRU.

6. Grievance Report

- There are currently two grievances at Step 1: the grievance committee may have to meet to review them.

Unfinished Business

1. Compassionate Fund Request

Motion THAT the MRFA Executive recommend to the membership THAT the MRFA provide an additional \$1976.46 to provide this member the same family benefits as were maintained prior to terminating employment.

Moved: Gerry Cross

Seconded: Pat Kostouros

Discussion

Motion to amend: to extend the time period to the end of August

Discussion

Withdrawn

Vote

Carried Unanimously

We are trying to get the member to 70% of net income that the member lost. The initial \$2,000 from us and the \$2,900 from EI, and an additional \$1372.82 from us would bring the member to 70% of net income for months of March and April

Motion THAT the MRFA Executive Board recommend to the membership THAT the MRFA provide the additional \$1,372.82 and that the justification for this additional support be as stated above.

Moved: Gerry Cross

Seconded: Kit Dobson

Motion to amend: Round up \$1,500

Moved: Kit Dobson

Seconded: Pat Kostouros

No Discussion

Call the question

Vote

Carried unanimously

Restated Motion: Motion THAT the MRFA Executive Board recommend to the membership THAT the MRFA provide the additional \$1,500 and that the justification for this additional support be as stated above.

Vote

Carried Unanimously

2. Faculty Association Organization sub-Committee Recommendations

- The committee had been talking about reducing the President's workload and moving some of that work and reassigned time to another member of the Executive but the committee decided not to do this, why?
 - This is a recognition of the amount of work the president does notwithstanding the grievance function. It also sends a message to the institution that this is a serious role which the faculty fully support.
 - The discussion paper will state that we will seriously examine this next year.
- Agreed
- The committee is recommending the addition of one position with 48 hours' reassigned time but, overall, the changes are SICH neutral as the committee changed the VP Internal to 48 from 96.
- The VP Internal will be an overall policy monitor and the ALO is a GFC policy monitor. The ALO can liaise with the VP Internal.

- o Agreed

New Business

1. Negotiations Support Committee

- a) Charter Approval
Deferred
- b) Appointments
Deferred

2. Student Access to Centre Request Access request

Motion THAT the MRFA Executive Board approve student access to the Faculty centre for the first MRU English degree graduating class on April 12, at 4:00pm.

Moved: Gerry Cross
Seconded: Kit Dobson
Discussion
Vote
Carried Unanimously

3. Proposed Change in Policy Involvement for the Academic Liaison Officer

- The ALO should be involved in or be on APPC
 - o Any change we propose will be a recommendation to the GFC Bylaws Committee. If the Bylaws Committee approves it, it may go to the GFC Executive Committee and ultimately it would have to be approved by GFC as a bylaw change. The first thing to do is to discuss this with David Docherty for our ALO to gain some status on APPC
- Do we want to change name to GFC Liaison officer? This is a good idea and would clarify the role

Motion THAT the ALO be renamed to GFC Liaison Officer and that this change be included in the 2012 bylaw changes

Moved: Cliff Werier
Seconded: Rafik Kurji
Discussion
Vote
Carried

4. Provincial Election Forum

- Kit to arrange a forum on PSE in Alberta with representative of each provincial party. Once everything is arranged we will invite SAMRU to attend.

5. Request for our budget from Saskatchewan Institute of Applied Science and Technology

- Gerry will inform them of the online budget and a possible resource in CUPE

7. PAC Request to Meet with the Executive Board

- Having expected to but now being unable to meet with PDC to jointly discuss changes to committee structures, PAC requests the opportunity to meet with the Executive

Motion THAT the two committees meet at the direction of the Executive Board and that there be a detailed description out of this meeting where they detail their overlaps etc. Friday 4-5pm

Moved: Gerard Lucyshyn
Called the question
Vote
Carried

8. Request from member for the Executive to consider Senior Admin travel expenses
- Faculty are concerned about travel expenses, increases to senior admin compensation and budgeting practices in the current financial state of MRU.
 - Moving Forward
 - Elaine will discuss these concerns with the Chair of the Board
 - David Sabiston needs to have all the information on this for negotiations
 - Gerry could raise the MRFA's concerns to the board after Elaine has discussed it with the Chair of the Board.
 - Executive Board members to send to Elaine supplementary notes
 - Gerry will ensure that next year BAC meets in the fall and that members of BAC are prepared to discuss agenda items at meetings.

9. Request to Faculty Representative to the Board of Governors

Motion THAT the MRFA Faculty Representative to the Board of Governors request from the Board an interpretation on their "Employer of Choice" slogan in terms of what it means and entails.

Rationale: having reviewed documentation from 2009-2012 it is evident that there is no definition of what "Employer of Choice" means at MRU. There are thresholds in the marketplace for being employer of choice and if we are to continue using this phrase we need to establish what standards we are meeting or surpassing to merit the use of it.

Moved: Gerard Lucyshyn

Discussion

- Gerard will send Elaine market standards on Employer of Choice
- Motion to Amend "Motion THAT the MRFA Faculty Representative to the Board request from the Chair of the Board of Governors an interpretation on their "Employer of Choice" slogan in terms of what it means and entails.

Moved: Pat Kostouros

Discussion

Vote

Carried

Vote

Carried

Adjournment: the meeting was adjourned at 4:35pm