

Minutes of the Mount Royal Faculty Association
Meeting date: March 27, 2015

Call to order: An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on March 27, 2015. The meeting convened at 12:00pm, President, Marc Schroeder, presiding.

Members Present:

Marc Schroeder
April McGrath
Shiraz Kurji
Brenda Lang
Karen Manarin

Richard Sutherland
Tracy Powell
Andres Tomaszewski
Elaine Mullen
Scott Murray

Order of the Day, 1:00pm

Guests: Kathy Shailer and Randy Genereux

1. Implementation Plan for Market Modifiers

It would have been preferable to have an across the board increase rather than increasing it only in certain programs. Regardless, students enrolled in the affected programs will pay fifty dollars more per course than students in other programs.

2. Credit Extension Proposal

These programs are not meant to replicate other programs: they are meant to be an extension of the credit programming with an academic basis but delivered to a different audience in a different format. They will go through the same program approval process as other credit programs. The home department will be responsible for program development and hiring. A portion of the program's revenues will be credited to the home department to compensate it for the hidden costs of administering the program. Each program will have a business plan outlining all such details for the program.

- All credit extension programs will be revenue generating. Grant funding cannot be used for these programs in any way; so, tuition will be significantly higher.
- Initially, most instruction in credit extension will be done by contract faculty, but, as these programs grow, they will likely create new faculty positions.
- Credit extension programming will not replace anything that is currently being done in Cont-Ed.
- These programs are intended to address an unmet need among mature learners.

3. Class Sizes

The abilities of our graduates, resulting from how they learned the content, is our competitive advantage over other institutions. We need to be mindful of this: small class size is part of our brand and increasing class size may negatively impact recruitment and retention. However, we cannot afford to keep small classes. If we are not going to cut programs we need to look at how we deliver programs. Every area will be asked to look at the structure of their programs and at where it is important to have small classes and where larger classes could be supplemented by tutorials. We need to look at the whole student experience and make it the best it can be with our resources.

4. Full Time / Contract Ratio

Though we oppose the casualization of the academic workforce we do not oppose contract faculty nor do we mean to diminish their teaching ability: if there is sufficient workload available, tenure track positions should be offered. We wanted to address the ratio when we became a University but with the University funding being taken away it was not possible to do this. This ratio differs from department to department and this will be considered when determining where full time positions will be made available.

5. Retirement Incentives

The approved proposal has 50% of retired positions being replaced by tenure track positions in 2016-2017.

6. Respectful Workplace Steering Committee

In addition to policy review, the committee is developing ways to proactively address matters of civility and bullying in the workplace. A symposium will be held in May to establish baselines and set goals, a session on workplace bullying in higher education will be hosted in the fall, and more long term plans are underway to recreate the ombudsperson position and to provide training and resources for Chairs to deal with conflict formative ways.

Agenda

Added to New Business: Model PSE Platform, Appointments to the Contract Advisory Committee and Revision of the Committee Charter

Minutes

Motion was made by Marc Schroeder to approve the minutes of the March 20, 2015 meeting as amended. **Motion Carried**

Unfinished Business

Nomination to Arbitration Board

The MRFA's lawyer has provided suggestions, and the MRFA will also be contacting CAUT for potential nominees.

Business Arising

Advocacy Officer Position

Motion THAT the MRFA Executive Board bring forward a bylaw change at the 2015 AGM recommending that the composition of the Executive Board be revised to have one Member at Large and an Advocacy Officer.

Moved: Richard Sutherland

Seconded: April McGrath

Discussion

- o The draft bylaw language will be revised: all regular members in good standing will be eligible to run for this position.
- o Other editorial changes will have to be made as a result of this change.

Vote

Carried Unanimously

New Business

1. Contract advisory Committee appointments and committee charter

Motion THAT the committee charter be revised to allow for six members including the Contract Member Representative.

Moved: Shiraz Kurji

Seconded: Brenda Lang

Vote

Carried

Motion THAT the MRFA appoint Gerard Lucyshyn, Guy Obrecht, Harris Rubin, Jennifer Solinas, and Heather Nelson to the ad hoc Contract Faculty Advisory Committee

Moved: Andreas Tomaszewski

Seconded: Richard Sutherland

Discussion:

The work of this committee will start in the Fall

Brenda, as Committee chair will get the committee's work started

Vote

Carried

2. Recommendation from the ad hoc Staff Pension Committee

Motion that the MRFA Executive Board support, in principle, the establishment of contributions to an RRSP on behalf of MRFA staff.

Moved: Andreas Tomaszewski

Seconded: Karen Manarin

Discussion:

We will have to address the leaving bonus in transition.

Vote

Carried

3. Articles Regarding Overloads for full time Faculty

The Association is not sure if the overloads for full time faculty members should be assigned before the sessional allocation process, during the sessional allocation process, or as a way to backfill vacancies after the sessional allocation process. Marc will look into this further and an LoU will come forward on this soon.

4. AGM

a. Reports Due April 23

b. Agenda - revised

5. Model PSE Platform

Motion THAT the MRFA Executive Board bring a motion to the April General meeting for the membership to approve the draft PSE Platform.

Moved: Brenda Lang

Seconded: Elaine Mullen

Vote

Carried

Officers' Reports

President's Report

1. Provincial Budget

The details are available on the government's website. It is difficult for the Association to respond to this budget announcement since our members are relieved the cuts are not as bad as were anticipated. Rather than a rally, we could send out an Op Ed.

2. Meeting with Charlie Webber – Con Ed Credit Extension

Marc met with Charlie Webber to discuss the Credit Extension Programming.

3. Updates:

a. ACIFA Presidents' Council

Having off campus Presidents diminishes the effectiveness of ACIFA: Presidents not residing in Edmonton cannot do the lobbying the current President has done this year. They need a governance and leadership change and then they can make an impact. If changes of this sort were made, the MRFA would consider rejoining ACIFA.

b. Preparation for Arbitration Hearing

The submission is now finalized.

c. MoU Committee Reporting

There are two MoU Committee reports which will be brought to the AGM for discussion and a decision on ratification voting.

Adjournment: The meeting was adjourned at 2:00pm.

Communications Officer,
Mount Royal Faculty Association

Date of approval