

MINUTES of the Mount Royal Faculty Association

Meeting date: March 30, 2011

Call to order: An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on March 30, 2010. The meeting convened at 11:00am, President Gerry Cross presiding, and Rod Corbett secretary.

Members in attendance:

Gerry Cross
Rafik Kurji
Cari Merkley
Kelly Hewson
Rod Corbett

David Sabiston
Gerard Lucyshyn
Qasim Syed

Members not in attendance:

David Hyttenrauch

Approval of minutes: Motion was made by Gerry Cross, and seconded to approve the minutes of the March 14, 2011 meeting. **Motion carried.**

Officers' reports:

President

1. Special Meeting

- Confirmed: beginning of General meeting next Wednesday in Y222

2. MRFA representation at Department Meeting

- Meeting on Friday from 4:00-5:30 in EA 3101
 - Rod will attend in Gerry's place from 4:00 – 5:00pm. Gerry will ask them to put the item at the beginning of the meeting.

3. Vision Review Committee

a) Discussion of Draft Vision Statement

- The committee decided to give members something to respond to.
- The committee recommends that the draft be distributed to the membership for editing and comment: if people do not like it they will be asked to submit an alternative
- Discussion:
 - Vision and mission should not be combined.
 - Kelly will make suggested revision
 - The word collegial is perhaps a word that is overused and has some negative connotations
 - Options are to maintain “collegial” or revert to “proud”
 - “Engaged community” is a better option: this will be included.
 - Missing principle
 - Innovation will be included

b) Process Moving Forward

- We will invite input from members at the General Meeting and via

email.

- Exec will bring the draft(s) to chairs and have them get members engaged in commenting/editing it
- We will finalize it to be ready to have it approved at the AGM

4. Due Process for Negative Part-time Reappointment Decisions (4.8.6)

- Gerry is going to write an article on what due process should be in relation to this article.
 - Due process is an ethical obligation: when a member is determined to be eligible for reappointment with conditions or ineligible for reappointment, due process would have the Part-time member appear before the standing committee, be presented with the concerns they had, and have opportunity to respond to them. Further, Gerry will suggest we need to be careful about making these decisions based solely on SEIs.
- There is a need to get a message out regarding this: just because the CA does not require due process here members have the obligation to follow due process
- Discussion:
 - Most often, *normally*, members should be reappointed with conditions: decisions of ineligibility should require extraordinary circumstances
 - Members should have the following:
 - An opportunity to respond to problems identified
 - Be informed that there is a problem.
 - Opportunity to improve performance

5. Review of Ethics Bylaws

- The revised draft of the Ethics Bylaws is on the general meeting agenda for discussion and review as there have been substantive changes since the last time that it was presented to the membership in October.
- The Ethics committee agreed to:
 - Increase size of committee to six and increase term to three (3) years.
 - There are 2 continuing members and the transition requires us to elect 2 members for 2 year terms and 2 members for three year terms
 - If the complainant or respondent is on the committee then they have to step down and the Executive appoints someone to fill position.
 - Method of decision making: decisions that the complaint has merit should be by consensus. (Consensus means can you live with the decision even though you don't agree with it

- completely)
 - When hearing a complaint a panel of 5 members be struck. In exceptional circumstances a panel of 4 can be struck
- Appeals bylaws
 - (17.4.1.7) revision to allow for appeals of refusal to carry to consultative hearing “the committee shall inform the complainant and respondent the decision with reason and make it subject to appeal”
 - If the complainant objected the decision not to go to consultative hearing the complainant could appeal to the exec and the exec could direct the ethics committee to have the consultative hearing.
 - What would the executive use as evidence for the appeal
 - 17.5.1.1 “such appeal....on what basis of **fact and or process** the committee is seen to have erred” (this is taken from the December 7 combined draft document)
 - Recommendation to revise this to “**basis of process or on new evidence**” (process here would include decision not to go to consultative hearing)
- Does the Executive Agree on Changes Above?
 - Agreed
- Concerning Students rights:
 - **Revision: “Duty to maintain....except where maintaining privacy might be contrary to the interest of Mount Royal community”**
- 16.1.2.10
 - This should be left out: we do not have the right to tell a member to do this. We cannot constrain the rights of members as citizens
 - **We will provisionally leave this in and flag it. We will get a legal opinion regarding whether it should remain**
- Lengthy Preamble
 - This should be required reading for faculty: we need to remind ourselves of these values
 - **Something will be added before the Executive Summary indicating the purpose and import of the preamble.**
- Third Party Complaints (17.1.3)
 - Only regular members of the MRFA can file a complaint under our ethics bylaws
 - A third party complaint can only be made when the person/victim is not a regular member of the association
 - Our code of ethics should govern our behavior in relation to all members of the MRU community. For this to be the case we have to allow third party complaints

- (17.4.1.1) those who cannot file a complaint can be supported by members who can file on their behalf. The member filing the complaint must have consent of person on whose behalf the complaint is being submitted.
 - **This article will be improved by adding requirement for “affirmation” (signed consent)**
- 16.2.1.1
 - This is carried over from current bylaws: 72 hours’ notice & response. There was a concern that this was in conflict with procedures laid out in the CA re: allowing members to respond to annual tenure evaluations, but it has been determined that it is not in conflict.
 - **This will remain as is**
- 16.3.5.2
 - **This should be left the way it is.** If someone feels strongly enough that the department was trying to impose infringement on academic freedom then the member should be able to bring this forward.
- 16.6.1.2
 - This is something for MRU to determine not the MRFA
 - **This will be removed.**
- Moving Forward:
 - Gerry will incorporate these changes and send revised version to the Exec
 - We will discuss further at meeting on Monday 11:00 - 1:00pm
 - Sinc will attend

6. Daycare Subcommittee Report: Deferred to Monday

Board and committee reports:

1. Communications committee: Deferred
2. Diversity Committee
 - Five minutes is not enough time for the presentation
 - Deferred to the exec meeting following Monday’s meeting

Unfinished business:

1. Motions regarding FEC
 - We need to confirm and sharpen the motion passed on March 14.

Motion THAT the executive board reaffirm the motion made March 14, 2011, “THAT the MRFA request members of the Faculty Evaluation Committee to analyze the survey data based on training provided by Bob Uttil by September, and THAT they be permitted to disseminate those results in some form of academic paper should they decide

there is value in so doing” and THAT we clarify the FEC is to prepare a report for the Executive by September

Moved Gerry Cross

Discussion

Vote

Carried

2. Academic Liaison Committee: Deferred

Unfinished Business

1. Executive Elections: Deferred
 - a. Position Descriptions (att.)
 - b. Part-time Representative Election

New Business

1. Grievance Reporting: Deferred
2. Sub-committee Appointment: SAMRU&MRFA Federal Candidate’s Forum: Deferred
3. Request for Associate Membership: Michael Suave, Writing and Learning Strategist in SLS: Deferred

Motion THAT the Executive approve the Associate Membership request of Michael Sauve.

Moved: Gerry Cross

Vote

Carried

Announcements

Elections (nomination forms attached.)

General Meeting: April 6, 3:00 – 5:00pm Y222

Exec Dinner: June 7, 5:30pm

Committee Transition Event: August 26, 2:00 – 3:30pm

Adjournment: The meeting was adjourned at 1:00pm.

Secretary
Mount Royal Faculty Association

Date of approval