

MINUTES of the Mount Royal Faculty Association

Meeting date: May 13, 2011

Call to order: An Annual General Meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on May 13, 2011. The meeting convened at 9:07am, President Gerry Cross presiding, and Rod Corbett secretary.

Members in attendance:

See Attendance sheets

(see [AGM package, presentations and notes](#) for details on all Sections)

Approval of minutes:

Motion was made by Gerry Cross, and seconded, to approve the minutes of the May 7, 2010 Annual General Meeting. **Motion carried.**

Motion was made by Gerry Cross, and seconded, to approve the minutes of the April 6, 2011 General Meeting. **Motion carried**

Agenda

Change: under Treasurer's report

"Financial Statements" to "Discussion of Operating Results for the year ended April 30, 2011"

Orders of the Day

Special Order: 10:30am

1. Election of Officers [yes/no vote if one candidate]

Vote Sitters: Rod Corbett, David Hyttenrauch, Cari Merkley, and Kelly Hewson

a) Appointment of Vote Auditor

Motion THAT we appoint Rafik Kurji to be the Vote auditor

Moved: Cari Merkley

Seconded: Joe Anderson

Vote

Carried

b) Appointment of Scrutineers

No candidates chose to appoint a scrutineer

c) Motion THAT Ballots be destroyed

Moved: Carol Jefferies

Seconded: Margy MacMillan

Vote

Carried Unanimously

2. Committee Elections

a) Nominations to MRFA Committee positions

-Ethics

Aida Patient (English)

Jack Dobbs (Counselling)

Sinc MacRae (Humanities)

Darlene Asquith (Nursing)

-Professional Development

Michael Huston (Counselling)

Naomi Grant (Psychology)

Elaine Rose (Nursing)

Eric Roettger (Gen-Ed and Math)

Jodi Nickle (Ed. and Schooling)

Jennifer Petit (Humanities)

Alice Swabey (Library)

-Professional Affairs

Jack Dobbs (Counselling)

-Bylaws

Jocelyn Lehman (Nursing)

Paula Dozois (Interior Design)

-Academic Liaison

Alan Fedoruk (Science & Tech.)

Carlton Osakwe (Bissett)

Jennifer Boman (Teaching and Learning)

-Communications

Maria Jesus Plaza (Languages and

- | | |
|------------------------------------|--|
| Cultures) | Kelly Hewson (English) |
| - <i>Diversity</i> | - <i>Transportation Advisory Committee</i> |
| Liza Choi (Nursing) | Brett McCollum (Chem / Bio) |
| Frances Widdowson (Policy Studies) | - <i>Accessibility Committee</i> |
| Kimberley Williams (Humanities) | Kimberly Williams (Humanities) |
| - <i>Faculty Tenure Committee</i> | - <i>Effective Team</i> |
| Mark Gardiner (Humanities) | Dawn Rault (Justice Studies) |
| Margy MacMillan (Library) | - <i>Academic Plan Implementation</i> |
| Kelly Hewson (English) | Darlene Dawson (Nursing) |
| - <i>Faculty Leave Committee</i> | Michael Truscello (English/Gen Ed) |
| Cecilia Sessarago (Lang and Cult) | |
| Miriam Carey (Policy & Gen-Ed) | |

Nominations closed

b) Motion THAT Committee voting take place Tuesday May 17 and Wednesday May 18 from 9:00am - 4:30pm

Moved: Darlene Dawson

Seconded: David Clemis

Vote

Carried Unanimously

c) Motion THAT committee election ballots be destroyed following tabulation of Results

Moved: Richard Harrison

Seconded: Randy Genereux

Vote

Carried Unanimously

CRO Announcement of Election Results, David Hyttenrauch

Elected: David Sabiston as 1st Vice President

 Kit Dobson as Secretary

 Elaine Mullen as Faculty Representative to the Board of Governors

 Cliff Werier as Member at Large

 Pat Kostouros as Academic Liaison Officer

Congratulations and thanks to all of you.

Reports off Officers and Standing Committees:

1. President's Report, Gerry Cross

Executive Goals 2010-2011

- o In the Fall the Executive set goals for the year. We are reporting to you on those goals and providing an opportunity for you to ask questions about or discuss them. See the AGM Notes for information on these goals.

Grievance Report

Referring to President's Report in the AGM Package

The first five grievances were part-time issues, the only grievance that was not was the policy grievance on scheduling. The final listed grievance is the one that went to arbitration last year. With the majority of grievances being from Part-time members we have to focus on improving practices in relation to the appointment and re-appointment of Part-time faculty. Part-time selection committees are encouraged to use the tenure process model when considering the decision to re-appoint with conditions and the decision not to re-appoint.

MRFA Composition

Other Associations are structured rather differently than the MRFA. Some have

representative councils that provide input to the executive, many have on staff grievance officers, labor relations officers and executive directors, and the relationship between the executive board and negotiating committee is quite different (CAUT recommends a model wherein the Negotiating Committee reports to the membership through the executive). Restructuring the MRFA may be something to consider in the coming years.

2. Treasurer's Report, Rafik Kurji

i. Discussion of Operating Results for the Year Ended April 30, 2011

We have had a very good year again. We hope to have an Audit Report in time for December or January of coming year.

Review of revenues and expenditures. We received more revenues, primarily from member dues, than we budgeted for. Some of our expense categories were under-spent while many others have expenses that are carried forward.

We are planning on establishing some stability for our faculty centre. We plan to do this by establishing larger Contingency and Building funds.

ii. Executive motion: Dues Bylaw Change, Gerry Cross

This and the next motion are part of the bylaw changes but, as they are financial, we separated them from the rest of the bylaw changes for individual approval.

- o Current dues structure is 1% of step C13 which no longer exists (it was from the old grid). The motion is to change that structure to 1% of gross pay.

Discussion

Call the question: Vote

Carried, 1 abstention

iii. Executive Motion: Contingency Fund Increase

We want to increase this from 50,000 to 200,000

Rationale: we are not expecting denial of tenure grievances but we have to be in a financial position to respond to them if they occur. Denial of tenure grievances that go to arbitration cost up to 60,000 each

Discussion

Call the Question: Vote

Carried, 2 abstentions

iv. Preliminary Budget, 2011 - 2012

We have used the numbers from 2010-11 to project a budget for 2011-12

- o Review of Revenue and Expense lines
 - o Total projected revenue for 2011-2012: 644,000
 - o Total expenditures budgeted: 640,500
 - o Small surplus budgeted

- o Discussion

Gerry Moves that we accept this budget in principle

Seconded: Martin Haworth

No discussion

Carried unanimously

v. Executive Motion: Spending Authorization for the Summer

Authorization for the executive to spend up to 5,000\$ over the summer

No discussion

Vote

Carried Unanimously

vi. Executive Motion: Spending Authorization for the Summer

Rafik Kurji moves THAT we maintain Buchanan and Barry as our auditing firm

for our current audit
Vote
Carried Unanimously

3. 2nd Vice President's report

Mount Royal is in motion: there are many changes with promotion & tenure. With these changes there are newly emerging needs and PAC is trying to address these by fostering professional excellence. As we are moving and becoming the best Undergraduate University in Canada we need to be proactive and solve problems before they arise. Participation in the workshops that the Professional Affairs Committee offers is beneficial in reducing conflict and promoting harmonious relations.

4. Secretary's Report, Rod Corbbet

The Communications Committee wanted to highlight the new private Facebook group. This is a private group: we can share things with each other in this group and nobody else can see them. You have to have a Facebook account to join. If you do not have an account the Communications Committee can help you create one. If you do not want to create a Facebook account you will not miss any important MRFA related announcements as these will still be housed on mrfa.net.

5. Negotiations Report, David Sabiston

- The Negotiating Committee will do a full report at the special meeting on ratification. We hope to have signed off on the final package by the end of May. See [AGM Notes](#) for detailed information and discussions.
- Review of the work of the Negotiating Committee
 - Article 1. Definitions.
 - Article 4 Appointments
 - Many academic units were concerned about who should vote (“all MRFA members” means *all members*: Part-time and Full-time get to vote). The teams have gotten rid of voting and replaced it with consensus (part-time members are included in this consensus) and it still goes back to the dean for final approval.
 - 4.11 Fixed Term Part-time
 - Clarification: 385 guaranteed SICH is a minimum not a maximum
 - Article 6. Lab Instructor
 - MOU Committees: Part-time employee title, Counsellor's Annual Report and Intellectual Property.
 - Article 11 Appeals of Denial of Promotion
 - 11.5.2 UTPC process for promotion to full professor. The TPC makes a recommendation, then the dean and then UTPC. Following final review, the UTPC advises the president of approval or denial and the employee will be advised about it in writing
 - If a department does not recommend promotion to full professor the process still goes through each level. UTPC has the final decision unless it goes to appeal.
 - University Appeal Committee: membership will be two faculty chosen by board, two chosen by MRFA and the President is the chair. If UTPC denies promotion the employee goes to the appeal committee and their decision will be binding.
 - Grounds for appeal: misinterpretation of criteria, due process issues and differences of opinion
 - Article 10 appeal of denial of tenure
 - There may be a role for the university appeals committee to come in before it goes to arbitration but it can still go too arbitration

Any reports to be removed from the Consent Agenda?

None

Reports Approved by Consent

New Business:

1. Executive Motion: Proposed Bylaw Changes

Presentation of the main changes with a motion to approve the whole package. Any member can make a motion to separate an item (2/3 majority vote is needed to separate). If this does not happen we will vote on the whole package

Motion THAT sections 16, 17 and 18 be separated for approval.

Moved: Scott Murray

Seconded: Qasim Syed

Vote

Carried

Code of Ethics:

This was presented on at the April General Meeting. The revised bylaws are based on underlying principles of what one should do.

Motion THAT we move article 16.3.5.2 back to the ethics committee for reconsideration: to consider the impact on course outcomes.

Moved: Marc Schroeder

Seconded: Margy MacMillan

Vote

Carried (3 opposed, 2 abstentions)

Resolved THAT the proposed Ethics bylaws as presented in the agenda package and as modified by the previous motion be approved.

No Discussion

Vote

Carried Unanimously

Resolved THAT all other changes to the bylaws as presented in the agenda package be approved

Vote

Carried (1 Opposed)

2. Daycare Discussion Paper

The MRFA Executive is looking for direction based on the Discussion Paper: the item most actionable at this point is establishing a joint committee

Resolved THAT the MRFA Executive Board propose to the university administration that a joint child care committee with representation from all stakeholders be established; Resolved THAT the committee's mandate be to make recommendations on expanding day care access at MRU and on the other issues raised in the MRFA Child Care Discussion paper by the end of the 2011-2012 academic year.

Motion to amend: replace "at MRU" with "for MRU Faculty, Staff and Students"

Moved: Marc Schroeder

Seconded: Ricardo Hoar

Call the question (terminate debate on amendment to move to the vote on the amendment)

Moved by Gerry Cross
Vote
Carried, 1 abstention and 1 opposed
Vote on amendment
Defeated

Motion to amend: remove “and on the other issues raised on the child care discussion paper”

Moved: Ricardo Hoar
Seconded: Mary-Lee Mulholland
Discussion
Vote
Defeated

Carol Jefferies moved previous question
Seconded: Pat Roome
Carried, 6 opposed, 1 abstention

Vote on motion as presented to establish a joint committee
Carried, 7 Opposed and 5 abstentions

3. Executive Motion to Explore Electronic Voting Procedures for Committee Elections

To potentially develop an online form with links and selection boxes.
Vote
Carried, 1 Opposed and 2 Abstentions

4. ACIFA Report, David Hyttenrauch

ACIFA promotes the professional and economic well-being of college and technical institute faculty in the interest of advancing the quality of post-secondary education in Alberta. Key activities: strong Professional Development focus, full-time labour relations officer who gives direct advice to associations, political advocacy, liaison with other Organizations

- o The government will not look at alternate revenue streams and, unless royalties change, Alberta PSE is looking at significant cuts in coming years. The government will not listen to students/faculty groups but they will listen to the public. We need to move toward indirect lobbying and ACIFA is looking at this.
- o Major projects this year: refining vision statement (aligning activities with preferences of members), June 2, 2011 PSE Symposium, Budget Review
- o Moving Forward: ACIFA needs to become the argument for its own relevance
 - o ACIFA wants to enhance the professional association and Expand capacity for Advocacy

5. Executive Motion THAT the MRFA donate \$10,000 to the ACIFA Defense fund

We previously approved this contribution in principle to what then was the SAIT Faculty Association Charter Challenge on Designation.
Vote
Carried, 1 abstention

Announcements: Lunch in the FC.

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

Secretary
Mount Royal Faculty Association

Date of approval