

Minutes of the Mount Royal Faculty Association

Meeting date: November 24, 2015

Call to order: An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on November 24, 2015. The meeting convened at 12:20pm, President, Marc Schroeder, presiding

Members Present:

Tracy Powell
Marc Schroeder
Sabrina Reed
Richard Sutherland
Shiraz Kurji

Brady Killough
Brenda Lang
Jarett Henderson

Members not present:

Allison MacKenzie
David Clemis

New Business

1. MRFA Scholarships

Motion THAT the Executive Board reaffirm its previous decision to maintain the number and amount of its scholarships with the same criteria but not have them connected to specific faculties, and that the Executive Board approve, in practice, not awarding scholarships to more than two students applying from the same Faculty.

Moved: Jarett Henderson

Seconded: Brenda Lang

Vote - Carried Unanimously

2. Code of Conduct Panel Discussion

Without consensus on scheduling or participation, this discussion was deferred.

3. MRFA Annual Member Census

Richard, Marc and Chantelle will work on developing this survey and will bring it back to the Executive by December 18.

Meeting with the MRSA Executive Board

MRSA

Baset Zarrug
Christine Pepper
Kirsten Garcia
Karen Hiebert
Charissa Hovdebo
Cyndi Cave
Cheryl Melatdoost
Rachelle McGrath
Jamie Tolan
Whitney Struthers

MRFA

Tracy Powell
Marc Schroeder
Sabrina Reed
Richard Sutherland
Shiraz Kurji
David Clemis
Brady Killough
Chantelle Anderson
Brenda Lang
Jarett Henderson

Business Arising

1. Maintaining and Strengthening the Dialogue Around Advocacy and Coalition Work

Several items were identified which the MRFA and MRSA could be working on:

- Strengthening cooperative and collaborative relations with administrators with the aim of increasing meaningful involvement in policy development
- Building relations with the Board of Governors
- Doing a comparative analysis of the salary breakdowns at similar institutions
- Tracking perceived instances of increased autocracy in management
- Resisting arguments that change is needed to continue transitioning to a University

2. Sharing Common Items in Negotiations

The MRSA has a three year agreement; so, the MRFA and MRSA will not be negotiating at the same time in the coming rounds. Both negotiating committees will meet, however, in the winter term to discuss issues and priorities

3. Code of Conduct

Despite statements to the contrary, this policy did not need to be rushed nor did it need to include everything that it does in order to meet legislative compliance. The Public Agencies Governance Act requires that the code address things like conflict of interest (i.e. that public money is being spent wisely and with appropriate oversight); whereas, the code we have is about employee behaviour much more generally. Both faculty and staff are affected by this policy and should be working to improve it since it is currently under review.

New Business

1. Academic Plan

The current plan, in place till 2017, is being updated to be in line with the strategic plan. Historically, this plan would have been updated by stakeholders through a consultative process, but all updates have been made independently by Kathy Shailer. However, the timelines have been extended which allows for some consultation. The MRFA has several significant concerns with the plan, and the MRSA should also be considering how it will impact their members. The plan assumes MRU will grow without increases to funding; so, growth is to be achieved through internal operational efficiencies. Overall, this means doing more with less: this will adversely affect faculty, staff and students. This plan should be being discussed in all areas, and all stakeholders should attend the consultation sessions on December 9 and 10.

2. Casualization

This is an ongoing concern for both Associations.

3. Employee Work Environment Survey

The MRFA and MRSA will work to harmonize some of the questions about work life in their membership surveys.

4. Doing More with less resources

Discussed above in relation to the Academic Plan

5. TS and TSS

For clarification, Full time faculty are in one of two work patterns: TS is Teaching and Service and TSS is Teaching Scholarship and Service. People on TSS have less teaching and higher scholarship expectations than those on TS.

6. Management / Chair Training Opportunities

Deferred

7. Policy Updates

Deferred

8. The Conference Board of Canada Database

Deferred

For Information

The lunch service provided in the Faculty Centre is for MRFA members only as it is subsidized by members' dues and because MRFA staff would not have the capacity to meet increased demand. MRSA members could, on an ad hoc basis, use the centre as faculty members' guests.

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

Communications Officer,
Mount Royal Faculty Association

Date of approval