

**Minutes of the Mount Royal Faculty Association**  
**Meeting date: November 1, 2012**

**Call to order:** An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on November 1, 2012. The meeting convened at 2:00pm, President Gerry Cross presiding and Kit Dobson, Communications Officer

**Members Present:**

Gerry Cross  
Valerie Kinnear  
Elaine Mullen  
Kit Dobson  
Scott Murray

Brenda Lang  
Marc Schroeder  
David Sabiston  
Marnie Kramer-Kile

**Members not Present:**

Pat Kostouros

**Order of the Day, 2:00pm**

Guest, Jeff Keshen, Dean of Arts

1. Tenure and Promotion Processes
  - The Faculty of Arts Criteria document is too prescriptive and TPCs need to be more empathetic and flexible in evaluating their colleagues. A career should be looked at in a holistic way.
    - The appendix addresses these concerns.
    - The criteria should be university wide. Agreed.
  - It is important for us all to remind ourselves, particularly for the 2009 cohort, the established criteria needs to be applied very flexibly because it did not come in till their third year and the standards cannot be applied retroactively.
  - APTC should be spearheading a review of the institutional criteria in a few years, and people should be making notes now so they can be used in the review process. APTC should be using the years in which it is not reviewing criteria to become informed on the scholarly literature related to its mandate.
    - This is a good suggestion and Jeff will bring it to APTC.
  - Requiring SEI scores to meet department averages is problematic pedagogically because it may compel someone to teach to the SEIs. When looking at someone's teaching, one should consider whether it meets expectations: teaching a decent class. This does not necessarily equate to good SEIs.
    - UTPC is undertaking a review of the evaluation of teaching this year.
2. Performance Review
  - We do not need to establish criteria for tenured faculty. There is a process in place already (article 12 of the Collective Agreement).
3. Supervising Honours Theses
  - This is workload and is not defined or recognized in the Agreement and it needs to be.
4. Update on hiring committees
  - Jeff is choosing not to sit on the committees and has given his designation authority to the departments. Some departments have chosen tenurable members.
    - This gives the departments a greater sense of ownership and responsibility.
    - Departments are more than capable of making the decisions for themselves.
    - The Agreement does not constrain the Dean's power to designate

**Agenda**

Added: President's Report and New Faculty Outreach Program

**Approval of Minutes**

Motion was made by Gerry Cross, and seconded to approve the minutes of the October 25, 2012 meeting. **Motion carried.**

## **Officer's Reports**

### Vice-President Negotiations

1. Mediation (Confidential Session)  
David will send a note to members informing them of the potential agreement: details will not be revealed until the ratification meeting.

### President's Report

1. Executive Board Retreat Agenda  
Agenda revised
2. CAUT Conferences  
Gerry is going to CAUT Council, Forum for Presidents and Parliament Hill Day. Scott is going to the Grievance Officer's Workshop. We are hoping to send members to the Bargaining session in March and to CAUT Council in April. There is also a workshop for new Presidents in May that we should consider sending someone to when needed.
3. Meeting with TPC Chairs  
Robin agreed to allow us to meet with them on November 22 at 4:00pm
4. Budget Advisory Committee  
Has broken into three working groups. Gerry is on the working group brainstorming on ways to save money and increase operating efficiencies in the short term. Bruce Ravelli is on the long term cost savings group. Valerie is on the revenue brainstorming group.  
This is a serious opportunity to generate ideas

## **Unfinished Business**

1. Individual ACIFA Climate Survey Questions  
Deferred

## **New Business**

1. June Part-time Representative Negotiations Stipend  
Deferred
2. Appointments to the MRFA's Child Care Task Team  
Deferred
3. Follow up on October General Meeting  
Roberts Rules was very useful in this meeting though a few spoke against it.
4. Advocacy Committee Speaker  
They are going to bring in a speaker and hire a student for 500\$ to do research on student debt. The Executive Board agrees that the Charter will be changed. The Executive Board will be notified of their activities by the Communications Officer and they will be allowed to approve expenses out of their budget.
5. Proposal for a Skit for Robin Fisher's Farewell  
Margy is aiming for 4 minutes and is looking for volunteers.
6. New Faculty Outreach Program  
Marc and Marnie will have met with all new faculty by December. They will encourage new members to attend the upcoming tenure dossier workshop and to attend an MRFA meeting to see what we are about.

**Adjournment:** The meeting was adjourned at 4:11pm.

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Communications Officer  
Mount Royal Faculty Association

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Date of approval