

MINUTES of the Mount Royal Faculty Association

Meeting date: November 30, 2011

Call to order: A General meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on November 30, 2011. The meeting convened at 4:30pm, President Gerry Cross presiding and Kit Dobson, Secretary.

Members in attendance:

See attached Attendance Sheets

Agenda

- Added Item 6 under President's Report, Compassionate Fund Motion
- Added Item 4 under Committee Reports, MRFA Representative on the Diversity Advisory Committee

Officers' Reports

President

1. Grievance Report

Arbitration Award

- The majority of the arbitration panel ruled against our case. This means that the Personal Harassment Policy does apply to members doing MRFA service
- MRFA Executive Board relies on the advice of its legal counsel: the same thing could happen in any grievance.

Step 3 Grievance

- Step 3 grievance filed by a Part-time member whose summer course was extended from 8 to 13 weeks. The member argued that Article 13.4.3 should apply to Part-time faculty.
- The step 3 grievance committee ruled that the article in question does not apply to Part-time employees.

2. CAUT Council

- MRU is considering using Google as a contract email system. This needs to be considered carefully because, as CAUT warns, this would make our email subject to the US Patriot Act.
 - More information available on mrfa.net under General Meeting Minutes

3. CAUT Western Regional Conference

- Important Topics
 - Funding for First Nations Students
 - Gender Equity
 - Access Copyright
 - Threats to Post Secondary Education
 - CAUT Executive Director recommends that Faculty Associations take a strong role in political advocacy.
 - Associations do not need total agreement in political advocacy campaigns: they need majority support.
 - The MRFA Executive Board has review of our political advocacy policy in its goals for this year.
 - Faculty Role in Academic Decision Making
 - The principle of bicameral governance is that faculty lead in academic decisions. This does not always happen but we need to make it happen.

4. Child Care Task Force

- The task force has been established and Pat Kostouros is the MRFA appointee. The task force has met once and will be putting together a survey that will be coming out in the New Year. After the survey results have been collected Pat will report back to the

membership.

5. *Format of Tenure Celebration*

- Rather than having chairs speak for each member who has been granted tenure, the SEC is going to send out a form to collect information about newly tenured members. There will be one person presenting all of the members who were granted tenure using the information provided on the forms.
 - The call for information will come out soon

6. *Compassionate Fund Motion*

- A Part-time member's son died unexpectedly in eastern Canada and the total expense was \$16,000. The member's partner also works Part-time; thus, there is financial need

Resolved THAT the MRFA membership approve an additional expenditure of \$2,000 from the Compassionate Fund to support this member

Discussion

Vote

Carried Unanimously

Treasurer

2010-2011 Audited Financial Statements

- The 2011 year end audit has been completed. We have received the statements and the report. The audit report is available in the MRFA Offices
- Rafik has served admirably. This is the second year of his second term. We will be looking for another treasurer at the AGM in May and it is surely an asset to have an accountant in this role.

Committee Reports

1. Negotiating Committee, David Sabiston

- Common concerns expressed at the Open Houses
 - Salary
 - Salary, the grid, and disparity between the Associate and Full Professor
 - Based on provincial trends, we are not expecting a 0% salary increase next year.
 - Part-time Appointment, Re-appointment and workload allocation articles need to be improved
 - Promotion process, criteria and expectations needs to be clarified
 - Workload
 - The Negotiating Committee will be working toward negotiating for more money less work.
 - In 2004 Faculty were asked to fill out time logs to assist in gauging workload. This may be a useful exercise again.
- The Board's Negotiating Team
 - Randy Genereux (chair), Jim Zimmer, Manuel Mertin, Jeff Goldberg, and Heather Haddow
- Current work of the MRFA Negotiating Committee
 - The Negotiating Committee is currently developing its survey and will likely have it sent out in early January
 - The Negotiating Teams will be participating in an Interest Focussed Bargaining Workshop on January 12, 2012.
 - Members are invited to contact the members of the Negotiating Committee with any concerns and/or input.

2. Vision Statement Review Committee, Gerry Cross

- We have a new draft statement that remains open for comment and will be brought forward for approval at the AGM
- Vision: “Progressive educators pursuing excellence”
- Mission: “The Mount Royal Faculty Association provides a collective voice for faculty, promotes tenure and academic freedom, advocates for the highest standards of professionalism in higher education, and upholds the values of diversity, equity and human rights.”

3. Faculty Evaluation Committee, Bob Uttl

- The FEC has done an enormous amount of work this year and last year.
- Review of background, design and questions of the survey
- The survey was sent to 868 members and there was a 48% return rate. The number of comments that came back was surprising and led to content analysis and coding
- View the full FEC report on mrfa.net under 2011-2012 General Meeting Minutes or in the FEC Section of the Website.
- Discussion
 - This is terrific work: the committee members’ efforts are much appreciated.
 - We need a sense of FECs power in generating a new SEI in relation to UTPC.
 - Robin verbally committed to having SEIs and teaching evaluation considered at UTPC. Also, UTPC is a creation of the Collective Agreement: faculty are part of this agreement and so have a say in the activities of UTPC.
 - Some members are concerned about the Executive Board moving ahead without hearing members’ concerns up front
 - The executive will continue with its discussion of the motions and will be informed by any member comments. We will not bring any finished document or recommendations to the administration until we have had a chance to further discuss it with the membership
 - Members will hear the rest of FEC’s presentation and will have a chance to respond to it.

Motion THAT no summary recommendations from the MRFA’s Faculty Evaluation Committee be sent to the administration without approval by the membership

Moved: Bruce Ravelli

Seconded: several members

Discussion

Vote

10 abstentions

Carried

4. Diversity Advisory Committee

- The Committee, under authority of Brian Fleming and Robin Fisher, is to create a diversity plan for the university
- Anyone with questions or comments can contact Scott Murray who is the MRFA representative on this committee

Announcements

MRFA Holiday Parties

Professional Development Committee, Spring Retreat and Reading Week PD Day

Winter 2012 MRFA Meeting Schedule

Adjournment: The meeting was adjourned at 6:05pm.

Secretary
Mount Royal Faculty Association

Date of approval