

Minutes of the Mount Royal Faculty Association
Meeting date: October 17, 2015

Call to order: An Executive Board Retreat of the MRFA, was held in Mount Royal University, Calgary, Alberta on October 17, 2015. The meeting convened at 12:00pm, President, Marc Schroeder, presiding

Members Present:	Brenda Lang	Brady Killough
Marc Schroeder	Allison MacKenzie	Tracy Powell
Sabrina Reed	Richard Sutherland	Jarett Henderson
David Clemis	Shiraz Kurji	

1. Negotiations and the Collective Agreement
 - a. Preparation for Negotiations

The Negotiating Committee is currently focusing on department visits and compiling members' input. The committee will likely have its survey sent out by late November.

Related Concerns:

 - When it comes to financial matters, interest focused bargaining does not work. There has been a long delay caused by arbitration when we should have received the salary settlement to begin with
 - We have not pursued job action in the past but, given how recent rounds of bargaining have concluded, there may be value in communicating faculty solidarity and support for the Negotiating Committee.
 - We will work to ensure that there is no negotiating outside of the bargaining.
 - b. Discussion on the Use of MOUs in the CA

The Executive Board and Negotiating Committee will develop principles for MoUs.
 - c. MRFA Bargaining Goals Matrix

The matrix is intended to be a long term living document that will be updated by the Negotiating Committee each round to provide rationale, context and planning related to various items at the bargaining table.
 - d. Developing Executive Board Submission to the Negotiating Committee

Elements of the Executive Board submission to be included in the Negotiating Committee's survey must be submitted to the committee by mid-November. The complete submission must be provided to the Negotiating Committee by early January.
 - e. Interim Strategies for Protecting What We Value

Building faculty awareness and support will be considered as appropriate.
2. Initial Discussion of MRU's Draft Academic Plan (att.)

The MRFA will submit a response to the Academic Plan and will encourage faculty awareness and feedback through its various communication channels.
3. Political Advocacy and PSE Funding
 - a. MRFA Advocacy Committee Work (att.)
 - b. MRU Coalition
 - c. Development of Response to the Provincial Budget

The MRFA Advocacy Committee will prepare a response to the PSE aspects of the budget once it is announced.
 - d. Provincial Advocacy Outside of a Provincial Association

Ideally we should be in a provincial association but it needs to be an effective organization. Regardless, there should only be one provincial association as all Faculty Associations have a similar goals.

 - i. Building Relations with other Alberta University Faculty Associations

The MRFA will host a meet and greet with other Calgary Associations
 - ii. Improving relations with CAFA / Maintaining relations with ACIFA

If ACIFA evolves into something more effective we would consider rejoining them. We cannot be a member of CAFA because their members must be comprehensive research institutes; likely due to concerns around mandate creep, they changed their bylaws to exclude undergraduate universities.

- Jarett and Marc will develop a position paper to be sent to all Alberta Faculty Associations about how we all have the same interests and should be in one provincial organization.
- iii. Efficacy of Meeting with the Government as an Individual Faculty Association
We will continue in our efforts to meet with the government.
 - iv. Increasing Public Messaging
The Advocacy committee is currently developing several campaigns
 - v. Building networks with FAs nationally
At CAUT's WRC, Jarett will inform others of what we are doing and see if there is appetite for more collaboration
4. MRFA Submission on PLSA and Essential Services Legislation (att.)
Marc will seek input from the membership, draft a response and incorporate feedback from the Executive Board. The response must be submitted by the end of October.
 5. Academic Liaison Issues - Progress on and Initiatives for Increasing the Effectiveness of GFC in Representing Faculty Interests (including caucuses)
Attendance at faculty caucuses and at pre-GFC drop in sessions has improved. The Academic Liaison Officer and Academic Liaison Committee will continue to work on improvements related to MRFA/MRU communications related to GFC, faculty members' awareness and access to information, and attendance and participation in meetings and caucuses.
 6. MRFA Member Engagement and Internal Communications
 - a. Communications Strategy Effectiveness
Our communications policy and the various communications channels are doing well, and we will continue to ensure that they are effective
 - b. Contract Faculty Involvement
We will continue efforts to inform and engage contract faculty.
 7. Contract Issues
The ad hoc Contract Faculty Advisory Committee will develop materials in the winter in preparation for Fair Employment Day 2016. The committee has also discussed contract faculty members' concerns and will be directing these to the appropriate groups.
 8. Membership Input and Surveys
 - a. Review of Faculty Centre Services Survey (att.)
The survey was drafted in consultation with the Faculty Centre Management Committee and revised by the Executive Board. It will be sent to members in early November.
 - b. Potential Annual "Member Census"
The Executive Board agreed that an annual membership census would be beneficial. A survey will be designed, before the holiday break, incorporating pertinent questions from previous surveys and additional questions to be determined by the Executive Board and, also, by the Board of Governors if they are interested in contributing.
 - c. Executive Board Meetings with Departments
We will start scheduling these in mid - November
 9. Establishing 2015-2016 Executive Board Goals (att.)
The goals were reviewed and revised and will be brought back to the Executive Board for approval.

Announcements

Adjournment: The meeting was adjourned at 4:20pm.

Communications Officer,
Mount Royal Faculty Association

Date of approval