

**Mount Royal Faculty Association  
Executive Board Meeting  
October 28, 2016, 10:00 am – 12:00 pm**

**Minutes**

**Call to order:** An Executive Board meeting of the MRFA, was held at Mount Royal University, Calgary, Alberta on October 28, 2016. The meeting convened at 10:00 am, President, Marc Schroeder, presiding.

**Members Present:**

Marc Schroeder  
David Clemis  
Shiraz Kurji  
Brenda Lang  
Guy Obrecht  
Sabrina Reed  
Allison MacKenzie  
Lee Easton  
Jennifer Solinas

**Members Absent:**

Roberta Lexier

**Agenda** – Approved with changes as noted – All in Favour – Carried

**Approval of Minutes - Deferred**

September 30, 2016  
October 14, 2016

**Unfinished Business**

1. Contract Faculty Advisory Committee

The President reviewed the updated committee charter as distributed noting that he had incorporated the feedback as discussed at the last meeting with the exception of the negotiating committee bargaining pre-work. Further discussion followed on possible candidates to approach that maybe interested in appointments to this committee. Action Item: To have a distinct list of possible appointments or interested parties. Marc and Guy to pursue.

Motion: To approve the charter for 2016- 2017 Contract Faculty Advisory Committee

Moved: Allison MacKenzie – Seconded: Guy Obrecht - All in Favour – Carried

**New Business**

1. News to Use “MRFA Forum” Column

The Chair of the Communications Committee spoke to a new section in the News to Use Monthly Newsletter – “The MRFA Forum”. She noted that this forum is open to all members to express their ideas about MRFA issues that are broadly defined and that an email address had specifically been setup for submissions. To date there had not been much response and was suggesting that it may help if the members of the executive committee assist in spreading the word to members to submit articles. Further discussion ensued on the role of the Communications Committee and the selection

process of articles that would be approved for publication.

2. Review of Contract Faculty Discussion Notes from October Regular Meeting  
The President reviewed the discussion notes as distributed, noting he tried to capture the key ideas provided at the meeting. Further discussion ensued on topics such as full year scheduling, ratios, benefits, funding, provision of data to the BOG in support of cases and working with the BOG, MRU revenue, diversity of colleagues within the complement, MRFA connection with department chairs, growth of service loads, gender equity, removal of financial incentive to hire on contract, using other institutions as examples where full time compliments have been successful. It was agreed to develop both a discussion document and a position paper, evidence based for distribution. Further information on the discussion points is available as distributed.
3. Review of MRU's Draft New Hiring Guidelines for Faculty (att.)  
The President referred to the draft guidelines as distributed. He noted that this document although it is not an MRFA document, it does have official standing, referencing the Collective Agreement and that it is managed by HR. He further stated that he would be meeting with HR to review the document and suggested that if anyone wanted to provide feedback before the meeting to forward the information to him. Further review of the document ensued, referring to page 6, Identifying the Need – Sessional Appointment and Reappointment sections, page 8 Job Posting – Sessional Appointments section, page 15 Failed Search section. The President asked again that the committee submit any feedback before the meeting to be held with HR.
4. Government of Alberta Tuition Review Consultation (att.)  
The President referred to the consultation as distributed stating that November 30<sup>th</sup> was the deadline for submitting feedback and that it was in line with the Association's Advocacy goals. A brief discussion ensued noting mandatory non instructional fees and tuition policy development. In the interest of time, the President suggested that this item be deferred to a future meeting and asked for a volunteer to take a first cut at providing feedback for the next meeting. Following discussion, Marc will follow up with Roberta who is already involved with the review and ask if she will provide a bullet point outline for the next meeting.

## **Officers' Reports**

### Contract Faculty Representative's Report – Guy Obrecht

#### 1. COCAL XII Conference

Guy noted that he attended this conference in August where Mexico, America and Canada were represented. He noted that Canada in comparison with Mexico and the US is doing ok. The main item discussed was equality with the contingent labour force. One point of notice was a McGill attendee who talked about the budget at McGill and the earnings for fulltime and contract faculty and spoke to benefits as well. He further noted a representative of the BOG of the University of Alberta stated that contingent faculty and respect for all workers is something that they were thinking about. Marlin Schmidt who also attended noted that the value of education was recognized and spoke to stabilizing grants and freezing fees for students. He also referred to the review of executive compensation at institutions and the necessity of board appointments having transparency and diversification. Job security was also noted as a point of utmost importance and the fracturing of unions was discussed. The Vancouver Community College was noted as an institution who promoted and maintained fair labour practice. Following a discussion on the cost of the attending a motion was tabled to increase the amount approved.

Motion: To reimburse Guy for the full cost of attending the COCAL Conference.  
Moved: Lee Easton – Seconded: Brenda Lang – All in Favour - Carried

### President's Report

1. Joint Meeting with FEC and Task Force Representatives Regarding Student Evaluation of Instruction: Thursday, November 17, 12:00-1:00pm  
The President noted that the joint meeting as noted above will be held on November 17<sup>th</sup> and urged committee members to attend if they are able.
2. Update: 2016-2018 Collective Agreement  
The Collective Agreement has been printed and is now available to members.
3. Update: Faculty Centre Coordinator Search  
Interviews are being held on November 12<sup>th</sup>. The results should be available for the next Executive Meeting.
4. Update: MRU Code of Conduct – Deferred
5. Update: Post-Secondary Labour Relations Consultation 2016  
The input was submitted, but has not been formally announced. Marc will be attending an upcoming stakeholder meeting later this month and will also be meeting with ministry staff to discuss the elements of the submission.

In closing the President referred to the Tuition Refund Application Deadline Extension to November 15<sup>th</sup>, 2016 and the success of the Fair Employment Week advertisements.

### **Announcements**

1. **Please Sign an MRFA Confidentiality Agreement**
2. Tenure and Promotion Celebration: Monday, November 7, 3:30-5:00pm in Lincoln Park Room, then 5:00 onward in the Faculty Centre
3. MRU President's Informal Meeting with Faculty: Wednesday, November 9, 10:00-11:00am, Faculty Centre
4. Tuition Refund Application Deadline (Extended): Tuesday, November 15
5. Pre-GFC Drop-in: Thursday, November 17, 3:00-3:45pm, Faculty Centre
6. Joint Meeting with FEC: Thursday, November 17, 12:00-1:00pm
7. Next Executive Board Meeting: Friday, November 18, 10:00am-12:00pm

**Adjournment:** The meeting was adjourned at 12:15pm.