

**Minutes of the Mount Royal Faculty Association**  
**Meeting date: October 3, 2014**

**Call to order:** An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on October 3, 2014. The meeting convened at 12:30pm, President Marc Schroeder.

**Members Present**

Marc Schroeder  
Elaine Mullen  
Brenda Lang  
Richard Sutherland  
April McGrath  
Shiraz Kurji

Scott Murray  
Andreas Tomaszewki  
Karen Manarin  
Tracy Powell  
**Guest:**  
David Docherty

**Order of the Day, 12:30pm**

**Guest, David Docherty**

A report on changes in the faculty compliment over the years will be provided to the Association in the next two weeks.

1. Salary disclosure on sunshine lists  
Currently, five position salaries are disclosed. Moving forward, there will be increased transparency about non-specific position salaries.
2. MRFA involvement in the in the development of non academic policies  
These policies can significantly impact the terms and conditions of employment; so, the MRFA should be involved in a meaningful way. Rather than the MRFA having a representative on a committee, the MRFA should be participatory in the decision making process.
3. Market Modifiers and Student Consultation  
MRU is submitting three proposals for market modifiers by October 15 and will receive the Ministry's response by the end of November. Due primarily to the tight timelines, the consultation with students was not effective: students were not given enough notice to be sufficiently prepared to discuss the issues. This should be considered further when, at the end of November, the University decides whether or not to move ahead.  
  
MRU is also seeking a small across the board tuition increase to make fees more comparable to other programs in the province.  
  
Increasing tuition and finding other sources of revenue displaces the government's responsibility to adequately fund post-secondary education.
4. Code of Conduct Policy Draft and related efforts  
Improved direction is needed for the various policy development initiatives. In developing policies on conduct we need to be mindful of the legislated requirements: going beyond what the government requires is unnecessary and could be perceived negatively by MRU employees.
5. Movement to Part 1 of the PSLA  
MRU and GMU are working on moving to Part 1 of the PSLA. This would change some things and provide some benefits, but it would not affect our mandate or programming.
6. Market Supplement Policy  
The draft policy developed by the MRFA will be revisited. Having such a policy is necessary to standardize practice and prevent the potential for abuse of the process.
7. Office of the Registrar
8. Google Contract  
Marc will be meeting with Cindy again to discuss this further.

9. Post-secondary funding and MRU's budget
  - a. Advocacy for PSE: the Presidents' Council  
Presidents Council is meeting on October 20 to discuss funding.  
David will be meeting with MLAs and candidates in Calgary Elbow to discuss post-secondary in Alberta.
  - b. Budget Advisory Committee  
The committee will likely start meeting in early October
10. Trees on campus  
We had 300 trees impacted and have arborists coming to evaluate them. Members of the MRU Community should report on trees they consider a safety hazard.

## **Agenda**

Approved

## **Minutes**

Motion was made by Marc Schroeder to approve the minutes of the September 18, 2014 meeting. **Motion Carried**

## **In Camera Session**

Vice-President, Policy and Grievance Officer's Report

### **Officer's Report**

President's Report

1. Code of Conduct
2. Academic Scheduling Committee  
The committee is under the authority of the Provost who has assured us that the committee is continuing and will be expanded.
3. Advocacy Committee Update  
The committee has drafted some advocacy goals which will be presented at the General Meeting on October 31.
4. CAUT Membership Application Update  
Marc will discuss the matter with other Association Presidents at CAUT events.
5. Presidents' Discussion Series  
The topic for Oct 17 is laptops and other media in the classroom. Brenda and Rod will be asked to be on the panel to speak of the benefits of tech in the classroom.
6. Other Items
  - The transition to Gmail caused online ballots to be delivered slowly, but the problem has been resolved.
  - Members are expressing concern about women's caucus. This group has the right to meet and discuss issues. If members do not like what is being said in these meetings it is their responsibility to attend to voice their opinions.
  - Neither the Association nor the administration should make comments about specific items at the bargaining table while negotiations are in progress: it is not okay to be negotiating in public.

Vice President Policy and Grievance Officer

1. University Collaborations  
We should advocate for a policy on this. Scott will follow up on this.
2. PSGC update  
The committee has decided to do three events
  - o Information session for faculty on changes to tenure and promotion articles.
  - o February session on budgeting
  - o Co-sponsored event with the Ethics Committee on the types of policies and complaints around ethics, grievances etc.

Vice President Negotiations

The Mediator's report will be shared with the Executive and will be discussed at the Retreat on October 4.

**Unfinished Business**

1. Appointment of Justice Studies Department Communicator  
Motion THAT the MRFA Executive Board appoint Rollie LaHaye to serve as Department Communicator for Justice Studies.  
Moved: Scott Murray  
Seconded: Marc Schroeder  
Vote  
Carried

**New Business**

1. Debrief from General Meeting and Special Meeting
2. October General Meeting Agenda  
Agenda Revised. Additional items to be sent to Chantelle.
3. Executive Board Retreat  
Agenda presented. Additional items to be sent to Chantelle.
4. PDC Revised Charter  
Motion THAT the MRFA Executive Board approve the revised charter for the Professional Development Committee.  
Moved: Scott Murray  
Seconded: Shiraz Kurji  
Vote  
Carried
5. Associate Membership for professional staff in ADC  
Marc is meeting with Theresa to discuss this.
6. Social Membership Approval for Don Best  
Motion THAT the MRFA Executive Board approve the social membership application for Don Best.  
Moved: Karen Manarin  
Seconded: Tracy Powell  
Vote  
Carried
7. Interfund Transfer Approval  
Motion THAT the MRFA Executive Board approve the transfer of \$74,000 from the Operational fund bank account to the Grants fund bank account to move the funds provided by the Board to pay for Tuition Refunds (\$64,000) and Contract Service Honoraria (\$10,000).  
Moved: Shiraz Kurji  
Seconded: Andreas Tomaszewski  
Vote  
Carried

**Adjournment:** The meeting was adjourned at 2:30pm.

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Communications Officer,  
Mount Royal Faculty Association

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Date of approval