

Minutes of the Mount Royal Faculty Association
Meeting date: October 11, 2013

Call to order: An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on October 11, 2013. The meeting convened at 2:05pm, President Gerry Cross presiding and Janice Paskey, Communications Officer.

Members present:

Marc Schroeder
Scott Murray
Janice Paskey
Karen Manarin
Brenda Lang

Elaine Mullen
Tracy Powell
Gerry Cross
Shiraz Kurji

Members not present:
Andreas Tomaszewski

Order of the Day, 2:00pm

Guest: David Docherty

Revised Expectation Letters

The expectation Letters have been revised and are now more in line with what we do and what our goals are as an institution. Revisions to the section pertaining to individual institutions were based on our CIP. GFC will have an opportunity to review and comment on the letters before they are submitted to the Board. Moving forward we need clarification on the relationship between these types of documents (e.g. Mandates/CIPs/letters of expectation).

Opening the PSLA

The government will likely be doing consultation over the next twelve months and then make legislative changes in fall 2014. We do not know what will be changed but they will likely be considering salary structure and merit pay for administrators and faculty. There are four committees comprised of University Presidents working on various areas: MRU is on the funding formula and learning outcomes committees and GMU is on the PSLA and the tuition model committees.

Budget Process

We are facing a \$3.6-3.9 million problem based on 0% increase to government grants and a 1% tuition revenue increase. Every additional 1% from the government would give us an additional \$820,000. The \$3.6 million deficit includes \$2 million going into reserves which is required since the government cut the infrastructure maintenance grant by around \$2 million. These are the assumptions we are working on right now. Protecting academic programs is priority. We are considering improvements to coordination across campus to save money and increase revenues. Once BAC is further in its considerations there will be town halls.

Faculty Involvement in Developing Funding Priorities

The priorities of the recently completed fundraising campaign were established over five years ago. Moving forward we need to consider how best to work on funding projects. The Academic plan does guide a lot of the priorities that relate to academic expenses; however, Deans should be more involved in fundraising and should get advice from Chairs and faculty.

GFC Bylaws Appendix

There should be an appendix listing best practices for policy development in the GFC Bylaws

Agenda

Approved

Minutes

Motion was made by Gerry Cross, and seconded to approve the minutes of the September 20, 2013 meeting as amended. **Motion carried.**

Officer's Reports

Vice-President Policy and Grievance Office Report

In Camera Session,

Grievance Report

President's Report

1. FST Policy on Maximal Teaching Loads for Staff

This policy is not necessary: the University policy 910-7 states that the supervisor needs to authorize teaching during normal work hours. If the FST policy is kept we will recommend that it be clarified: it is not to be used to prevent people from getting work that they have a right to. If anyone is denied a sessional contract on the basis of this policy and the denial violates the Collective Agreement, then we can grieve it.

We will discuss this further at the next meeting

2. Process for Revising Policy 1305 - Physical Resources Facilities Maintenance

David agreed that this policy needs to be changed - particularly in regards to the promotional activities and bulletin board sections. The Executive will consider it at the retreat and bring it to a General Meeting to suggest changes

3. Report on ACIFA's Presidents' Council Meeting

There was a report on CAFA and ACIFA's meeting with the Minister on October 2. The Minister mentioned dual credits with high schools to increase the participation rate as a possible revision to the PSLA. He stated that he did not plan to impose system wide bargaining. Other things that will likely be addressed are salaries/grids and merit pay.

Also, at Presidents' Council, there was a presentation on results based budgeting. The civil servant developing the process said that the intent is to do a system review: it is not to review performance of individual institutions.

4. Retreat Agenda Topics

The agenda was revised and Executive Board members are to send additional topics to Gerry

5. Budgeting Principles

Deferred to Executive Board Retreat

Committee Reports

Communications Committee

1. Organization Chart

Motion THAT the MRFA Executive Board approve the MRU Organizational Chart as is and that regular updates be integrated as we move forward

Moved Scott Murray

Seconded: Janice Paskey

Discussion

Vote

Carried Unanimously

2. MRFA News to Use

Motion THAT the MRFA Executive Board approve the *News to Use* as a new communication vehicle for the MRFA

Moved: Scott Murray

Seconded: Janice Paskey

Vote

Carried Unanimously

Unfinished Business

1. Appointment to the ALC from Bissett

Deferred

2. Social Membership for Retirees

Motion THAT the MRFA Executive refer to the Bylaws Committee the addition of social members emeriti to the bylaws.

Moved: Gerry Cross

Seconded: Scott Murray

Discussion

Vote

Carried

3. Ad Hoc Committee to Make Recommendations on Retiree Benefits and Emeritus / Emerita Designation

The policy on awarding the academic emeritus/emeriti designation will be referred to GFC instead of to a joint committee. The issue is whether faculty on phased retirement or who are about to retire should be able to apply for the designation.

After Human Resources looks into it, full time and contract faculty declared redundant may be able to have access to the library and recreation facilities.

4. Letter Regarding Degree Proposal for Engineering
The President reported on this in his Fall Address.

New Business

1. October General Meeting Agenda
The agenda was revised. Department Communicators will be asked to promote attendance.

2. Appointments to the ALC
Library appointment deferred.

Motion THAT The MRFA Executive Board approve the appointment of Janet Hamnett to the ALC effective January 1, 2014 in place of Terry Field who will be on leave.

Moved: Gerry Cross

Seconded: Scott Murray

Vote

Carried

3. Approval of Social Members
Motion to Approve the Social Members

Moved: Gerry Cross

Discussion

Vote

Carried Unanimously

4. Retroactive and standing approval to contribute two cases of wine to the Tenure social event
Motion to approve

Moved: Marc Schroeder

Vote

Carried

5. Advocacy Mandate

Gerry will work with the Advocacy Committee to develop a set of goals and key messages to bring to the Executive Board for consideration. These will be presented to the membership at the October General Meeting.

Adjournment: The meeting was adjourned at 4:40pm.

Communications Officer,
Mount Royal Faculty Association

Date of approval