

Minutes of the Mount Royal Faculty Association
Meeting date: October 22, 2013

Call to order: An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on October 22, 2013. The meeting convened at 2:05pm, President Gerry Cross presiding and Janice Paskey, Communications Officer.

Members Present:

Janice Paskey
Elaine Mullen
Brenda Lang
Karen Manarin
Scott Murray

Gerry Cross
Marc Schroeder

Members Not Present:

Shiraz Kurji
Tracy Powell
Andreas Tomaszewski

Order of the Day 2:30pm

Advocacy Committee - Irene Shankar

With Executive Board's feedback, the Advocacy Committee has made revisions to the facts and goals documents. Gerry will assist in editing the fact regarding budget cuts and the goal regarding access. The Executive Board suggested other possible revisions for the fact sheet. The documents, as revised, will be presented to the membership at the October 25 General Meeting. There will be two versions presented which will differ in point 3 of the Advocacy Strategies.

Agenda

Approved

Minutes

Motion was made by Gerry Cross, and seconded to approve the minutes of the October 11, 2013 meeting. **Motion carried.**

Officer's Reports

President's Report

1. CAUT Western Regional Conference

Based on reports from Faculty Associations across western Canada it is evident that many Universities and Associations are facing various difficulties. In some institutions intellectual property and academic freedom are being challenged through the implementation of new policies. And, events at other institutions indicate a lack of confidence in University administrators. However, the majority of problems are centred on funding. Bargaining teams being asked to give up previously agreed to COLA increases, and some have already agreed to do so in order to maintain increments. As a result of these difficulties, some Associations are threatening and/or pursuing unionization.

2. Child Care Survey

Once the Staff and Student surveys are finalized, we will distribute the Child Care surveys. Chantelle will work with Shereen and, possibly, program advisors in generating an email list for SAMRU.

3. Strike vote at the University of Manitoba

The faculty at the University of Manitoba voted 68% in favour of a strike. Gerry will find out more information and may send a letter of support.

4. Limited Term Reappointment

The Collective Agreement does not have any reappointment or renewal provisions for Limited Term positions (article 4.5). The only way to provide the opportunity for reappointment is to include a statement in the letter of offer that specifies the position could be for two years if the faculty member being temporarily replaced does not return within one year. Without such a clause in the offer letter there could be a grievance if there is no competition or internal posting for the position.

5. MRFA's Role When a Member Requires Accommodation
Gerry is going to meet with Human Resources to discuss the roles of the employer, employee and the Association in ensuring accommodations are provided for employees.

Unfinished Business

1. FST Policy on Maximal Teaching Loads for Staff
If incorporated, the proposed changes will clarify the document.
2. Appointments to ALC
Motion THAT the MRFA Executive Board appoint Martin Haworth to the Academic Liaison Committee.
Moved: Gerry Cross
Vote
Carried

Motion THAT the MRFA Executive Board appoint Jessie Loyer to the Academic Liaison Committee to replace Michelle Sinotte.

Moved: Gerry Cross
Discussion
Vote
Carried

New Business

1. Appointment to MRU Coalition
Motion THAT the MRFA Executive Board approve the recommendation to appoint David Ohreen as the Advocacy Committee Representative on the MRU Coalition.
Moved: Gerry Cross
Vote
Carried
2. Financial Support for a Talk by the Chair of CAUT's Academic Freedom and Tenure Committee
Len Findlay is a long time Chair of the CAUT Academic Freedom and Tenure Committee. He is coming to MRU in January to give talks on indigenizing PSE in Canada and on academic freedom in Canada. The Executive has been asked to provide a \$500 donation to cover some of the expenses.

This is in line with our goal of promoting awareness of academic freedom and working toward its inclusion in the Collective Agreement. The Executive Board supports this donation and will vote on it at its next meeting.
3. Individual Association Questions for the ACIFA Climate Survey
The MRFA will use the same questions as were used in 2012-2013.
4. MRFA Representative on the Strategic plan steering committee
Scott Murray appointed as the MRFA representative. Elaine to act as designate if needed.
5. Advocacy
Gerry will make the changes as discussed.

Adjournment: The meeting was adjourned at 3:50pm.

Communications Officer,
Mount Royal Faculty Association

Date of approval