

## **MINUTES of the Mount Royal Faculty Association**

**Meeting date: October 19, 2011**

**Call to order:** An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on October 19, 2010. The meeting convened at 9:00am, President Gerry Cross presiding and Kit Dobson, Secretary.

### **Members in attendance:**

Gerry Cross  
Elaine Mullen  
Pat Kostouros  
Gerard Lucyshyn  
Cliff Werier

David Sabiston  
Rafik Kurji  
Kit Dobson

### **Members not in attendance:**

Qasim Syed

**Approval of minutes:** Deferred.

### **Agenda**

Approved

### **Orders of the Day**

#### 1. Murray Young, Dean Bissett School of Business

- Murray has appreciated the spirit of openness and cooperation, the level of collegiality and the dedication and competence of faculty at Mount Royal. Murray is “listen[ing] to learn in order to lead,” and appreciates the opportunity to learn more about Mount Royal.
- It is important for new administrators to understand the relations between administration and faculty. We have had many years of difficult negotiations. We had the right to strike taken away and before that we had come very close to it. When Dave Marshall came in we began working toward interest focused bargaining: the transition required these improved working relationships. There were many changes in a very short period of time, but there has been very little acknowledgement of how these changes have affected faculty members.
- We need to consider what is going to happen when decisions on Promotion are made.
  - It is important to review decisions this year with a view to improve the process
  - Our principles on rank and promotion will help us assess the process
- We are at a pivotal moment right now in our transition and faculty have some concerns:
  - We are trying to get used to many policies coming through that, it seems, we do not have much of a say in. (Faculty are stating that they are being treated less professionally than they are used to).
  - There can be confusion amongst faculty as far as where/what committee/what policy governs certain functions.
- Some members are not applying for promotion and are concerned how this will be interpreted. Also, there have been issues in some areas in regards to transparency.
  - There is no downside for faculty who chose to wait: they are looking at their workload, the strength of their CV, and the experiences of others
  - Interpretation/perception will always be an issue. But, the underlying matter is that we be as transparent as possible.
- Current Collective Agreement
  - 0% salary increases for the last two years: salary will be a big issue this year.
  - The teams will be fine tuning the promotion process.
- When the binder is considered final and when it goes out.
  - We have two versions of the promotion binder. One is written by candidate that goes to the external reviewers. The other/final binder includes the TPC recommendation, any additional documentation provided by the candidate in response to the TPC recommendation, the candidate’s response to the TPC (if any), and the Dean’s recommendation. This final binder is the one that goes to the UTPC.
- Bissett School of Business and Part-time hiring
  - Murray has not been involved with the part-time hiring process yet.
  - Gerry’s impression of Part-time hiring in Bissett is that things are handled in an orderly businesslike fashion. This is likely why we do not have many hiring grievances

out of Bissett.

- The committees that do these reviews and make these decisions set out their criteria and they are careful and deliberate to get a well rounded view of an individual's performance. Appointment of Part-time faculty is a departmental decision as they know what is needed and have access to the appropriate data: it would be rare for a dean to second guess the hiring committee's decisions.

## 2. Faculty Centre Management Committee Recommendations (Closed)

### **Officers' reports:**

President

- Additional Executive meeting scheduled October 26, 9:00 - 10:00am. Pat will not be able to attend. Chantelle will send out another list of Executive Board meeting times for the term.
- Committee Appointments
  - Pat is the MRFA Appointee to the Child Care Task Team Elected by Email ballot and we have formed a support committee to help Pat in any way she requests
    - Support Committee: Gerry Cross, Kari Roberts, and Kit Dobson
  - Pat has withdrawn from the Association Organization committee leaving Gerry Cross, Cliff Werier and Kit Dobson on it.
    - Elaine Mullen will be added to the Faculty Association Organization Committee.
    - Agreed
- Step 4 grievance (Closed)

### **Unfinished business:**

1. Review of Draft Executive Board Goals (att.)  
Deferred
2. Ad-hoc Committee on Workload Implications of the Transition  
Deferred
3. MRFA Communications Policy (att.)  
Deferred

### **New business:**

1. 2010-2011 Financial Statements Approval (att.)  
Deferred
2. Establishing A Contingency Fund Bank Account  
Deferred
3. ACIFA Climate Survey, Individual Association Questions (att.)  
Deferred
4. October General Meeting Agenda (att.)
  - General Meeting Cancelled
  - Chantelle will send a message to members: October General Meeting
    - The Negotiating Committee will be sending an update to the membership regarding its preparations for negotiations instead of reporting at the general meeting and there is very little other business which is not urgent so it can be deferred to November.

**Adjournment:** The meeting was adjourned at 10:08am.

---

Secretary  
Mount Royal Faculty Association

---

Date of approval