

**MINUTES of the Mount Royal Faculty Association**  
**Meeting date: October 7, 2011**

**Call to order:** An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on October 7, 2011. The meeting convened at 3:05pm, President Gerry Cross presiding and Kit Dobson, Secretary.

**Members in attendance:**

Gerry Cross  
David Sabiston  
Qasim Syed  
Kit Dobson

Rafik Kurji  
Cliff Werier  
Elaine Mullen  
Pat Kostouros  
Gerard Lucyshyn

**Order of the Day**

Chad London, Dean, Health and Community Studies

Discussion

- Piloting new work pattern: TPSS (Teaching, Practice, Scholarship, Service)
  - 1 faculty member on the pattern: Luba Butska
  - 75% / 25%
  - Common in faculties like health at other institutions
  - Challenges arising: will be reporting by March 15th
- Nursing is one of the departments for which the elected TPC process was designed. How is it working there? Are there other challenges in large departments?
  - Elected TPCs are working great.
  - There are ongoing challenges with figuring out where some positions fit in terms of governance
- There is an issue of nursing faculty working in the summer.
  - It has led to, in some cases, delaying annual reviews for folks doing such work. That's where the Academic Task Force on the Academic Year may help out.
- Strengths, challenges, opportunities conversation earlier this year identified divides between TS and TSS faculty. There's concern that the work pattern can undermine unity. Rank may do so as well. How can we think about these tensions? Some Health & Community chairs are quite worried about these tensions.
  - MRFA position is that we did what our members asked of us in creating TSS and TS and rank. In terms of preventing this divide, the position of the MRFA is that we should see faculty promoted on the basis of teaching. In terms of rank, we want to see the difference in salary between associate and professor grid be smaller than it is now. We want the associate professor grid to be a career long grid.

**Approval of Minutes**

Minutes of Sept 23 approved

**President's Report**

1. Infosilem conference.
  - a. The conference was useful, and will enable us to make some movement going forward with our infosilem challenges.
2. Faculty evaluation committee
  - a. We had a resignation from the committee and Alain Morin was appointed to fill the vacancy by email vote last week.
  - b. Discussion
    - i. SEIs need to be considered further at a future meeting

3. Committee Charters
  - Gerry has met with almost all of the committees. We will soon have a complete set of committee charters.
4. Part time articles in the CA
  - Three things: interpretation of what the initial appointment is, and the corresponding interpretation of reappointment. Also the interpretation of combining experience with the re-appointment criteria.
    - These three items are being sent to the joint committee for interpretation
5. Step 3 Grievance Report (Closed)
6. Update on visit from another university
  - Gerry has ruled out some institutions and is still looking into others
7. Letter of Offer
  - This is to be discussed at another Executive Board meeting.
8. ACIFA Report (By email)
9. Legal advice on Anthropology Grievance (Closed)

#### **New Business**

1. MRFA Appointee to Child Care Task Force
  - Either Kari Roberts or a member of executive will be appointed to this Task Force
2. Review of draft exec board goals  
Deferred
3. Ad-hoc Committee on Workload Implications of the Transition  
Deferred
4. MRFA Communications Policy  
Deferred
5. Chantelle
  - In Dar's absence, Chantelle has been working a lot. Some sort of compensation would be appropriate.
    - Referred to management committee
6. Financial statements
  - The draft Financial Statements are completed
    - Rafik is trying to have them remove the qualifying statement
7. APTC
  - Does performance review of tenured employees fall under the purview of APTC?
    - No
  - APTC should be looking at discipline level interpretations.

**Adjourned** at 5:10