



Part-time Faculty Representative 2009-2010 Annual Report

As the Part-time Faculty Representative, my role and responsibilities are described in the MRFA bylaws (Article 9.8) as follows:

- Responsible for facilitating communication and contact between the Association and the part-time faculty
- Serve as the Part-time Faculty Representative on the Negotiating Committee;
- Perform all other duties as assigned by the Executive Board.

This year has been an exciting and busy one, between MRFA Executive meetings, Negotiating Committee meetings, and the Part time Faculty Task Force I have met and worked with many part-time and full-time faculty, Chairs, Associate Deans, Deans, HR Consultants, Associate VP Human Resources, Executive Director of Student Affairs and Campus Life, VP External Relations, VP Administrative Services, Provost and VP Academic, University President, and some members of the Board of Governors.

In fulfilling my role and responsibilities here are some of my activities:

MRFA Executive:

- Presented the *Part-time Issue Matrix* outlining some 39 concerns raised by Part-time faculty;
- Assisted in the redesign of the Service honoria application process and distribution system;
- Requested structural changes to the MRFA website (e.g. Part time Section dealing specifically with part time faculty information);
- Requested a Part time Members Discussion Forum blog;
- Created and organized both the Fall and Winter *GRUBn'GAB* sessions (a social gathering for part-time faculty to enjoy the faculty centre, met each other and discuss matters of importance to them);
- Created and wrote the *DID YOU KNOW ...* monthly e-article, informing part-time faculty of some of their rights and benefits under the collective agreement and interesting pieces of information regarding their employment, topics included items such as: Part-time Honoraria [Service] Fund, Professional Development Funding (PD), Reimbursement of tuition, enrolment in non-credit courses, pay during illness, Faculty Development Funding (FD), General Faculties Council, SICH multiplier, maximum workload, cancellation payments, Chair's selection Committee, Scholarship Engagement, Service Engagement, MRFA standing committees, and Teaching Dossiers;
- *Part Time Issue Update* monthly email, informing part-time faculty the progress being made with their issues, some issues discussed include: part-time grid expansion, continuing part-time contracts, pay equity, part-time selection, seniority clause, workload clause, continuing benefits and others on the part-time issue matrix;

- Requested and revitalization of the *Part time Faculty Handbook* published by the Human Resource Department;
- Motion to change MRFA bylaw article 9.8 regarding the *Part time Faculty Handbook* responsibility;
- Motion to change MRFA bylaw article 10.2.2 regarding the quorum for the negotiating committee.
- Requested a review of the MRFA voting practices and examine alternative methods such as e-voting;
- Requested a review on how to accomodate part time faculty members elected to the General Faculties Council (GFC), when their teaching schedules conflict GFC meetings;
- Interim appointment by the MRFA Executive to the Personal Harassment Committee.

Negotiating Committee:

- Attended Interest Based Bargaining Training with Dr. Neil Tudiver from CAUT Canadian Association of University Teachers;
- Presented the Part-time Issue Matrix outlining some 39 concerns raised by Part-time faculty;
- Aided in development of the Part-time Negotiations Survey;
- Attended several meetings with acadmic units across the university to discuss their concerns and interests in this round of negotiations;
- Attended all regular caucus meetings;
- Reviewed past collective agreements dating back to 1988;
- Unfortunately, at this time negotiations are currently underway and many part time issues have been brought to the table and are currently being negotiated, please see negotiations update on the MRFA website for more details.

Part Time Faculty Task Force:

- Attended all meetings held by the Part Time Faculty Task Force (PTFTF)
- Presented the Part-time Issue Matrix outlining some 39 concerns raised by Part-time faculty;
- Dissemination of the cohort break-down of part time faculty based on the *2010 Faculty Profile*;
- Hosted two open forums for part time faculty to gather information pertaining to part time faculty members;
- Requested an inquiry into the SICH multiplier to ensure its accuracy;
- Requested the part time faculty turnover ratio;
- Requested part time faculty have a role on the selection committees for Deans and the Provost and VP Academic;
- Requested the equalization of the monetary award paid to Part time faculty for the Distinguished Faculty Award;
- Researched, reviewed and provided some scholarly articles to the task force relating to the roles and issues of Part time faculty across Canada;
- Requested the Part time Faculty Task Force be continued into the following academic year;

- Assisted in formulating the preliminary recommendations being proposed by the Part time faculty task force.

Although I believe there is still much to be done, I thank the membership for providing me the opportunity to be of service to you and I respectfully submit the Part time Faculty Representative's annual report for your perusal.

If you should have any questions or concerns, please do not hesitate to contact me at 403-440-5963 or glucyshyn@mtroyal.ca.

Gerard A. Lucyshyn, Part Time Faculty Representative