

MINUTES of the Mount Royal Faculty Association

Meeting date: September 2, 2011

Call to order: An Executive Board Retreat of the MRFA, was held in Mount Royal University, Calgary, Alberta on September 2, 2011. The meeting convened at 11:00am, President Gerry Cross presiding and Kit Dobson, Secretary.

Members in attendance:

Gerry Cross
Kit Dobson
Rafik Kurji
Gerard Lucyshyn

Elaine Mullen
Pat Kostouros
Cliff Werier
David Sabiston
Qasim Syed

Agenda

Approved

1. Appointment to Step 3 Grievance Committee (Closed)

2. Process for Scheduling Grievance

- Identified problems:
 - The more constraints that are entered the more illogical is the schedule produced.
 - Constraints are determined at the department level
 - A lot of the problems relate to combining two processes: scheduling classes and assigning instructors
- Moving Forward:
 - Gerry is going to get the committee to run some simulations with various constraints.
 - The Executive will discuss the interim report next Friday. After we discuss the report, it will be added to the September General Meeting Agenda. Gerry will be talking with the Negotiating Committee about this as well.
- The important thing here is the exercise of power of the MRFA when nothing else was working. If it wasn't for the MRFA the message would not have gone through and the problem would not have been addressed.

3. Introductions

4. Overview of MRFA Roles and Executive Board Responsibilities (att.)

- At some point the government needs to open the PSLA as we are still in the colleges section
 - There is a possibility that, in opening the PSLA, they would be inclined to try to weaken associations. There is a lot of it in the US and CAUT is concerned that we will see it happen in Canada as well.
 - If the PSLA is to be opened, are there any opportunities that we can influence some changes or at least maintenance of it?
 - There will definitely be opportunities for that.
- External Relationships
 - Membership in CAUT and ACIFA vs. CAFA (executive goal 2011-2012)
 - This has come up a lot at AGMs. As a university we are an anomalous member of ACIFA. We belong more in CAFA and CAUT because we are a university and these are university lobby groups.
 - Gerry did speak briefly to this at the AGM last year. What we need to do this year is develop a complete analysis which we will present to the membership at the AGM next year with recommendations.
 - CAUT offers many resources & worthwhile workshops (att.)

- We would be welcome in CAFA but need to determine if that is where we want to be provincially.
- Leaving ACIFA may be financially damaging to them, but there are several other Faculty Associations planning to (re)join ACIFA; so, ACIFA would not be permanently affected by losing the MRFA. We, at the MRFA, need to determine what is in our members' best interests.
- Developing a relationship with UCFA is another goal for this year

5. Review of 2010-2011 Executive Goals (att.)

Internal MRFA

- Review the MRFA vision statement:
 - Ongoing
- Conduct MRFA Executive visits to departments:
 - This was completed and was worthwhile: it provided some good visibility for the Association
- Assist in the integration of new faculty
 - The MRFA must ensure it remains involved in ISP. Gerry will email Robin and Teresa stating the expectation that we continue to have a role in ISP.
- Continue to explore strategies to communicate with and include part-time faculty members
 - This was completed last year and is ongoing
- Communicate more effectively with the membership using department communicators and other means
 - Completed
- Review the role of the Academic Liaison Officer and the Academic Liaison Committee
 - Completed
- Work with the Ethics Committee towards approving our new Ethics bylaws at the 2011 AGM
 - Completed
- Conduct a study of Executive, committee and ratification voting procedures to determine whether changes to our procedures are warranted
 - Ongoing

Collective Agreement

- Hold a Q and A on the Collective Agreement
 - Completed through the Department Visits
- Fully incorporate the general criteria for promotion developed by APTC
 - Completed
- Ensure that new faculty understand the processes for developing expectations for and evaluating scholarship
 - Completed

University Governance and Administration

- Ensure that the interests of members are represented effectively on selection committees for administrative personnel
 - Completed
- Monitor the impact of university policies on faculty
 - Ongoing: we will communicate this goal widely to our membership.
 - Gerry can have a conversation with Robin about this and potentially our ALC could discuss how GFC could give meaningful input into the development of academic policy.
 - Gerry can likely get the policy development flow chart and bring it to an exec meeting to consider how to get all of the policies.
 - ALC could review all policies and raise any concerns to Gerry.
- Prepare an Academic Plan submission on behalf of the membership

- Completed

Internal/External Relationships

- Provide advice on reforming ACIFA to our two representatives on the ACIFA Executive
 - Revised Objective for 2011-2012: Develop a complete analysis of external Memberships (ACIFA CAFA and CAUT) to be presented to the membership at the AGM next year with recommendations.
- Establish a relationship with the MRSSA and SAMRU
 - Ongoing and revised for 2011 – 2012: Further Develop relations within the MRU Community

6. Outstanding Items from 2010-2011

I) Child Care

Nothing new to report since last Executive meeting

II) Voting Procedures

Nothing new to report since last Executive meeting

III) MRFA executive Board and Committee Chairs release time

- Ongoing: we do not have time to open this discussion now, but we will make it an agenda item on the executive meeting.

IV) Format of Tenure Celebration

Motion THAT the Executive Board authorize the President to meet with the SEC to jointly plan the tenure celebration with the SEC

Moved: Gerry Cross

Seconded: Pat Kostouros

Vote

Carried

Motion THAT the Executive Board recommend to the joint Executive/Social Events Committee that the tenure celebration process be changed to primarily a celebration in which new tenured employees are introduced by a host of the event followed by a party.

Moved: Cliff Werier

Seconded: Gerry Cross

Discussion

Vote

Carried

7. Changes to the Collective Agreement

- Significant changes to 11.4.3: these changes have to be better communicated to the Chairs.
- Review of process for promotion
- Review of Part-time appointment and re-appointment criteria
- Review of process of revising the Copyright article
- Discussion
 - A lot of confusion happens because the President does not talk directly to the chairs: Gerry will be trying to talk to them this year.

Attached to every green sheet there is a rationale identifying why it was written who it was for and not for. This will be of help for future teams and interpretation issues

8. Committee Structure and Reporting

Deferred

10 Draft 2011 - 12 Executive Goals: the Big Issues of 11-12

- Continuing items from last year
- National and provincial representation position paper
- Relationship with UCFA

- ISP email
- Daycare task Force
- Vision Statement Review
- ALC to consider how GFC can have meaningful input into the development of academic policy
- Monitoring Policies: establish a reporting mechanism/get a policy flow chart
- Continuing to strengthen relationship between MRFA and the MRSSA and SAMRU
- Establish an ad-hoc committee to examine workload implications of research and supervisory roles
- Faculty Association Organization
- Develop Charters for each standing committee
- Examine the Reporting Relationship of Standing Committees
- Cliff will propose some objective pertaining to Learning Outcomes.
- Welcoming administrators
- Investigate our advocacy role as an association
- Get an academic freedom article in the Collective Agreement

Motion THAT this Executive include in their submission to the negotiating committee this fall that there be a clause in the Collective Agreement that says all chairs shall teach and if the workload does not permit that then an assistant chair shall be established and some of the Chair's release time shall be assigned to the assistant Chair. Also, the Chair shall teach annually at least one course.

Moved: Gerry Cross

Seconded: Qasim Syed

Vote

Carried

Adjourned