

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

**Meeting date: September 21, 2011**

**Call to order:** An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on September 21, 2011. The meeting convened at 9:05am, 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

**Orders of the Day,** Guests, Robin Fisher, Vice President Academic and Randy Genereux, Associate Vice President Academic

### Associate Vice President Academic Role

- Continuing the work around developing new programs and reporting to the quality council
- Partnerships with other institutions
- Faculty Relations
  - The Associate Vice President Academic will lead negotiations for the Board's team
  - Randy will be Robin's designate to handle Grievances, but Robin will have the final approval and may step in as need arises
  - Hopefully Randy will not just be focusing on problems but also looking at how we can become a leader in positive faculty environment and faculty relations
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### Discussion

- Navigating the dual/oppositional role of having to advocate for faculty while also leading the Board's Negotiating Team.
  - If we were still in an adversarial bargaining position this would be untenable. But with interest focused bargaining this can work. It is helpful to have a clear idea of what the role is and that is to negotiate on the board's behalf. Randy will try to help the faculty understand the board's position and will help the board's team understand the faculty perspective: Randy is particularly well suited to do this.
- Is it possible that Randy may replace Trevor as the VP Academic's designate to be the one responsible for the Annual Reports?
  - This has not been but will, now, be considered
- The relationship between the MRFA and the chairs with respect to the Collective Agreement.
  - The general issue here is the relationship of chairs as faculty members with the MRFA and as managers with the Administration
    - Through CSPOT the intent has been to move chairs from being admin assistants to being academic leaders. Chairs are in a divided position because they are faculty members, we do not want to change this or, like SAIT, take it out the Collective Agreement, but Chairs do ultimately report to the administration
    - If Gerry is to go to the chairs assembly then Robin or Randy should go as well. Robin does not want to attend these meetings as the intent was for them to discuss matters, independently and without Robin present, and report to the Deans and Chairs Group.
  - Randy and Gerry will attend the upcoming chairs assembly at the time when Lee and Manual are discussing the Collective Agreement to ensure the message to

faculty is consistent from all parties.

- Who is responsible for training stipulated in 4.7.
  - Training here is a joint responsibility. In article 21.6, within 60 days of signing a seminar will be offered to all parties affected by the changes to the CA. This will be revised hopefully to require chairs and deans to participate in this seminar and that the seminar is offered sooner (i.e. there should be a statement in the CA that training take place between August 15 and September 1).
  
- Chairs' role between the Office of Academic Affairs (administration) and the Mount Royal Faculty Association (Faculty). All chairs are cognizant of this dual role. We do not take offense to the use of word manager, but urge caution and mindfulness in the use of the word: they are not department managers they are chairs. They are first among equals. We know they have managerial roles but there seems to be a push to managerialize or make them more of administrators in their identities than as faculty members: we take offence to this. Language and labels are powerful. As the Association, we represent the Chairs in the Chairs assembly and we have a special relationship with them. They should stay as faculty and still do their scholarship and teaching while, in their roles as chairs, assisting faculty.
  - There has been a push for this and Robin is unapologetic for it. The term used in CSPOT was Academic Leaders: we want to see Chairs move from being absorbed in detail to making academic decisions. The role of chairs is changing in a positive way and we need to work through the implications of that. We can use a different term if manager is not preferred.
  - There is nothing in the Collective Agreement regarding the role of Chairs that hints at discipline: this is at the dean's level. The Chair's role deals with advocacy for the department and a role in evaluation. An Academic Leadership role for chairs would be good but not a managerial role.
    - Gerry and Robin will further discuss the distinction we are making here. Chairs are not involved in discipline.
    - This concern is coming from the chairs, some of whom have asked Gerry to talk to Robin about it.
  
- Task Force on Faculty Leaves and the Academic Year. We hope that you convey the message that this discussion is **not** about the length of the holiday period. This is **not** what we are talking about. There may be consideration of allowing this holiday period to occur at other times of the year if operational concerns permit.
  - Gerry has communicated this and will do so again

Robin and Randy expressed thanks for being invited to meet with the Executive Board and hopes that such meetings may be more frequent.

**Announcement**

Friday Sept 23 at 5pm we have a wine tasting

**Adjournment:** The meeting was adjourned at 10:12am.

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Secretary  
Mount Royal Faculty Association

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Date of approval