



GENERAL MEETING

NOVEMBER 21, 2005

1. The **agenda** was approved as presented, with 8 b & c being addressed together.
2. The **minutes** of the last general meeting were approved as presented.
MOTION: Sabrina Red; seconded by Michael Pollock. **Carried unanimously.**
3. **President's Report**
 - President David Hyttenrauch reported that members of the Executive are visiting Grant MacEwan College on Friday, December 9.
 - He participated in the day-long Public Interest Alberta Forum on the future of advanced education. Ministry proposals were sharply criticized and many suggestions for improvements were offered.
 - On grievances, one has been closed at Step 2; one is in the Step 3 reporting stage; two other issues are at Step 1. The grievance processes have been generally constructive – even-handed and balanced.
 - President Hyttenrauch is traveling to Ottawa later this week for the CAUT membership meeting, at which time it is expected that the MRFA will be admitted on the strong recommendation of their committee. The membership applauded.
 - His working groups are up and running and the second round of consultations is coming up. President Hyttenrauch will update the membership at the next general meeting.
4. **Treasurer's Report**
 - On benefits, our rates for long-term disability coverage are dropping approximately \$15/month from January

- Admission to CAUT will mean an increase in dues of approximately \$6/month

5. Negotiations Report

Doug Rathbun, 1st Vice President of the MRFA and Chair of the Negotiations Committee (NC), informed the membership that Lee Easton has been appointed by the Executive to fill the ongoing vacancy in the Committee. He then introduced the sensitivity of the relationship between the Task Force on Faculty Roles and Responsibilities (FRR) and the Collective Agreement (CA). The NC recognizes faculty's interest in having a free and open discussion on these and similar matters, especially in light of the change in administration. Nonetheless, it is imperative to protect the CA and the process of collective bargaining from any impact by FRR.

To this end, Doug and President Hyttenrauch met with our lawyer, Bill Johnson, on Friday and Doug subsequently proposed a preamble (lang.1), the intention of which is to protect the CA and collective bargaining from FRR. This was sent to Vice-President Academic Robin Fisher for consideration this morning and a response in terms of new language (lang.2) was received by President Hyttenrauch at 1:30 this afternoon. At this point, David Hyttenrauch excused himself from the Chair of the meeting in favour of David Clemis, 2nd Vice-President, as a result of his potential conflict of interest as Co-Chair FRR with Robin Fisher.

There ensued a lengthy discussion, the main points of which were:

- Avril Torrence (English) noted the importance of the placement of the language as it speaks to the authority of FRR
- Cliff Werier (English) suggested the first part of lang.1 could be modified but it is imperative to keep the phrase "not binding" and advocates its position as a preamble to the FRR Charter
- Jane Drover (English) applauded the Executive for seeking legal counsel on this matter, and suggested the more specific the language, the better. She also wondered why the administration's response was a new (and greatly watered-down) version of lang.1 if the atmosphere is so positively changed. Finally, she suggested signatures be appended to this language.
- David Hyttenrauch noted that the question of signatures was addressed with Bill Johnson, who notes this agreement has moral, not legal, weight and that therefore signatures are not necessary.
- Walter Bruno (Communications) suggested the language be placed in a scope or mandate part of the FRR Charter.
- Doug Rathbun noted the strategic change in dropping one of the "three pillars" in MRC's efforts at mandate transformation. No longer is the university name considered important if both governance and funding issues are modified accordingly. The focus is on AUCC membership and, in

- universities, the GFC or Senate addresses faculty roles and rank – this may well be the direction in which we are moving.
- Sabrina Reed (English) noted the great number of committees and taskforces which are moving forward at the same time. For example, credit accounting will impact this issue as well; everything seems interconnected and interdependent, but we must protect ourselves.
 - Bruce Ravelli (Behavioural Sciences) suggested that Doug and President Hyttenrauch go back and clarify the Vice President's objections, forcing him to be specific, given how important the specifics are in our version of the language.
 - Avril Torrence (English) queried a plan if the administration sticks to lang.2. Doug Rathbun responded he would be advising the Executive that the faculty withdraw from participation on FRR.
 - Margy Macmillan (Library) suggested it is up to the Co-Chairs of FRR to agree the Charter and cautioned the membership that this is an administrative committee and that it can be run without our participation. She suggested that the Negotiations Committee advise our Co-Chair, President Hyttenrauch, on acceptable language to be included in the FRR Charter.
 - President Hyttenrauch heard clearly that editorial changes to lang.1 remains in our best interest and he'll progress the issue with the administration.

MOTION: The membership supports the wording in the latter half of lang.1 which was drafted in consultation with our legal counsel and which is extremely specific about indemnifying anything to do with collective bargaining from the scope and mandate of the Task Force on Faculty Roles and Responsibilities. (Walter Bruno)
 Seconded: Margy Macmillan. **Carried unanimously** with one noted abstention (David Hyttenrauch).

6. Other Executive Reports

- David Clemis reported from Academic Council that the semester has been slightly shortened and will now contain a minimum of 64 days, beginning the Tuesday after Labour Day. The winter term will not commence before January 4. There will be a day's grace between the end of lectures and the start of exams, with the exam periods concluding by December 22 and April 29 respectively. These changes will not impact part-time reward structures. David will also circulate a report but noted additionally that the program definition of applied degrees has been modified (ENGL 2201, 6 arts & sciences courses, 30 credits experiential learning).
- Miriam Carey reported as Secretary that we have a new logo, presented informally and that the website is in the process of being modified. The Executive is also in the process of conducting a series of departmental meetings and she will produce a general report on this when the meetings have concluded.

- Lori Buchart, as Part-time Representative, noted the lack of part-time persons at the general meeting and informed the membership of the many issues around part-time work, especially noting selection procedures and the extended contract mechanism.
- President Hyttenrauch invited the membership to be in contact with any member of the Executive at any time.

7. **Mandate Transformation**

The Governance Task Force completed its work which was endorsed by the BoG In October. The principle recommendations of this Task Force are to restructure the BoG and Academic Council, leaving academic decisions to the latter. President Hyttenrauch advised the membership that a new Academic Council may have up to 70 seats, two-thirds of which will be filled by faculty. We are awaiting a decision from the Ministry before implementing changes.

The Library Task Force report has also been tabled and requests for capital funding are going forward.

The Research Task Force is currently being constructed and Ken Hoepfner, Assistant Vice-President, Research, will be the Chair. Its task will be to define, fund, and implement research programs. This Task Force too will impact faculty roles.

Regarding the newly implemented election process as administered by OIAP, this type of process is not entirely new to the College, but we need to have a more philosophical discussion as to whether faculty on these Task Forces represent their disciplines or the faculty interest as a whole. There was some discussion about the Chairs' appointments to the FRR task force; Avril Torrence (English) expressed concern at the lack of democratic procedure in these types of appointments. President Hyttenrauch explained the rationale – of filling representative gaps that may be left by an election process. There ensued some general discussion about the role of the MRFA and how it might change, the difficulties of getting good cross-faculty representatives to run for and be elected to the Executive, the difficulties in increasing different voices within the MRFA. There was also some concern expressed that President Hyttenrauch was rather belatedly invited to Co-Chair the FRR task force, with some members very concerned about that and others recognizing VP Academic Robin's efforts to engage faculty more directly in administrative discussions and processes. It is generally agreed that some review of these processes needs to be undertaken—that there might be department or centre-wide elections for committees and task forces so as to increase representation. There was also a suggestion that the MRFA Executive meets regularly with the Administration's Executives.

8. **Committee Appointments**

- Dexter Nelson Academic Planning Committee

- Susan Quinn
Committee
 - Mardy Roberts
 - David Hyttenrauch
Svcs
 - Lori Buchart
Education
- Rights, Responsibilities and Respect
- Faculty Roles and Responsibilities Task Force
Selection Committee, Exec Dir. Enrollment
& Registrar
Selection Committee, Dean of Continuing

9. Creation of MRFA Research Position

The Executive's recommendation to establish a part-time research position for the MRFA was discussed, with the caveat that the budget for this position not exceed \$3K for the winter term. A suggested job description was circulated to the membership. Margy MacMillan offered her assistance.

MOTION: That the MRFA create a contractual research position as outlined in the draft position description, with all associated expenses not to exceed \$3000. (President Hyttenrauch on behalf of the Executive). Carried unanimously with one abstention.

10. Human Resources Policy Review

- a. **Term of Office: Chairs**
 - Per Robin Fisher, Provost and VP Academic, the Chair's position will remain a three year term.
- b. **Appointment and Reappointment of Deans and Directors**
 - Deans appointments will be for five years. Reappointment will be an open, transparent process with input from faculty. Directors terms are indefinite which can be an issue for smaller areas.
- c. **Teaching Overloads**
 - According to the HR policy, Dean approves overload. A number of faculty teach non-credit courses. Is teaching outside of department an issue? Opinion expressed that Dean shouldn't have final say.

11. Q & A with Executive

- None

12. Any Other Business

- None

Motion to Adjourn

Doug Rathbun / Approved