

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

### **Meeting Date: November 20, 2017**

**Call to Order:** A Regular Meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on November 20, 2017. The meeting convened at 3:33pm, President Marc Schroeder, presiding.

**Members Present:** 44 members present, see attached attendance list. Quorum not met.

#### **Presentation of Agenda**

**Approval of Minutes:** Deferred: Quorum not met.

#### **Officers' Reports**

President's Report – Marc Schroeder

1. Staffing and Faculty Centre Update

Lana Funke has started as the new part-time Office Assistant: she can be reached at 6103 Monday to Thursday, 12:00 – 5:00pm. Please contact Lana for general inquiries, scheduling, and administrative support. Chantelle Anderson will continue as Senior Administrative and Faculty Relations Officer. The Centre will remain unlocked Monday to Thursday 9:00am – 3:00pm and Friday's 9:00am-7:30pm. Member cards are coded for after-hour access. If there are issues with cards, please contact Lana or Chantelle.

2. Labour Code Transition Steering Committee Update

The Executive Board struck an ad-hoc Labour Code Transition Committee at the beginning of the academic year. The Committee's work is expected to wrap up in December and recommendations will be submitted to the Executive Board.

3. MRU Senior Administrative Hiring Committees Update

There are three Administrative Searches happening right now. There has been no public announcement for The Vice President, Administrative Services but it is late in the search process. The searches for the University Librarian and the Dean of Arts have just gotten underway and have not yet been posted.

4. MRU Budget Advisory Committee Update

As a result of concerns regarding the budgeting process, the University struck a Resource Planning Task Force to develop recommendations. This task force has been running information sessions. The dates of these sessions are in the MRFA Newsletter. The Task Force did give an update to the Budget Advisory Committee and the MRFA will be providing a written response to the Task Force recommendations.

Vice-President, Policy and Senior Grievance Officer's Report - Sabrina Reed

1. Grievance Report

There is not much happening on the grievance front at the moment. One is about to launch regarding continuing contract faculty not being given access to the Rec Centre over the summer. The second is currently being researched as they are not quite sure if it is a grievance at this point.

Faculty Representative to the Board of Governors Report - David Clemis

Deferred.

#### **Committee Reports**

1. Negotiations Committee Report - Lee Easton, Chair of the Negotiating Committee

a. Update on Timelines for Bargaining

We can affirm that we have given notice that we wish to open bargaining on a new collective agreement. Lee and Marc met with the external negotiator, Jay Spark, and have agreed that notice has been given in accordance with the Collective Agreement and the Labour Relations Code, and that we have had the initial meeting required in the LRC. We are now well positioned to be able to move into collective bargaining following the timelines that have been set out in



the collective agreement. We now, also, know the members of the Board's Negotiating Team: Jay Spark, Jonathan Withey, Jim Zimmer, and Keith Black.

The MRFA's Negotiating Committee has been meeting with all Academic Units in preparation for bargaining. Common concerns include addressing increasing class sizes, workload demands, benefits, and contract faculty pay. In addition to member interests, the Negotiating Teams will have to come to agreement on essential services, the term of the agreement, and revisions to the bargaining process to be in line with the LRC.

b. Membership Survey

The survey will be open from November 24 to December 4.

2. Professional Development Committee, Brenda Lang

a. Event Registration and Attendance

The Committee has experienced some lack of attendance among people who have registered for events. There is a cost associated with this as snacks/beverages are prepared based on numbers of registrants. In the future we will be sending out reminder emails to confirm attendance.

b. Retreat Subcommittee

i. [Call For Proposals](#)

This year's theme is Discoveries – Exploring Hidden Treasures and the call for proposals is now open with a deadline of December 15<sup>th</sup>.

ii. Save the Dates – April 30 – May 1, 2018

The event is happening earlier this year in the hopes that more members would be able to attend. The Committee will review impacts on registration when scheduling subsequent retreats: the dates may move later if there is no increase in attendance with the earlier dates.

### New Business

1. Faculty Service Load Considerations (open discussion / input )

The Negotiating Team is looking for ideas about service, and effective strategies being used to address the service load. The survey will also address the kinds of service and the estimated number of hours. When responding, members should factor in meeting times, meeting preparation, reading materials, and action items.

The membership discussed service issues, and three main areas of concern were raised:

- 1) While some service is required, we should be able to exercise our right to refuse service when it is not related to core activities which keep processes running.  
Service loads are high because we over-rely on Contract Faculty.
- 2) There seems to be an over-reliance on tenurable faculty taking on more service. The MRFA census results can be referred to for an evidence based answer on this point.
- 3) The number of meetings seems to have increased.

2. Motion to Destroy Ballots from September 29, 2017 Special Meeting

No quorum met so this item was deferred.

**Adjournment:** The meeting was adjourned at 4:47 pm.

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Communications Officer, MRFA

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Date of approval