



**Minutes of the Mount Royal Faculty Association**  
**Meeting Date: January 30, 2018**

**Call to Order:** A Regular Meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on January 30, 2108. The meeting convened at 3:03pm, President Marc Schroeder, presiding.

**Members Present:** 60 members present, see attached attendance list.

**Approval of Minutes**

[September 29, 2017 Special Meeting Minutes](#)  
[September 29, 2017 Regular Meeting Minutes](#)  
[October 27, 2017 Regular Meeting Minutes](#)  
[November 20, 2017 Regular Meeting Minutes](#)

Motion was made by Marc Schroeder to approve the minutes of the September 29, 2017 Special Meeting, September 29, 2017 Regular Meeting, October 27, 2017 Regular Meeting and November 20, 2017 Regular Meeting. Motion approved by consent.

**Unfinished Business**

Motion that the ballots from September 29, 2017 Special Meeting be destroyed.

Moved: Marc Schroeder  
Seconded: Lee Easton  
Vote – Carried Unanimously

**In Camera Session**

Motion that the meeting move to in-camera session.

Moved: Allison MacKenzie  
Seconded: Brenda Lang  
Vote – Carried Unanimously  
Discussion:

Negotiations Committee Report, Lee Easton, Chair of the Negotiating Committee  
1. Bargaining Update and the Negotiating Process (Negotiations 101)  
2. Membership Survey Results

Motion that the meeting move out of in-camera session

Moved: Allison MacKenzie  
Seconded: Joe Anderson  
Vote – Carried Unanimously

**Approval of Agenda** - approved

**Officers' Reports:**

President's Report

1. Painting Loan in the Faculty Centre  
Recognition and an expression of our appreciation was given to Miriam Carey and Errol Lee Fullen for the generous loan of the painting in the Faculty Centre.
2. Update: CAUT Defence Fund Membership and Trustees  
Joining the Defence fund was part of the financial preparedness strategy. At our special meeting in September, our members approved joining the Defence fund and this has now happened. We are paying dues as of January 1, 2018 and we are in the 6 month qualifying period for benefits which will extend to June 30. Our dues for 2017/18 are being paid out of the contingency fund however in 2018/19 there will be a line item for defense fund dues.

We are entitled to two positions on the Defence Fund Board of Trustees. We will be providing two nominees at the annual meeting in October. With regard to the selection process, we will be bringing bylaw amendments to the May AGM. For the interim, the Executive Board put out a call for interest and Karen Manarin and Marc Schroeder will serve in an interim capacity until October.

3. Update: Labour Code Transition Steering Committee  
The Ad hoc Labour Code Transition Committee concluded their work in January. A report with recommendations will be presented to the Executive Board in early February.
4. Update: MRU Senior Administrative Hiring Committees  
The Vice President, Administration and Finance committee has concluded with Annalise Van Ham being the successful candidate. There are three other searches currently going on for the University Librarian, Dean of Arts, Associate Vice President of Human Resources. All are currently posted and have not yet moved to the interview stage. The MRFA does have representation on all three of these committees.
5. MRU Governance Updates / Budget Advisory Committee  
Recommendations have been forwarded to the President's Executive Committee and they have now struck the Resource Redesign Project team with a new project manager to lead the process. A few details have been posted on MyMRU under the employee tab in the budget section. The draft 1 budget was completed in January and work on draft 2 will be commencing over the next two weeks. The Provost and VP, Finance and Administration are meeting with Chair's Assembly to discuss the budgeting process and making rounds to various Deans Advisory Groups and faculties around campus to discuss the three budget values and hear faculty specific recommendations. GFC may also receive a presentation about the budget in February.  
  
Given that the Budget Advisory Committee does not really exist anymore we may want to ask if there would be any potential successors. Marc will be bringing a motion to the February GFC that the Bylaws and Striking Committee be tasked with a developing terms of reference for a General Faculties Council Budget Advisory Committee.
6. Alberta Labour Relations Board Application  
The MRFA has applied for joint intervener status, with the University of Alberta Faculty Association, in a dispute between the University of Lethbridge Faculty Association and the University of Lethbridge. They are currently disputing whether or not contract and permanent faculty represent two distinct communities of interest. ULFA argues that there should be one Collective Agreement negotiated for all faculty at the same time, where formerly there was a separate handbook for contract and for permanent faculty which were negotiated separately but by the same Association. The University of Lethbridge argues that there should be two collective agreements bargained through separate processes. The MRFA should know early next week if we will be granted intervener status in this case.
7. President's Discussion Series  
Another President's discussion series is scheduled for February 7 from 1-2:30pm. Marc is trying to recruit a faculty member who is a search firm skeptic or opponent to represent that point of view. If anyone interested please email Marc.
8. MRFA Member Census  
Our first census was conducted in March 2017. We had an amazing response rate with 66% of membership responding. The data has been helpful in informing the work of the MRFA with respect to diversity and equity and contract faculty issues. We are planning to run the survey for a 2<sup>nd</sup> year in March 2018. There will be a few changes to some of the questions for clarification but generally the same format. The purpose will be to seek

information on a variety of topics related to MRFA work and members working conditions. It does not replace the Negotiations survey.

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

## 1. Grievance Report

There are currently four grievances:

- a) Recreation Centre Access – two continuing term faculty were denied access to the Recreation Centre over the summer. MRFA asked that the computer system be reviewed and updated to ensure it doesn't happen again. We will be talking to Administration to ensure contract faculty that work in the spring and rehired in fall have access over the summer. The grievance was resolved in our favour.
- b) Commissioning of teaching materials – The MRFA has submitted a Step 2 Policy Grievance alleging Article 19.5 was not properly followed and that this has ramifications for faculty member's intellectual property rights.
- c) We currently have two additional grievances at Step 1: The first relates to delayed payment for a contract faculty member. The second is a contract faculty member was not granted the workload they requested and a Step 1 meeting has been scheduled.

Updates will be reported at a subsequent meeting.

## 2. Policy Consultations Update:

### a) Revised Draft MRU Presidential Selection Policy

- o This replaces Policy 9.12 and has been split into a suite of four documents which makes it easier to follow. There is reference to a new related policy regarding appointment procedures but it has not yet been made available. Selection of a new President - The proposed policy removes one academic staff member appointed by MRFA and replaces this faculty representations with a speaker of GFC, who may or may not be a faculty member, and a chair from chairs assembly. With more administrative appointments to the committee, the faculty representation is being diluted. These are concerning issues that Sabrina will comment on in her response.

Procedure for Reappointment

- o The procedure has not yet been developed so it is unclear what information will be available to the re-appointment committee.
- o There is no indication that this committee will include faculty.
- o The document refers to an agreed upon list of individuals and groups to be interviewed. It is important that this process include faculty.

Sabrina will be posting MRFA feedback tomorrow. The deadline for feedback is February 8 and everyone is encouraged to take a look and make comments as necessary.

### b) Draft MRU Scholarship and Research Strategic Plan

Concerns about the plan were outlined:

- o The plan highlights the need for new administrative positions but is vague about corresponding increases in funding for faculty doing scholarship.
- o The plan seems to involve an increase in faculty workload, but it is not clear on whether faculty will be rewarded for their work with time or money.
- o The plan provides direction on internal allocation of resources to facilitate continued growth and to direct those resources to institutional priorities however all scholarship is important and should be supported.
- o It is not clear how they plan to increase the capacity of our professoriate.
- o The draft research plan may have the potential to interfere in curriculum development as it is currently presented.
- o Resources seem to have a lot on the Administration side but not much on faculty side.
- o There is an expectation that we will do more with less.

The deadline for feedback on the first draft is February 16<sup>th</sup>. Everyone is encouraged to read the draft and email concerns to [srspfeedback@mtroyal.ca](mailto:srspfeedback@mtroyal.ca)

### **Advocacy Officer Report, Michael Truscello**

#### 1. Dates and Times of Events Planned for Advocacy Week

Advocacy week is February 26 – March 2, 2018. The Advocacy Committee is working on a number of different events including an Art Exhibit on Main Street, a Get Cracking breakfast on Friday, March 2 at 8:30am followed by the Regular meeting at 10am. At 3:30 the Transition to a Union event will be part of the MRFA social event. The Board of Governors meeting will take place on Monday, February 26 at 3pm and we encourage faculty to attend. More details will be sent closer to the date. There will also be a film screening with date to be announced. The Filmmaker may also be attending depending on availability.

A Twitter page has been developed and everyone is encouraged to follow and help us amplify our messages on behalf of the Association. When adding information please use hashtags #ABPSE, #ABPOLI and #ABLEG. We have been trying to expand our reach so we have been following politicians, media figures, etc. After we followed the Alberta Party, the leadership candidate did reach out and asked for a meeting which is taking place on Thursday, February 1.

#### c) Approval of MRFA Standing Advocacy Goals

Deferred to February Regular meeting.

### **Communications Officer Report, Brenda Lang**

#### 1. Presentation of New MRFA Website and Significant Changes

We now have a new website and also a bulletin board on Main Street across from the bookstore. Many thanks to Chantelle and the Communications Committee for their work. The website is easy to navigate, includes a search bar, and you do not need a login ID or password. Brenda encouraged everyone to take a look at the new site and if you find any links that aren't working or documents that are missing, please let Chantelle know. Brenda drew attention to the "sign up for text alerts". More information will be sent, however in the event of a job action through lockout or strike, as we may not have access to MRU email in these circumstances. By providing your name and mobile number, the Association can still be in touch with members. Brenda also added that members should try to search for information on the website prior to contacting the Faculty Association office.

### **Faculty Representative to the Board of Governors Report, David Clemis**

**New Business** - none

#### **Announcements**

- As the March meeting falls during Advocacy Week we will be looking at public policy issues, data from StatsCan survey that was completed for 2016 national faculty salaries, and possibly having Gil McGowen, President of Alberta Federation of Labour, attend to give us an address.
- Marc reminded everyone to please look at the Presidential Search Policy and you can submit your own feedback. Sabrina has given great recommendations and she will post tomorrow.

**Adjournment:** The meeting was adjourned at 4:59pm.