



# Vice-president, Policy and Senior Grievance Officer

Report to MRFA Membership, March 2, 2018

# Grievances

Grievance	Articles	Status
<p>STEP 2 Faculty member commissioned to develop teaching materials. Article 19.5 was not properly followed.</p>	<p>19.5 “where an Employee is specifically commissioned . . . to create a work, that commission shall be recorded in a written agreement, and that agreement shall, at the minimum, define copyright ownership and license terms. The University shall provide the Association with a copy of any such agreement at least one week prior to its signing.</p>	<ul style="list-style-type: none"><li>• Grievance submitted to VP, Academic and Provost.</li><li>• Provost requested more information</li><li>• Timelines extended</li></ul>

# Grievances, cont'd

Grievance	Articles	Status
Step 1 Contract faculty members' pay was delayed	Article 13.4.2 "Employees shall be paid twice monthly on the 15 <sup>th</sup> day of the month and on the 3 <sup>rd</sup> to last banking day of the month.	Payroll resolved the problem but a Step One meeting was held to discuss ways to avoid the same problem in the future.
Contract faculty member was not granted the workload they requested.	Article 4.7.1.1 "Normally, initial Sessional Appointments are initiated after the following reappointments and workload allocation has occurred." (sessional reappointments)	<ul style="list-style-type: none"><li>• Resolved at Step One</li><li>• Misunderstandings cleared up regarding appointment categories</li><li>• Discussion of 4.7.1.1 in relation to 4.7.6 ("course/section assigned expeditiously")</li></ul>

# Grievances, cont'd

Grievance	Articles	Status
<p>Faculty member applied for credit towards the probationary period for tenure. Unlike other parts of the tenure process, there is no formal way in which a faculty member can comment on or disagree with a tenure committee's decision.</p>	<p>Article 10.3.7.1 "Tenurable Employees who have two or more years service in a tenure track position at a Universities Canada accredited, or equivalent, institutions may apply by 15 November . . . To have two years credited towards their probationary period at MRU."</p>	<p>Step One meeting held and concerns heard by Dean.</p>
<p>Two faculty members requested Step One meetings to discuss late List A decisions.</p>	<p>Article 14.9.1 "Applications for reassigned time . . . Must be submitted directly to the Dean by 15 January. . . . The Dean, who may consult on, but not delegate the approval, must notify the applicants by the end of January."</p>	<p>The Dean delivered their decisions on List A one day after the requests for Step One meetings. The grievance(s) were then withdrawn.</p>



# Policy

Student Evaluation of Teaching Policy

Revised Code of Conduct Policy

Revised Conflict of Interest Policy and Procedures

# Student Evaluation of Teaching Policy

- Open for consultation on Policy website until March 26, 2018
- Policy to “guide the University’s use of student evaluation of teaching”
- Many parts of the policy are taken from Article 28—Evaluation of Teaching
- MRFA will present some suggestions for improvement

# Student Evaluation of Teaching Policy

Current Wording	Suggestions
SET results <b>can</b> become part of a full-time Instructor's annual report, are required in tenure dossiers . . . and are <b>used</b> in contract faculty appointment and re-appointment procedures.	<b>As specified in the Collective Agreement,</b> some SET results <b>will</b> become part of a full-time instructor's annual report And are <b>a factor</b> in contract appointment
"the final 20 business days" / "within 10 days"	Define the meaning of "day"
More changes are being suggested, but I don't have time to cover them here.	Et cetera

I won't go through every suggestion here.

# Revision to Code of Conduct

- Deadline for feedback is March 31, 2018
- Revision arises from stipulations in Bill 27: the *Conflicts of Interest Amendment Act*
- MRU must have a revised policy to the Ethics Commission by April 30, 2018
- The Ethics Commissioner “must complete her review” of policies across the province by March 31, 2019, with all policies finalized by institutions “no later than April 30, 2019.” (Jane O’Connor, email of March 1, 2018)

# Jane O'Connor's email of March 1, 2018

The Ethics Commission has indicated that all Codes of Conduct should address at a minimum the following topics:

- **Impartiality:** rules governing impartial conduct;
- **Private interests:** restrictions acting in self-interest or furthering private
- **Disclosure:** disclosure of real and apparent conflicts;
- **Gifts:** restrictions on gifts (including monetary limits);
- **Concurrent employment:** limitations on concurrent employment/other offices (including a process for seeking approval); and
- **Discipline:** a process for dealing with violations of the Code of Conduct.
- This *Act* imposes further restrictions and obligations on senior officials of public agencies (including Board Chairs and Presidents).

# Changes to the Code appear to be minimal

Original	Proposed
Policy Summary: This Policy outlines the expectations . . . .	Removed
	Addition of "The Board of Governors will review this Policy at least every five years."
	Addition of "The University is committed to maintaining an environment free from violence and harassment. Matters related to occupational violence and harassment are addressed through the University's Occupational Violence and Harassment Policy, as required by Alberta's <i>Occupational Health and Safety Act</i> ."  <i>Note: the Occupational Violence and Harassment Policy "is under development in order to comply with Alberta's Occupational Health and Safety Act. It is anticipated that this policy will be in effect by the time the revised Code of Conduct Policy is approved. (Jane O'Connor, email of March 1, 2018).</i>

# Changes to Code of Conduct, cont'd

## Original

protect and foster informed, meaningful, inclusive participation in the shared governance of the University, so that all who should be participating are given the opportunity to do so, in a way that allows for the expression of a diversity of views and opinions and debate.

## Proposed Changes

protect and foster informed, meaningful, inclusive participation in the shared governance of the University, so that all who should be participating are given the opportunity to do so, in a way that allows for the expression of a diversity of views and opinions and debate and results in an informed and balanced decision-making process;

# Conflict of Interest Policy and Conflict of Interest Procedures.

- Policies have been revised to comply with Bill 27
- Deadline for feedback is March 31, 2018

MRFA is working on a response to these policies/procedures



# MRFA Response to the Draft MRU Scholarship and Research Strategic Plan

# Some Concerns

- The plan's title is "change-making through research and scholarship" but does all research promote change?
- Becoming a national leader in undergraduate research is a laudable goal. However, supports for faculty and students need to be in place. Will faculty who supervise students be rewarded for their work, either monetarily or with time? (See line 51)
- The plan highlights the need for new administrative positions and physical infrastructure. The plan is vague about corresponding increases in funding for faculty doing scholarship.
- The draft states that "this plan provides direction on the internal allocation of resources to facilitate continued growth and to direct those resources to institutional priorities." How will this impact on scholarship which does not align with institutional priorities? (See lines 121-23)
- The plan talks about "increasing the capacity of our professoriate." How will this be done? Will there be an acknowledgment that more resources are needed at the ground level?

# Curriculum Development?

- One goal is that “Every program includes the opportunity for students to participate in at least one senior level research or capstone project through individual or group work, or directly engaged with faculty (from ISP Strategy 3.3).” (Lines 318-20)
- The draft plan also says that “All Mount Royal degree programs will be asked to provide a summary of their intentional approaches to develop research and scholarship skills through their curriculum, including the implementation of senior-level opportunities (for completion at the end of 2018/19).”
- Is the plan interfering with faculty and department curriculum decisions?

# Resource Implications

Faculty	Administration and Staff
Become a national leader in undergraduate research	Establish a Director of Undergraduate Research (349)
Faculty hire undergraduate research assistants (338-39)	Establish research chairs (382)
"Reassignment for scholarly intensification" (380) What does "a strategic use of reassigned time" mean for the distribution of reassigned time in general?	"Create a full-time position to provide grant support in ORS" (420)
Partial secondment of faculty members as mentors (410-17)	"Review the financial model and long-term operation of the Institute for the Scholarship of Teaching and Learning to ensure that it best supports the ongoing development of this priority research area."

# Adding to Physical Infrastructure

- Infrastructure improvements (new space, more offices, etc.)
- “Ensure the ongoing financial requirements for the sustainability of institutes and centres are included in the priorities for institutional fund development.” (460) According to policy, institutes are self-sustaining.
- “Trico Changemaker Studio” (466)
- Establish an initial secondment supported by re-assignment at a 2-course equivalents in the 2018-19 academic year to develop a plan for an undergraduate research office.”(347)

# Increase faculty research by 5% each year

- What does this figure mean?
- Will the university consider adding more faculty?
- Will the university consider incentives for contract faculty to do research (with appropriate time allotments for this work)?



Questions?