



Minutes of the Mount Royal Faculty Association
Meeting date: April 3, 2018

Call to order: An Executive Board meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on April 3, 2018. The meeting convened at 9:00am, President, Marc Schroeder, presiding.

Members Present:

Allison Mackenzie
Brenda Lang (until 10:00am)
David Clemis
Jennifer Solinas
Lee Easton

Marc Schroeder
Sabrina Reed (at 10:00am)

Absent with Regrets:

Guy Obrecht
Michael Truscello
Shiraz Kurji

Approval of Minutes

Motion was made by Marc Schroeder to approve the minutes of the March 16, 2018 Executive Board meeting. Motion Carried.

Unfinished Business

1. Draft Job Action Preparation Committee Charter
The committee is to create a plan for how job action would be operationalized. The Executive Board agreed to revisions to the charter prior to it being circulated to the membership. The Charter will be presented to the membership at the April 6, 2018 Regular Meeting where interested members will be invited to put their names forward.
2. MRFA Distinguished Service Award
Deferred

New Business

1. Draft Strike Pay Policy
The key points and principles of the strike pay policy were reviewed and discussed. The Executive Board agreed to a revised draft policy for circulation to the membership with the April 6 Regular Meeting agenda.
2. Professional Development Committee Survey
The Executive Board determined that the Professional Development Committee already has the information it needs regarding existing events and the MRFA cannot, at this time, authorize an additional membership survey due to concerns about members' survey fatigue impacting response rates. Instead, the PDC may survey retreat attendees and may have two or three focused questions included in the 2019 MRFA census.
3. Response to 2018 Budget Announcement
At the April 16 Board of Governor's meeting Marc provided a four page submission on the MRU budget. The submission included three main points and graphs on expense, revenue and asset trends were attached. The MRSA is being significantly impacted by these cuts right now and the MRFA needs to reach out to them to make common cause with them as we move forward.
4. Employee Recognition Wall
The Executive Board acknowledges that management has the right to manage, but taking down this piece of history was a bad management decision that has negatively impacted employee morale. Jennifer will seek verification on the status of what remains of the employee recognition wall. If the plaques were not disposed of, the MRFA and MRSA may work together in recreating the wall. Marc will reach out to Baset to write a joint letter to the Board of Governors indicating the importance of this wall and the negative impacts on having taken it down. Marc will also report on this at the Regular Meeting on April 6, 2018.



5. Expense Approval: Costs Relating to New Office Space
Deferred

In Camera Session

Grievance Report (Vice-President, Policy and Senior Grievance Officer)
Negotiations Reports (Vice-President, Negotiations Report)
President's Report

Officers' Reports

Vice-President Policy and Senior Grievance Officer's Report

1. Response to Scholarship and Research Strategic Plan, Draft 2
The revised draft is an improvement which incorporates many of the changes the MRFA previously suggested. Sabrina will submit comments on the revised draft as discussed by the Executive Board by the April 6 deadline.

President's Report

1. MRU Administrative Searches
The Dean of Arts and University Librarian searches are both at public presentations. The AVP HR position will not be filled as soon as had been previously anticipated.
2. Other

Adjournment: The meeting was adjourned at 11:30am.

Communications Officer, MRFA

Date of approval