



**Minutes of the Mount Royal Faculty Association**  
**Meeting date: April 6, 2018**

**Call to order:** A Regular Meeting of the MRFA membership was held in Mount Royal University, Calgary, Alberta on April 6, 2018. The meeting convened at 9:00am, President, Marc Schroeder, presiding.

**Members Present:**

89 members attended: see attached attendance sheets.

**Order of the Day, 10:30am**

In Camera Session

Negotiations Committee Report, Lee Easton, Chair of the Negotiating Committee

**Approval of Agenda** - Approved

**Approval of Minutes**

Motion was made by Marc Schroeder to approve the minutes of the March 2, 2018 Regular Meeting. Motion Carried.

**Officers' Reports**

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

1. Grievance Report

A grievance resolution regarding faculty commissioned works has been reached requiring the University to follow the stipulations in article 19 of the Collective Agreement. There are no formal grievances at this time; however, concerns about spring workload allocation have been reported. Those involved in workload allocation must follow the order of allocation stipulated in the Collective Agreement; that is, fixed term workload needs to be assigned before courses are made available for sessional faculty.

2. MRU Policy Consultation Update:

a. Code of Conduct Policy

Provincial legislation requires that certain changes be made to the University's Code of Conduct and Conflict of Interest Policies. The MRFA submitted feedback on the revised policy by the March 31 deadline, the University will submit the policy to the Ethics Commissioner by April 30, and it will then go to GFC before being approved by the Board of Governors.

b. Conflict of Interest Policy

They have added conflict of commitment to the policy which means "any situation where the external or personal activities and undertakings of a Member from the University are, or might reasonably be perceived to be, so substantial as to interfere with the Member's primary commitment to the University." The MRFA has strongly objected to the addition of conflict of commitment as it is too broad, it was not required by the legislation, and what is required is already covered by conflict of interest. Legislation does require that the Conflict of Interest policy deal with contracts made with outside organizations; however, the way this has been done in the current draft is in conflict with the IP article of the Agreement. This needs to be fixed. Also, the way the Conflict of Interest policy deals with supplementary employment is problematic because it is not clear and it has different implications for contract faculty. This policy requires contract faculty to get approval from their Deans to work somewhere else. This singles out teaching when this policy is for everyone, it does not make clear what members' rights are if the answer was no, and it ignores the basic fact that if MRU does not give contract faculty enough work it cannot control over the work they do elsewhere. With the provisions in this draft policy, contract faculty are put in a very arduous position even if they are only teaching one course at MRU.



- c. Student Evaluation of Instruction Policy  
MRFA Feedback was submitted on March 26. This is not a bad policy: for the most part it mirrors article 28 of the Collective Agreement.
3. Smoking Policy  
The deadline for feedback is April 27. This policy designates areas where cannabis can be smoked and also indicates resources for harm reduction and cessation support.
4. Draft Two of the MRU Strategic Research and Scholarship Plan  
Draft 2 is much improved: resource implications are now mentioned, specific targets and unrealistic aspirations have been mostly removed, and the high teaching and service activities of faculty at MRU are now taken into account. However, there are still some changes needed. The entire research plan should not be based on changemaking, there needs to be a mechanism for contract faculty to do research, and a more detailed account of resource implications is needed. The MRFA will be submitting input on draft two of the plan and a third draft for consultation may be forthcoming.

Motion THAT the Association recommend that the reference to conflict of commitment be deleted from the draft Conflict of Interest policy.

Moved: Lee Easton  
Seconded: David Clemis  
Discussion  
Vote - Carried Unanimously

Motion THAT the Association strongly object to the proposed policy on reporting outside work done by employees of the university.

Moved: Lee Easton  
Seconded: Elaine Mullen  
Discussion  
Vote - Carried Unanimously

#### President's Report

1. MRFA Member Census  
Members are encouraged to respond to the census which closes on April 6.
2. MRFA Elections – Executive Board Positions  
Nominations will open on April 13 and will close on May 2 for Executive Board Positions and May 11 for Committee positions.
3. Other  
*ALRB Ruling on UofL Case*  
The ALRB handed down its decision on March 14 in favour of the unions. Neither party can insist on bifurcating the bargaining unit to an impasse which requires strike or lockout to resolve. The implication for the MRFA is that when we provide notice of intent to bargain we need to indicate clearly that we are bargaining on behalf of all academic staff.  
*Administrative Searches*  
The University Librarian and Dean of Arts searches are at public presentations.

#### **New Business**

1. Presentation: MRU Finances and Budget  
Senior administration continues to look at the instructional budget as a source of cuts despite a multiyear downward trend in spending on instruction and non-sponsored research, upward trends in other areas, and upward growth of revenues and assets. This indicates an imbalance of priorities which needs to be addressed and, since GFC is responsible for the long term academic planning for the institution, this justifies the creation of a GFC Budget Advisory Committee. The University's current plan to continue directing internal cuts while external funding is increasing is risky. It will generate a higher operating surplus on our annual report which sends the wrong



message to the government at a time of compassionate belt tightening. Moreover, there is not a lot left to cut MRU: our ability to endure an externally directed cut is reduced if we make these internally directed cuts now.

Key Points from the MRU Finance and Budget Presentation:

- The operating grant and other revenue sources have remained stable since 2013
  - The total number of full time and limited term faculty has declined since 2013
  - The number of FLE accepted has increased since 2013.
    - o The Full time faculty to FLEs ratio is a good metric for measuring personalized learning: the increase in FLE and decrease in full time faculty clearly indicates that MRU is not prioritizing personalized learning despite it being the first priority in its Strategic Plan.
    - o The University is basing the need for cuts on MRU's 'high expense to FLE ratio' which is an inappropriate basis for comparison since many items are included in this cost aside from instruction and because MRU is not directly comparable to other Alberta institutions.
1. [Draft Strike Pay Policy](#) for Discussion  
The development of a Strike Pay policy and a Job Action Preparedness Committee are both proactive measures to ensure the Association is prepared if job action becomes necessary. The draft Strike Pay Policy was taken as read with no discussion.
  2. [Draft Job Action Preparedness Committee Charter](#) for Discussion  
The Job Action Preparedness Committee would make concrete plans for how job action would be operationalized in the event of a strike or lockout.

**Adjournment:** The meeting was adjourned at 11:09am.

---

Communications Officer, MRFA

---

Date of approval