



Minutes of the Mount Royal Faculty Association **Meeting date: January 29, 2019**

Call to order: A Regular Meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on January 29, 2019. The meeting convened at 3:15pm, President, Melanie Peacock, presiding.

Members Present: There were 88 members present: see attached attendance sheets.

Approval of Agenda - Approved

Approval of Minutes

[November 28, 2018](#) - Deferred

[December 11, 2018](#) - Deferred

Officers' Reports

President's Report, Melanie Peacock

1. MRFA Staffing Update
The MRFA has hired a new Labour Relations Officer, Derrick Antson, and an Interim Administrative and Faculty Relations Officer, Irene Leclerc.
2. Hiring at MRU: Provost's Perspective and MRFA Response/Tracking of Actual Numbers
The MRFA has addressed the claims by the Provost regarding the 'largest hiring ever at Mount Royal University' and has asked for the correct information to be shared. The MRFA Executive Board will continue to monitor messaging and address any miscommunication or inaccurate information shared by the administration.
3. Coalition with the Staff Association and the Students' Association
The MRFA continues to meet regularly with the Student and Staff Associations at MRU. One aspect of this ongoing initiative involves each Association supporting and communicating the others' messages as requested and when appropriate. As such, Melanie communicated to the membership the request that faculty not approach SAMRU directly regarding the Fall reading break. Members with concerns should speak with the MRFA and/or the Registrar's Office. Phil Warsaba is working on a report which will consider trend data on the impact of reading week in recent years to determine related details such as when in the semester it will fall. If this report is not shared by the end of the academic year GFC Councillors will follow up.
4. Strategic Goals and Current Initiatives
 - The Executive Board is attending department meetings to hear feedback and address questions. Once these meetings are complete, the MRFA will circulate a Q&A document with common questions and concerns.
 - The Executive Board continues to meet with various political leaders to address the importance of Post-secondary Education.
 - The Advocacy Committee has created a Post-Secondary data sheet which is being shared with all provincial politicians.
 - As part of Advocacy week, an "Ask the Faculty" information sheet is being provided to students at the MRFA table on Main Street.
5. Conflict of Interest
There is no new information available regarding the *Conflicts of Interest Act* but the MRFA continues to ask questions and endeavour to have input in the process.
6. Membership in CAFA; CAUT update and solidarity with other Faculty Associations
 - The MRFA will be joining the Confederation of Alberta Faculty Associations (CAFA) as of July 1, 2019.



- Melanie attended the CAUT Forum for President's January 17- 21, 2019. Our faculty association is highly regarded among other faculty associations across the country who continue to send us their support for what we stand for in bargaining.
- Being part of these groups builds our strength through solidarity. We can use this strength to influence our provinces' political leaders as well as the Ethics Commissioner through organisations such as CAFA.

Vice-President, Policy and Senior Grievance Officer Report, Brady Killough

1. Recent Policy Consultations

There were two policies under review: the Policy on Policies and Procedures and the Admissions Policy. With regards to the Policy on Policies, the opinion is that the power to make minor changes to academic policies should remain with GFC and should not be written into a management policy. With regards to the Admissions Policy, there is concern about changing the ESL requirements. By lowering the levels required more supports are needed to ensure student success. Furthermore, there is a lack of clarity regarding registrant re-admission for student withdrawals due to academic or non-academic misconduct and academic performance: current language is broad and there should be different requirements for each category.

2. Grievance Report

There are no current active grievances. There were a few grievances at the end of last term regarding hiring contract faculty for this term. Two of these were resolved at Step 1 and one grievance was not resolved at Step 1 but did not advance to Step 2.

Board of Governors Written Report, David Clemis

The report from the September and December Board meetings will be on the website shortly. Currently, the Board has been preoccupied with the finding a new President and the cumbersome and impractical implications of the *Conflict of Interest Act*.

3:45pm Regular Meeting Recess for Special Meeting - Member at Large By-election.

Order of the Day, 4:10pm

In Camera Session

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

Motion to enter In Camera Session

Moved: Bill Glanzman and Seconded: Christian Cook

Motion carried - 4:07pm

Motion to end In Camera Session

Moved: Brenda Lang and Seconded: Kimberley Williams.

Motion carried - 5:06pm

Facilitated Discussion:

Follow-Up on Member Engagement from November Regular Meeting – Brenda Lang

The comments from the November Regular meeting included:

- Hosting Attitude Adjustment on alternative days.
 - MRFA staff are now all certified to pour beverages and AA can take place any day.
- Having speakers introduce themselves prior to speaking at meetings.
 - The MRFA will continue to make improvements on this moving forward.
- Having Department Communicators meet more often.
 - Department communicators will begin to meet at least twice a semester.
- Overall feedback was positive with members expressing satisfaction with the value of belonging to the Association and the advantages of being engaged with the Association.

Members may submit anonymous comments online at mrfa.net

Adjournment: The meeting was adjourned at 5:14pm.

Communications Officer, MRFA

Date of approval