



To: MRFA Members
From: Lee Easton, President
Date: January 23, 2023
Subject: Proposed MRFA Re-Organization

Greetings Colleagues! I hope your semester is off to a good smooth start.

I am very happy to announce the plans to revamp the structure of the Association's committees. As part of the MRFA Revitalization Project, the Executive Board undertook a comprehensive organizational review to ensure that its committees are focused, efficient, and effective when the Association asks its members to provide service.

In our [current structure](#), we have 21 committees, some of which meet infrequently or where there is overlap with other groups. The [reorganized structure](#) will see fewer committees and more focused mandates, which will allow members more choice in how to serve the Association. We discovered a gap during the pandemic with respect to workplace health and safety. The revamped Executive Board, which remains the same in numbers, will address that gap. To flatten our organization, all Board members are now Officers, with the exception of the President. With the streamlined structure, we still provide many opportunities for member to engage with the Association.

The following is a high-level summary of the proposed changes, which we hope to implement in May 2023 after hearing your thoughts and comments over the following weeks.

Summary of Proposed Changes

- **Align** the proposed committee structures with the revised mission/vision and values (See [colours on chart](#)).
- **Reduce** the current 21 Standing Committees to 16 committees (approximately a 20 percent decrease)
- **Create** a Workplace Wellness/Senior Grievance Officer position based on pandemic experience
- **Create** a Collective Bargaining Caucus by merging the Negotiations Committee with the Collective Bargaining Advisory Committee to provide more member input into bargaining
- **Combine** the VP Policy with the Academic Liaison Officer roles to create an Academic Policy and Liaison Officer
- **Merge** the Faculty Evaluation Committee (FEC) with the Academic Liaison Committee to create an Academic Policy and Liaison Committee which bring make one committee with responsibility for oversight of GFC policies that affect members including: Student Perception of Teaching (delegated to GFC under Article 28), peer evaluations, the *Institutional Tenure and Promotion Criteria*, the *Tenure and Promotion Handbooks* and monitoring F-180 Annual Reporting system
- **Merge** the Communications and Advocacy Committee into a Communications and Advancement Committee to reduce overlap and better coordinate internal and external communication
- **Request** Department Liaisons to elect a representative from each Faculty to the Member Engagement Committee
- **Create** a MRFA Awards Committee to distribute MRFA Student Scholarships, Teaching Excellence Awards and other MRFA awards.
- **Evolve** the Professional Standards and Ethics Committee into an Appeals Board when a Members' Complaints Policy is finalized
- **Create** an Occupational Wellness and Safety Committee in 2024 based on new Officer experience

Dissolved Committees

- *Faculty Centre Management Committee*: Most functions now are undertaken by the Audit and Finance or are part of the Faculty Centre Coordinator's role
- *Grants Committee*-work done by staff; MRFA Scholarships the main piece of work with 600 applicants to adjudicate

- *Teaching Awards Committee* will evolve into the MRFA Awards Committee
- *Ad hoc Contract Faculty Advisory Committee*- contract issues can be dealt with in other committees or by Contract Member Officer

You can access the report of the Reorganization Working Group [here](#) for more information about the working group's methodology and more details for the recommended changes.

I am very excited by these changes and I look forward to discussing them with you on January 31, 2023.

Sincerely
Lee