

## **MINUTES of the Mount Royal Faculty Association**

**Meeting date: December 17, 2010**

**Call to order:** An Executive Board meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on December 17, 2010. The meeting convened at 11:00am, President Gerry Cross presiding.

### **Members in attendance:**

Cari Merkley  
Kelly Hewson  
Gerard Lucyshyn  
David Sabiston  
Qasim Syed  
Gerry Cross  
Rafik Kurji

### **Members not in attendance:**

Rod Corbett  
David Hyttenrauch

### **Agenda**

MRU Brand Workshop added  
PAC: workshop Sept 6

**Approval of minutes:** Motion was made by Gerry Cross, and seconded to approve the minutes of the December 3, 2010 meeting. **Motion carried as amended.**

### **Officers' reports:**

President

Ottawa Senior Grievance Officer's Workshop

- Gerry will write notes up on this to discuss issues/recommendations: to be included in Monthly Report and January General Meeting

Communications Policy

- This states clearly that the Monthly Report is a summary of MRFA business during the previous month. All Exec Members and MRFA committees are encouraged to send information to Chantelle to be included in these Reports

### **Unfinished business:**

1. Motion to strike an ad-hoc Committee on General Violations of the Collective Agreement

- Discussion:
  - This ad hoc committee does not need to be created as this can go through the grievance committee or the Executive Board
- Motion withdrawn

## 2. Department Visit Action Items

- Items Added
- Moving Forward: Gerry will craft a publishable version of this document to go into the December Monthly Report. A lot of the things here will be reported on without discussion, but some of the items require further follow-up.

### **New business:**

#### 1. Report from Sub-Committee on Voting Procedure Review

- Topics discussed:
  - Issue of participation rate in Association matters (not just elections)
  - Many larger associations have a larger representative council that provides direction and input to the executive. We will look into getting information about this and include it in the president's report at the AGM.
- Recommendations:
  - Voting for Exec Positions and the Part-time Representative: No changes recommended for electing these positions
  - Other Elections: Ratification Votes, Committee Elections, Part-time Representative
    - We did not discuss any of these specifically: we discussed options for an online voting system
    - 1) We may be able to get some input from someone in policy studies: Gerard is looking into this (i.e. the general suitability of these tools)
    - 2) We will then make a short list of possible tools and assign someone to do a feasibility analysis of each of them so we can be better informed. As it is now we don't know enough about these tools to have a meaningful conversation about them
  - Recommendation to develop Election Process Policy:
    - This policy will stipulate that Executive Board Elections are run like the process we followed last year.
    - a) That all nominees provide statements about their candidacy.
    - b) That there will be time in the AGM for *brief* speeches by the candidates.
    - c) That it is suggested for there to be an all candidates forum (as deemed appropriate).
    - d) That some plan be included in this Policy pertaining to candidate recruitment and succession planning
- Discussion
- Vote Counting
  - Rafik will send some information about this to Gerry and it will be included in the Elections Policy

#### 2. Ethics Committee Appointment

Gerry moves THAT Shiraz Kurji be appointed to the Ethics Committee until June 15, 2011 to complete a vacant term.

Seconded: Cari Merkley

Vote

1 abstention: Rafik Kurji

Carried

### 3. Faculty Evaluation Committee Appointment

Gerry moves THAT we ask Gary Koroluk if he wants to be on the committee and THAT if he does the executive approve his appointment for the remainder of the vacant term.

Vote

Carried

### 4. Scheduling Policy Grievance

- Possible Step 2 Resolution to be Sought
  - To have MRFA representation, at least a couple of chairs, and a number of other people to form a committee to work on developing resolutions.
- Gerry moves THAT the MRFA initiate a policy grievance to address the violations of the Collective Agreement detailed in the letter from Lea Easton dated December 7, 2010 and, more broadly, to establish a process designed to effect improvements in the scheduling process.
  - Seconded: Cari Merkley
  - Discussion
  - Vote
  - Carried unanimously

### 5. Report from Grievance Subcommittee (Closed Session)

#### 1. Grievance Committee Opinion Regarding the Establishment of Part-time Appointment and Re-Appointment Criteria

Recommendation THAT this be reported on in the December Presidents Report and at the January General Meeting

Vote

Carried

#### 2. Grievance Committee Opinion on Grievances Regarding Currency

Recommendation THAT if the grievors advance to Step 2 and if the only way currency is measured is how recent the degree is, then we will argue that this is arbitrary because there are other ways to keep current and this must be taken into consideration in the assessment of currency. In the case of a retiree, it may be arbitrary to say that he had been qualified and now is not. Perhaps the weighting can be argued as well.

Vote

Carried

#### 3. Grievance Committee Opinion on Part-time Dismissal

If the grievor secures support from full-time theatre faculty, our proposed resolution at Step 2 will be that Robin provide written direction that his application for reappointment be considered on his record apart from this incident

Vote

Carried

#### 4. Grievance Committee Opinion on Interpretation of Part-time Eligibility for

Benefits

Recommendation THAT the MRFA initiate a Policy Grievance

Vote

Carried

5. Eligibility for LSI

Recommendation: Carry argument 2 forward. Communicate the legal opinion to the grievor and to Human Resources (the latter not done yet because the money has already been clawed back and I advised the grievor to continue with Step 1).

6. MRSSA

a) Lunch, 12:00 – 1:00pm

b) Support Staff and Exempt Transition Task Force

- There is an implementation committee that is going to work on improving these things. The Support Staff Association has requested that the MRFA suggest a chair to be on the implementation committee.
  - The chair that will be on this implementation committee will be asked to report on the progress of the committee at a general meeting.

6. MRU Brand Workshop

A) Baset has requested a brief brand workshop Jan 20 from 9 - 12

We will not be attending and have no need to

B) Lucille will take Gerry out for coffee and discuss marketing and communications in general

**Adjournment:** The meeting was adjourned at 1:30pm.

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Secretary  
Mount Royal Faculty Association

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Date of approval