

THE BYLAWS

OF THE

MOUNT ROYAL

FACULTY ASSOCIATION

Rev. May 2011

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**The Bylaws
of the
Mount Royal Faculty Association**

1 NAME

Pursuant to the Postsecondary Learning Act the name of the academic staff association is the "Mount Royal Faculty Association" (hereinafter referred to as "the Association").

2 OFFICE

The office of the Association shall be maintained at the City of Calgary in the Province of Alberta at such specific locations as may be determined by the Executive Board of the Association.

3 OBJECTIVES

3.1 The objectives of the Association are:

- to be the representative of its members in negotiations with the Board of Governors of Mount Royal University with respect to salary matters, working conditions and other terms of employment;
- to promote, maintain and improve the professional standing of its members and the quality of education at Mount Royal University;
- to maintain the right of its members to exercise independent judgment in the planning and execution of their educational responsibilities;
- to advocate for access to and the enhancement of postsecondary education; and
- to provide a collective voice and group representation for the views of its members in all matters affecting the Mount Royal University community.

4. DEFINITIONS AND INTERPRETATION

4.1 DEFINITIONS

- 4.1.1 "ACIFA" shall mean the Alberta Colleges & Institutes Faculties Association.
- 4.1.2 "Association" shall mean the Mount Royal Faculty Association.
- 4.1.3 "Collective Agreement" shall mean the current Collective Agreement between the Association and the Board of Governors of Mount Royal University.
- 4.1.4 "University" shall mean Mount Royal University.
- 4.1.5 "Full-time member" shall mean a full-time employee as defined in the Collective Agreement.
- 4.1.6 "Part-time member" shall mean a part-time employee as defined in the Collective Agreement.

- 4.1.7 “Member in good standing” shall mean a member of the university community who has fulfilled the requirements in the Membership articles of these Bylaws; whose dues, according to the Dues articles of these Bylaws, are paid in full; and who is not currently subject to a disciplinary measure with an associated finding that the member is not in good standing applied under the Ethics articles of these Bylaws.
- 4.1.8 “SICH” shall mean scheduled instructional course hour as defined in the Collective Agreement.
- 4.1.9 “Working days” shall mean days exclusive of Saturdays, Sundays, university holidays and the normal faculty vacation period as specified in the Collective Agreement.

4.2 INTERPRETATION

In all Bylaws of the Association the singular shall include the plural and the plural the singular, and the word “person” shall include corporations and societies. Wherever reference is made to any statute or Article or section thereof, such reference shall be deemed to extend and apply to any amendment to said statute or section, as the case may be. “In writing” or “written” includes printing, typewriting, or any electronic means of communication by which words are capable of being visibly reproduced at a distant point of reception, including telecopier (fax), telex, telegraph or e-mail.

5 MEMBERSHIP

5.1 GENERAL

No individual shall apply for or hold membership status in more than one category of membership at a time.

5.2 REGULAR MEMBERSHIP

- 5.2.1 Pursuant to the Association Membership article of the Collective Agreement, all employees shall become Regular Members of the Association on the date of commencement of appointment.
- 5.2.2 Administrators and MRSSA exempt support staff of the University teaching credit courses shall pay Regular Member dues but shall be entitled only to the privileges of Associate Membership.

5.3 SOCIAL MEMBERSHIP

- 5.3.1 Social Membership may be granted to the following university administrators: deans and directors of credit areas, the University Librarian, associate deans, associate vice-presidents, vice-presidents, and the President.
- 5.3.2 An application for Social Membership shall be presented in writing to the Secretary. Social Membership shall be approved by the Executive Board, who shall notify the membership promptly of such approvals.
- 5.3.3 Such membership shall entitle the member to use the Faculty Centre and to attend social activities.

5.3.4 Whenever a majority of members of the Executive Board or fifty (50) non-Executive Regular Members in good standing petition the Executive Board, or when a majority of those present and voting at a General Meeting so approve, the Executive Board shall put a motion on the agenda of the next General Meeting to revoke an individual's Social Membership for cause.

5.3.5 Social membership does not include the following:

5.3.5.1 the right to attend any meetings of the Association unless invited by the Executive Board,

5.3.5.2 the right to receive any minutes or correspondence of the Association except for specific notices or information dealing with the social activities of the Association, and

5.3.5.3 the right to vote or to hold office.

5.4 MEMBERS EMERITUS

When a Regular Member retires from the University, he/she shall become a Member Emeritus of the Association. Members Emeritus are entitled to use the Faculty Centre and join in Association activities. They may not hold office or vote.

5.5 ASSOCIATE MEMBERSHIP

5.5.1 Associate Membership may be granted to adjunct faculty, visiting faculty, endowed chairs, resident faculty, or any other academic person as approved by the Executive Board.

5.5.2 An application for Associate Membership shall be presented in writing to the Secretary. Applications for Associate membership shall be considered for approval by the Executive Board.

5.5.3 Such membership shall entitle the member to use the Faculty Centre and to attend social and professional development activities.

5.5.4 Associate membership does not include the following:

5.5.4.1 the right to attend any meetings of the Association unless invited by the Executive Board,

5.5.4.2 the right to receive any minutes or correspondence of the Association except for specific notices or information dealing with the social and professional development activities of the Association, and

5.5.4.3 the right to vote or to hold office.

5.6 HONORARY MEMBERS

5.6.1 The Association may extend Honorary Membership to individuals for such reason and length of time as seems appropriate, provided a majority of regular members present and voting at a Regular or Special Meeting are in favour of so extending.

- 5.6.2 Such membership shall entitle the member to use the Faculty Centre and to attend social activities.
- 5.6.3 Honorary membership does not include the following:
 - 5.6.3.1 the right to attend any meetings of the Association unless invited by the Executive Board,
 - 5.6.3.2 the right to receive any minutes or correspondence of the Association except for specific notices or information dealing with the social activities of the Association, and
 - 5.6.3.3 the right to vote or to hold office.

5.7 GUESTS

- 5.7.1 Use of the Faculty Centre is restricted to Association members and staff. However, any Regular Member may sign-in up to two (2) guests to enter the Faculty Centre.
- 5.7.2 Guests may not include current Mount Royal credit students without the approval of a member of the Executive Board, which may be granted on a standing basis. Larger groups of credit students may be approved as guests for educational purposes by the Executive Board.

5.8 TERMINATION OF MEMBERSHIP

- 5.8.1 When a Regular Member ceases employment at the University, membership in the Association shall continue for sixty (60) working days. No dues shall be paid during this period. Following termination of membership, the Association shall act on the former member's behalf in accordance with the Reappointment of Part-time Faculty and Allocation of Workload for Part-time Faculty articles of the Collective Agreement.
- 5.8.2 No Regular Member can withdraw from membership in the Association while he/she is employed at the University.

6 DUES

6.1 DETERMINATION

Membership dues of Regular Members of the Association shall be determined as a Bylaw change at the Annual General Meeting or at a Special Meeting called for that purpose pursuant to Article 7.4.

6.2 REGULAR MEMBER DUES

Regular Members shall pay dues of 1% of gross pay.

6.3 DUES WHILE ON LEAVE WITHOUT PAY

A Regular Member who is on an approved leave of absence without pay shall pay membership dues of \$10 per month. These dues shall be paid in two installments: the first installment shall be paid on or before commencement of the leave and the

second installment shall be paid at the mid-point of the leave. The member on such a leave shall retain full privileges and benefits of the Association.

6.4 NON-REGULAR MEMBER DUES

- 6.4.1 Social Members shall pay dues of Three Hundred Dollars (\$ 300.00) per year, pro-rated.
- 6.4.2 Members Emeritus shall pay no dues.
- 6.4.3 Honorary Members shall pay no dues.
- 6.4.4 Associate Members shall pay dues of Thirty Dollars (\$30.00) per semester.

6.5 SPECIAL DUES

Any special dues that may be required must be approved by a majority vote at the Annual General Meeting or at a Special Meeting called for that purpose pursuant to Article 7.4.

6.6 NOTICE OF CHANGE OF DUES

Meeting notice of the Annual General Meeting or a Special Meeting at which a change of dues or special dues is subsequently approved shall constitute full notice to Members of the change.

7 MEETINGS

7.1 GENERAL

All meetings of the Association shall be held on normal working days and between the hours of 8:00 a.m. and 6:00 p.m. A meeting may continue beyond these times so long as it has quorum.

7.2 REGULAR MEETINGS

- 7.2.1 Regular Meetings of the Association shall be held at the following times: last week of September, last week of October, last week of November, last week of January, first week of March, and first week of April.
- 7.2.2 The Executive Board may cancel a maximum of one (1) Regular Meeting per semester where there is insufficient business.
- 7.2.3 There shall be no less than ten (10) working days' written notice of a Regular Meeting.
- 7.2.4 A quorum for a Regular Meeting shall be thirty (30) Regular Members in good standing.

7.3 ANNUAL GENERAL MEETING

- 7.3.1 The Association shall hold an Annual General Meeting on the second Friday of May in each and every year.
- 7.3.2 There shall be no less than ten (10) working days' written notice of such a meeting.

7.3.3 A quorum for the Annual General Meeting shall be fifty (50) Regular Members in good standing.

7.3.4 The purposes of the Annual General Meeting are to:

7.3.4.1 Conduct Association business;

7.3.4.2 Receive reports from the Executive Board and Standing Committees;

7.3.4.3 Appoint an Auditor for the next fiscal year; and

7.3.4.4 Elect, with the exception of the Part-Time Member Representative, the Executive Board. No candidate for the office of President may preside over this item of business.

7.4 SPECIAL MEETINGS

7.4.1 There shall be no less than seven (7) working days' written notice of a Special meeting.

7.4.2 A quorum for a Special Meeting shall be fifty (50) Regular Members in good standing.

7.4.3 All business dealt with at a Special Meeting shall be considered business of the Association.

7.4.4 Special meetings shall be limited to the subject matter described in the notice for such a meeting.

7.4.5 Special Meetings may be held:

7.4.5.1 In accordance with Articles 5.6.1 (Honorary Members), 6.1 (Dues Change), 6.5 (Special Dues), 13.3.4 (Removal from Office), 14.2 (Ratification), 15.1.2 (Borrowing Power), 15.2.3 (Investments), 15.4.1 (Budget) and 19.1 (Amendments); or

7.4.5.2 On any other item of Association business as identified by the Executive Board.

7.4.6 Special Meetings shall be held:

7.4.6.1 In accordance with Articles 13.2.1 or 13.2.3.2 (Executive Board Vacancies) or 13.3.3.1 (Removal from Office); or

7.4.6.2 Whenever a majority of members of the Executive Board or fifty (50) Regular Members in good standing petition the Executive Board for such a meeting.

7.4.6.2.1 When such a petition for a Special Meeting is received by the Executive Board, the Executive Board must issue a call for a Special Meeting within seven (7) working days of such a petition.

7.5 EXTRAORDINARY MEETING

7.5.1 An Extraordinary Meeting can be called by the Executive of the Association with forty-eight (48) hours notice for the purpose of dealing with immediate concerns deemed vital to the well-being of the Association.

7.5.2 A quorum for such a meeting shall be fifty (50) Regular Members in good standing.

8 THE EXECUTIVE BOARD

8.1 COMPOSITION

The Executive Board of the Association shall comprise: the President, First Vice-President; Second Vice-President; Secretary; Treasurer; Academic Liaison Officer; Part-time Member Representative; the Immediate Past President or a Member at Large; and the Faculty Nominee to the Board of Governors.

8.2 RESPONSIBILITIES

8.2.1 The Executive Board of the Association shall be vested with the full responsibility for the overall governance, direction, business, and all affairs of the Association during its term of office, including the establishment of policies and operating procedures, and shall be responsible to the Regular Members of the Association subject to the provisions of Article 13.

8.2.2 The Executive Board shall have responsibility to advise all members on the interpretation of the Bylaws, and the Regular Members on the Collective Agreement.

8.2.3 The Executive Board shall be responsible for the processing and arbitration of grievances.

8.2.4 The Executive Board shall be responsible for the supervision of the Association's staff.

8.2.5 The Executive Board shall be responsible for overseeing the management, use, maintenance and improvement of the Faculty Centre.

8.2.6 The Executive Board shall report to the Regular Members at all Association Regular Meetings and the Annual General Meeting.

8.3 QUORUM: A quorum for meetings of the Executive Board shall be five (5) voting members.

8.4 RESIGNATION OF PRESIDENT: Should the President resign or leave office, the First Vice-President shall immediately assume the office of President until a by-election is held in accordance with the Removal, Resignation and Appointment articles of these Bylaws.

8.5 POWERS OF APPOINTMENT: The Executive Board shall be empowered to appoint Regular Members of the Association to committees and office in accordance with the Removal, Resignation and Appointment articles of these Bylaws.

8.6 REMUNERATION: No officer of the Association shall be remunerated for services rendered to the Association except by resolution of the Regular Members.

9 OFFICERS

9.1 ELIGIBILITY

Only Regular Members of the Association in good standing, pursuant to the Membership articles of these Bylaws, shall be eligible to hold office for any term.

9.2 PRESIDENT

9.2.1 The President of the Mount Royal Faculty Association shall be a tenured Regular Member in good standing.

9.2.2 The President shall be the Chief Executive Officer of the Association, shall act as Chair of the Executive Board of the Association, and shall be an ex-officio member of all Association Committees.

9.2.3 The President shall be the Association's liaison between the Association and the senior administration of the University.

9.2.4 The President shall be the Association's representative to ACIFA.

9.2.5 The President shall be responsible, in conjunction with the Secretary, for the preparation and approval of the agenda for Association meetings.

9.2.6 The President shall be empowered to countersign cheques on behalf of the Association.

9.2.7 The President shall have custody of the Great Seal of the Association, and shall be responsible for the official correspondence of the Association and shall affix the seal of the Association when authorized by the Executive Board so to do.

9.2.8 The President of the Association shall have a two (2) year term of office commencing June 15 of the year elected to said office, pursuant to the Elections articles of these Bylaws.

9.2.9 The Association shall purchase reassigned time equivalent to one-half of the President's regular workload in accordance with the Salary Administration article of the Collective Agreement, in addition to the one-half reassigned time paid by the Board of Governors.

9.3 FIRST VICE-PRESIDENT

9.3.1 The First Vice President shall be a tenured Regular Member in good standing.

9.3.2 The First Vice-President shall assist the President and perform other duties as assigned by the Executive Board.

9.3.3 The First Vice-President shall serve on the Negotiating Committee and shall be the liaison between the Executive Board and the Negotiating Committee.

9.3.4 The First Vice-President shall be empowered to countersign cheques on behalf of the Association.

9.3.5 The First Vice-President shall serve as the Association delegate to the ACIFA Negotiations Advisory Committee.

- 9.3.6 The First Vice-President shall be an ex-officio member of the Professional Affairs Committee.
- 9.3.7 Should the President resign from office, the First Vice-President shall assume office until a by-election is held in accordance with the Removal, Resignation and Appointment articles of these Bylaws.
- 9.3.8 The First Vice-President of the Association shall have a two (2) year term of office commencing June 15 of the year elected to said office, pursuant to the Elections articles of these Bylaws.
- 9.3.9 The First Vice-President of the Association shall receive 48 SICH reassigned time in accordance with the Salary Administration article of the Collective Agreement, in addition to release time granted for Negotiations.

9.4 SECOND VICE-PRESIDENT

- 9.4.1 The Second Vice-President shall be a tenured Regular Member in good standing.
- 9.4.2 The Second Vice-President shall assist the President and perform other duties as assigned by the Executive Board.
- 9.4.3 The Second Vice-President shall chair the Professional Affairs Committee of the Association and shall have responsibility for communicating with the Regular Members and implementing development opportunities on matters of professional standards and practice.
- 9.4.4 The Second Vice-President shall be an F member of the Diversity Committee.
- 9.4.5 The Second Vice-President shall serve as the Association delegate to the ACIFA Professional Affairs Committee.
- 9.4.6 The Second Vice-President of the Association shall have a two (2) year term of office commencing June 15 of the year elected to said office, pursuant to the Elections articles of these Bylaws.
- 9.4.7 The Second Vice-President of the Association shall receive 96 SICH reassigned time in accordance with the Salary Administration article of the Collective Agreement.

9.5 SECRETARY

- 9.5.1 The Secretary shall be a Regular Member in good standing.
- 9.5.2 The Secretary shall act as a Communications Coordinator responsible for the development and execution of all non-routine communications with the membership, including special events such as Collective Agreement-related activities, but not including events that are the responsibility of the Social Events Committee, the Professional Development Committee, or the Professional Affairs Committee; surveys; dissemination of Board reports; updates; alerts; the MRFA web site; and shall perform other communications duties as assigned by the Executive Board.

- 9.5.3 The Secretary shall be responsible for the official record of Minutes of the Executive Board and the Association, and for official documents including the Bylaws and policies.
- 9.5.4 The Secretary shall work closely with the President in the development and execution of all communications with the membership and shall chair the Communications Committee.
- 9.5.5 The Secretary shall be empowered to countersign cheques on behalf of the Association.
- 9.5.6 The Secretary of the Association shall have a two (2) year term of office commencing June 15 of the year elected to said office, pursuant to the Elections articles of these Bylaws.
- 9.5.7 The Secretary of the Association shall receive 48 SICH reassigned time in accordance with the Salary Administration article of the Collective Agreement, or be paid 48 SICH at Step E6 of the part-time instructor hourly rate schedule if a part-time member.

9.6 TREASURER

- 9.6.1 The Treasurer shall be a Regular Member in good standing.
- 9.6.2 The Treasurer shall be responsible for accurate financial records, financial statements of the transactions of the Association, and reporting to the membership regarding finances.
- 9.6.3 The Treasurer shall be responsible for the official financial records of the Association, including audited financial statements, and shall present the audited financial statements of the Association as required by the Finance articles of these Bylaws.
- 9.6.4 The Treasurer shall present a preliminary budget at the Annual General Meeting and a final budget as required under the Finance articles of these Bylaws.
- 9.6.5 The Treasurer shall be empowered to countersign cheques on behalf of the Association.
- 9.6.6 The Treasurer shall sit on the Educational Grants Committee.
- 9.6.7 The Treasurer of the Association shall have a two (2) year term of office commencing June 15 of the year elected to said office, pursuant to the Elections articles of these Bylaws.
- 9.6.8 The Treasurer of the Association shall receive 48 SICH reassigned time in accordance with the Salary Administration article of the Collective Agreement, or be paid 48 SICH at Step E6 of the part-time instructor hourly rate schedule if a part-time member.

9.7 ACADEMIC LIAISON OFFICER

- 9.7.1 The Academic Liaison Officer shall be a Regular Member in good standing.

- 9.7.2 The Academic Liaison Officer shall assist the President in matters of academic policy and governance and perform other duties as assigned by the Executive Board.
- 9.7.3 The Academic Liaison Officer shall serve as the Association's liaison among Faculty Councils and the General Faculties Council and shall facilitate the exchange of information related to academic governance and academic policy, especially where they affect academic freedom, the Collective Agreement, and the work of Regular Members.
- 9.7.4 The Academic Liaison Officer shall chair the Academic Liaison Committee, and shall have special responsibility for soliciting and representing the views of groups otherwise unrepresented.
- 9.7.5 The Academic Liaison Officer of the Association shall have a two (2) year term of office commencing June 15 of the year elected to said office, pursuant to the Elections articles of these Bylaws.
- 9.7.6 The Academic Liaison Officer of the Association shall receive 48 SICH reassigned time in accordance with the Salary Administration article of the Collective Agreement, or be paid 48 SICH at Step E6 of the part-time instructor hourly rate schedule if a part-time member.

9.8 PART-TIME MEMBER REPRESENTATIVE

- 9.8.1 The Part-time Member Representative shall be responsible for facilitating communication and contact between the Association and part-time members. The Part-time Member Representative shall correspond with Human Resources to ensure that the Part-time Faculty Handbook is kept current and readily available.
- 9.8.2 The Part-time Member Representative shall serve on the Negotiating Committee according to the terms of Article 10.2.
- 9.8.3 The Part-time Member Representative shall perform other duties as assigned by the Executive Board.
- 9.8.4 The Part-time Member Representative of the Association shall have a two (2) year term of office, or the term of employment contract, commencing the date elected to said office, pursuant to the Elections articles of these Bylaws; except that the term as Part-Time Representative on the Negotiating Committee only may be extended in accordance with Article 10.2.9.
- 9.8.5 The Part-time Member Representative shall receive an annual honorarium of 64 SICH paid at Step E6 of the part-time instructor hourly rate schedule for serving on the Executive Board.

9.9 IMMEDIATE PAST PRESIDENT or MEMBER AT LARGE

- 9.9.1 The Immediate Past President shall normally sit on the Executive Board for a term of office of one (1) year immediately following completion of a term as President.
- 9.9.2 When the Immediate Past President is unable to sit or the term of office has expired, the Association shall conduct an election for a Member-at-Large to sit

as a member of the Executive Board for a one (1) year term of office. The Member-at-Large shall be a tenured Regular Member in good standing.

- 9.9.3 The Immediate Past President or Member at Large shall act as the Chief Returning Officer.
 - 9.9.4 The Immediate Past President or Member at Large shall serve as Chair of the Bylaws Committee.
 - 9.9.5 The Immediate Past President or Member at Large shall serve to assist incoming officers make the transition to their new roles, especially the President and First Vice-President.
 - 9.9.6 The Member at Large or Immediate Past President of the Association shall receive 48 SICH reassigned time in accordance with the Salary Administration article of the Collective Agreement.
- 9.10 FACULTY NOMINEE TO THE BOARD OF GOVERNORS
- 9.10.1 The Faculty Nominee to the Board of Governors shall be a tenured Regular Member of the Association in good standing.
 - 9.10.2 The Faculty Nominee to the Board of Governors shall be an ex-officio, non-voting member of the Executive Board and shall advise and assist the President in relations with the Board and the government.
 - 9.10.3 The membership shall recommend to the Minister of Advanced Education and Technology that the Faculty Nominee to the Board of Governors be appointed for a two (2) year term of office.
 - 9.10.4 The term of office shall be as stated in the letter of appointment from the Minister of Advanced Education and Technology.
 - 9.10.5 The Association may purchase reassigned time equivalent to 48 SICH per year, in accordance with the Salary Administration article of the Collective Agreement, for the Faculty Nominee to the Board of Governors for work on the Executive Board.

9.11 TERM OF OFFICE

No officer shall hold the same Executive Board position for more than two (2) consecutive full terms, which may be preceded by a partial term to fill a vacancy. No member shall sit on the Executive Board for more than eight (8) consecutive years.

In the September, 2011 election for the Part-time Member Representative, a third consecutive term shall be allowed.

10 STANDING COMMITTEES

10.1 COMMITTEES

- 10.1.1 The Mount Royal Faculty Association shall have eleven (11) Standing Committees; namely, the Negotiating Committee, the Academic Liaison Committee, the Bylaws Committee, the Communications Committee, the

Diversity Committee, the Educational Grants Committee, the Ethics Committee, the Faculty Evaluation Committee, the Professional Affairs Committee, the Professional Development Committee, and the Social Events Committee.

10.1.2 All Standing Committees of the Association shall be responsible to the Executive Board, and shall report periodically to the Executive Board and to the membership of the Association at Regular Meetings and at the Annual General Meeting.

10.2 NEGOTIATING COMMITTEE

10.2.1 The Negotiating Committee shall consist of five (5) Regular Members in good standing of the Association: the First Vice-President and the Part-time Member Representative in accordance with the Officers articles of these Bylaws; and three (3) elected to serve a term of two (2) years, two (2) of whom shall be tenured.

10.2.2 One (1) member shall be elected in each odd-numbered year; two (2) members shall be elected in each even-numbered year.

10.2.3 The Committee Chair and Vice-Chair shall be selected from the tenured members of the committee.

10.2.4 The Negotiating Committee shall represent the Association to the Board of Governors in all matters concerning negotiations of the Collective Agreement, with the exception of processing grievances. It shall report regularly to the Executive Board and to the membership of the Association on the progress of its deliberations.

10.2.5 Quorum for meetings of the Negotiating Committee shall be four (4) members, one of whom shall be the Chair or Vice-Chair. In the event that a member of the Negotiating Committee is unable to serve for a period longer than two weeks, or must leave the committee as a result of termination of employment contract, loss of Association membership status, resignation from the Executive Board, resignation from the Negotiating Committee, or other unresolvable difficulties, and where it would be impractical or disruptive to seek a replacement, the Negotiating Committee may seek the approval of the Executive Board to reduce its quorum requirement temporarily to three (3) members.

10.2.6 All members of the Negotiating Committee shall receive 48 SICH reassigned time in the Fall semester prior to the commencement of negotiations in accordance with the Negotiations article of the Collective Agreement to prepare for and participate fully in the process of interest-focused bargaining.

10.2.7 All members of the Negotiating Committee, except for the Part-Time Member Representative, shall each receive 48 SICH reassigned time during the negotiations period as defined in the Negotiations article of the Collective Agreement.

10.2.8 The Part-time Member Representative shall receive an honorarium of 64 SICH paid at Step E6 of the part-time instructor hourly rate schedule during the negotiations period as defined in the Negotiations article of the Collective Agreement for serving on the Negotiating Committee, over and beyond that received for sitting on the Executive Board, except that where continuing negotiations are conducted during or beyond the Spring semester, the

honorarium shall be increased by 16 SICH paid at Step E6 of the part-time instructor hourly rate schedule prorated for each calendar month in which negotiations take place.

10.2.9 The Part-time Member Representative shall hold office on the Negotiating Committee and receive the usual honorarium beyond the normal period of time pursuant to the Officers articles of these Bylaws if required by an extended negotiations period and whenever possible for the incumbent.

10.2.10 Should negotiations continue beyond June 14, the sitting committee shall continue in place until such time as a Memorandum of Agreement is reached between the Negotiating Committee and the Board of Governors' Negotiating Committee. The newly elected members of the Negotiating Committee shall participate as non-voting observers.

10.2.10.1 Following a ratification vote, the newly elected members shall assume their duties as full members of the Negotiating Committee.

10.2.11 Negotiations shall not occur during the vacation period and holidays as specified in Vacation and Holidays article of the Collective Agreement.

10.3 EDUCATIONAL GRANTS COMMITTEE

10.3.1 The Educational Grants Committee shall consist of the Treasurer of the Association, the Executive Assistant of the Association and four (4) elected Regular Members of the Association in good standing: two (2) to serve a term of two (2) years and to be elected in odd-numbered years and two (2) to serve a term of two (2) years and to be elected in even-numbered years.

10.3.2 The Educational Grants Committee shall allocate funds for tuition refunds as per the Professional Development article of the Collective Agreement, shall select MRFA scholarship recipients, and shall, in conjunction with the Executive Assistant, approve scholarships for dependents of members as per the Benefits and Insurance article of the Collective Agreement.

10.4 ETHICS COMMITTEE

10.4.1 The Ethics Committee shall consist of six (6) tenured Regular Members of the Association in good standing, elected to serve a term of three (3) years. Two (2) members shall be elected in each year.

10.4.2 The Chair of the Ethics Committee shall be elected by the Committee.

10.4.3 The Ethics Committee shall be responsible for ensuring that the Code of Ethics set forth in Article 16 is upheld, hearing complaints as outlined in Article 17, and providing consultation to members of the Association on the interpretation of Articles 11, 16 and 17.

10.4.4 The Ethics Committee shall maintain a list of training courses in areas such as conflict resolution and mediation that are relevant to its work. Changes to this list shall be made by the Executive Board, on the recommendation of the Ethics Committee. Members of the Ethics Committee are encouraged to take one of these courses in the year following their election to the committee. Such training shall be funded by the Association.

10.4.5 The Ethics Committee shall prepare an annual report describing its work during the year, including the types of complaints heard and the resolutions reached.

10.5 FACULTY EVALUATION COMMITTEE

10.5.1 The Faculty Evaluation Committee shall consist of seven (7) Regular Members of the Association in good standing, at least four (4) of whom shall be tenured: four (4) to serve a term of two (2) years and to be elected in odd-numbered years and three (3) to serve a term of two (2) years and to be elected in even-numbered years. The Committee shall select a Chair from its tenured members.

10.5.2 The Committee shall recommend policy on pre-tenure, post-tenure, limited-term and part-time evaluation, shall monitor the evaluation process, and shall provide information to Regular Members on evaluation.

10.5.3 The Committee shall investigate and maintain current research information to inform its work and to enhance evaluation processes for Regular Members.

10.5.4 The Committee shall act for the Association in recommending changes to the Annual Report as stipulated in the Performance Review of Faculty article in the Collective Agreement. In this capacity, the Committee shall review proposed changes submitted to it, forward any proposed additions, modifications, or deletions to the types of information gathered by the Annual Report to the Executive Board, recommend changes related to the functionality of the Annual Report form to the Executive Board, and maintain the joint Association and University document *Guidelines for Completing the Annual Report*. The Committee shall consult with the Executive Board as necessary in carrying out this work.

10.5.5 The Committee shall prepare an annual report reflecting the types and extent of evaluation activities which have been carried on during the year.

10.6 PROFESSIONAL DEVELOPMENT COMMITTEE

10.6.1 The Professional Development Committee shall consist of nine (9) Regular Members of the Association in good standing, the majority of whom shall be full-time: four (4) members to serve a term of two (2) years and to be elected in odd-numbered years and four (4) members to serve a term of two (2) years and to be elected in even-numbered years; the Faculty Development Coordinator shall sit as an ex-officio member. All elected members shall be full voting members of the Committee.

10.6.2 The Chair of the Professional Development Committee shall be a tenured or tenurable Regular Member of the Association, selected by the Committee from among its elected members.

10.6.3 The Committee shall select a Treasurer from its elected members. The Treasurer shall provide spending approvals to the Executive Assistant of the Association and shall monitor the finances of the committee, as approved in the annual budget of the Association.

10.6.4 The Committee shall encourage and facilitate professional development of Regular and Associate Members of the Association, with a focus on promoting excellence in teaching.

10.6.5 The Committee shall organize and promote seminars, workshops, courses and other activities related to professional development.

10.7 SOCIAL EVENTS COMMITTEE

10.7.1 The Social Events Committee shall consist of the Faculty Centre Coordinator and six (6) Regular Members of the Association in good standing: three (3) to serve a term of two (2) years and to be elected in odd-numbered years and three (3) to serve a term of two (2) years and to be elected in even-numbered years.

10.7.2 The Committee shall select a Chair and a Treasurer from its members. The Treasurer shall provide spending approvals to the Executive Assistant of the Association and shall monitor the finances of the committee, as approved in the annual budget of the Association.

10.7.3 The Social Events Committee shall promote and encourage the use of the Faculty Centre for member-organized activities including but not limited to meetings, forums, parties, and social gatherings.

10.7.4 The Social Events Committee shall plan and advertise activities that enhance the social interaction of Members of the Association. These activities may or may not take place within the Faculty Centre.

10.8 PROFESSIONAL AFFAIRS COMMITTEE

10.8.1 The Professional Affairs Committee shall consist of eight (8) Regular Members of the Association in good standing, at least four of whom shall be tenured: the First Vice-President; the Second Vice-President, who shall be Chair; three (3) to serve a term of two (2) years and to be elected in odd-numbered years; and three (3) to serve a term of two (2) years and to be elected in even-numbered years.

10.8.2 The Committee shall select a Treasurer from its elected members. The Treasurer shall provide spending approvals to the Executive Assistant of the Association and shall monitor the finances of the committee, as approved in the annual budget of the Association.

10.8.3 The Committee shall recommend, develop and offer opportunities for faculty development and training in the areas of academic governance, parliamentary procedure, faculty leadership, conflict resolution and mediation, labour relations and professional conduct.

10.8.4 The Committee shall serve as a liaison among new and existing faculty in order to communicate to all faculty the expectations of professional and ethical conduct within a collegial culture.

10.8.5 The Committee shall prepare an annual report reflecting the types and extent of activities which have been carried on during the year.

10.9 ACADEMIC LIAISON COMMITTEE

10.9.1 The Academic Liaison Committee shall consist of eight (8) Regular Members of the Association in good standing, including the Academic Liaison Officer who shall be Chair. Each of the remaining seven (7) members shall represent an area with a Faculty Council. A faculty member from each of the following areas shall be elected to serve a term of two (2) years in odd-numbered years: the Bissett

School of Business, the Faculty of Science and Technology, and the Library. A faculty member from each of the following areas shall be elected to serve a term of two (2) years in even-numbered years: the Faculty of Arts, the Faculty of Communications Studies, the Faculty of Health and Community Studies, and the Faculty of Teaching and Learning. MRFA Regular Members shall be eligible to vote for candidates in all areas, regardless of their own Faculty Council affiliation.

- 10.9.2 The Committee shall serve to communicate among the various Faculty Councils and the General Faculties Council to support the Academic Liaison Officer and shall facilitate the exchange of information related to academic governance and academic policy, especially where they affect academic freedom, the Collective Agreement, and the work of Regular Members.
- 10.9.3 Committee members who are not members of General Faculties Council shall be expected to regularly attend council meetings as guests.
- 10.9.4 The Committee shall prepare an annual report reflecting the types and extent of activities which have been carried on during the year.

10.10 BYLAWS COMMITTEE

- 10.10.1 The By-Laws Committee shall consist of three (3) tenured Regular Members of the Association in good standing, two (2) of whom shall be elected annually to serve a term of one (1) year. The Chair of the committee shall be the Immediate Past President of the Association or the Member-at-Large.
- 10.10.2 The Committee shall, as requested by the Executive Board, make recommendations after reviewing, developing, revising, and/or editing the Association's Bylaws, regulations, operating policies, and other official documents.

10.11 COMMUNICATIONS COMMITTEE

- 10.11.1 The Communications Committee shall consist of the Executive Assistant of the Association and five (5) Regular Members in good standing: the Secretary, who shall be Chair; two (2) to serve a term of two (2) years and to be elected in odd-numbered years; and two (2) to serve a term of two (2) years and to be elected in even-numbered years.
- 10.11.2 The Communications Committee shall provide liaison for the purposes of communicating the activities of the Executive Board, the Association and its committees, and other information likely to be of wide interest to the membership.
- 10.11.3 The Communications Committee shall develop strategies and determine appropriate media for communicating information to the membership.

10.12 DIVERSITY COMMITTEE

- 10.12.1 The Diversity Committee shall consist of seven (7) Regular Members of the Association in good standing: the Second Vice-President; three (3) to serve a term of two (2) years and to be elected in even-numbered years; and three (3) to serve a term of two (2) years and to be elected in odd-numbered years.

10.12.2 The Committee shall elect a Chair from among its members.

10.12.3 The Committee shall advise the Association on principles and best practices in building a more diverse faculty, academic and institutional community; in supporting and representing diverse groups more effectively; and in identifying gaps in policy, support and services appropriate to its mandate.

11 COMMITTEE ACCOUNTABILITY

11.1 GENERAL PRINCIPLES

Committee service is essential for bicameral governance and, as per the Ethics articles of these Bylaws, committee service is an ethical responsibility of full-time members. Members are selected to committees by various mechanisms, and are accountable to other individuals or groups by virtue of the selection process.

11.2 ACCOUNTABILITY

11.2.1 Committee members are obligated to participate in and ensure due process, collegiality and transparency; to act in the best interests of those the committee member represents; to ensure that recommendations and decisions are communicated appropriately both to committee sponsors and to the Mount Royal community; and to offer periodic reports back to groups to whom the member is accountable.

11.2.2 Members of all committees of the Association, including the Negotiating Committee and the Executive Board, are accountable to the Regular Members of the Association.

11.2.3 Members of any committee elected by the membership or appointed by the Executive Board are accountable to the Regular Members of the Association.

11.2.4 Members of any committee elected by other means are accountable to the electors.

11.2.5 Members of any committee appointed by the Board of Governors, the University, or other process are accountable to the university as a whole and to its collective interest.

11.3 CONFIDENTIALITY

11.3.1 Committees may require that their members protect confidentiality. A confidentiality requirement may be limited or absolute in its scope.

11.3.2 Absolute confidentiality requires that any member receiving information in confidence not disclose it under any circumstances to any third party. A breach of confidentiality is an ethical violation under these Bylaws.

11.3.3 Policy recommendations are not confidential except in very limited circumstances.

11.3.3.1 These circumstances include, but are not limited to, policies which might contain proprietary information or which might lead to the identification of individuals who have an entitlement to confidentiality.

- 11.3.3.2 Transparent discussions of policy require that minutes be kept and decisions reported. A committee may choose to conduct its deliberations in camera and not publicize its draft proposals until it is prepared for public consultation.
- 11.3.3.3 Appropriate consultation and democratic approval of proposals are essential parts of a transparent and collegial process.
- 11.3.4 Discussions related to a particular individual are ordinarily absolutely confidential. Article 16.2.2.3 defines ethical conduct in relation to other members of the Association.
 - 11.3.4.1 Without limiting the scope, discussions related to a particular individual include those involving hiring, promotion, consideration for awards, and disciplinary or other conduct investigations.
 - 11.3.4.2 Due process requires that the subject be aware of the nature of such discussions, have access to information presented unless that information is itself limited by confidentiality (as with confidential references), and be aware of the range of possible outcomes. An individual should have the opportunity to make representation to the committee.
 - 11.3.4.3 A committee member in conflict of interest or unable to maintain an express requirement of confidentiality should leave the committee or the particular discussion.
 - 11.3.4.4 The committee is required to convey in a timely manner its decision and its rationale to the subject of the discussions and to the parties to whom the committee is accountable, within the bounds of protecting the confidences of others in the process. In this context, evaluations must be expressed without making specific comparisons.

11.4 REPORTING

- 11.4.1 Committees and/or their members have a responsibility to report on their deliberations, recommendations and decisions.
 - 11.4.1.1 Committees which meet publicly and make their minutes publicly available meet their minimum reporting requirements; members (unless bound by confidentiality) may conduct consultations with and should report to groups to whom they are accountable, especially on important, contentious or controversial issues.
 - 11.4.1.2 Committees which meet privately and for which minutes are not publicly available require periodic reporting; members (unless bound by confidentiality) may conduct consultations with others, and should provide reports on the types of decisions and adherence to process, especially on important, contentious or controversial issues.
 - 11.4.1.3 Committees which meet privately to consider confidential matters normally report only to their sponsors and subjects.

11.5 ABUSE OF PROCESS

11.5.1 From time to time a committee's deliberations or process will cause concern to a member, for instance if a committee member believes the committee is acting contrary to its procedures or preventing real collegial debate; exceeding its mandate or authority or encroaching on the appropriate work of other bodies; acting in such a way as to harm the interests of the group to whom the member is accountable; acting on false or inadequate information; acting precipitously without reasonable time to prepare, consider and recommend; or failing to uphold due process.

11.5.2 In such circumstances, a committee member may:

11.5.2.1 Object to the process using the committee's own Rules of Order or other procedures, including objecting to consideration of the question, moving to postpone indefinitely, moving to lay on the table, or moving to refer to committee;

11.5.2.2 Attempt to defeat the motion;

11.5.2.3 Express lack of confidence and leave the deliberations;

11.5.2.4 Before or after the committee deliberations, consult with appropriate members of the group to whom the committee member is accountable, seeking guidance on process and principles and the substance of matters not requiring confidentiality;

11.5.2.5 Seek guidance on the substance of a confidential matter only from a body or individual properly constituted to respect the confidence in turn, ideally without disclosing details that would identify the subject of confidential deliberations.

12 ELECTIONS

12.1 EXECUTIVE BOARD

12.1.1 The members of the Executive Board of the Association, with the exception of the Part-time Member Representative, shall be elected at the Annual General Meeting.

12.1.2 Voting shall be by secret paper ballot under the supervision of the Chief Returning Officer. Each voter shall sign a list indicating receipt of a ballot.

12.1.3 Elections shall take place in the following order:

12.1.3.1 In each odd-numbered year: First Vice President, Secretary and Academic Liaison Officer.

12.1.3.2 In each even-numbered year: President, Treasurer and Second Vice President.

12.1.4 Election of the Part-time Member Representative shall take place during the third week of September, at the dates and times established by the Executive Board, in each even-numbered year.

12.1.5 The Faculty Nominee to the Board of Governors shall be elected upon the expiration of the Ministerial appointment of the incumbent appointee. This

nominee shall be recommended to the Minister of Advanced Education and Technology, pursuant to Article 9.10.3.

- 12.1.6 Candidates for members of the Executive Board shall be nominated seven (7) working days prior to the Annual General Meeting by the Chief Returning Officer, upon receipt of a signed nomination form from a Regular Member in good standing.
- 12.1.7 Each candidate shall submit no later than the close of nominations a campaign statement for distribution to the membership by the Chief Returning Officer.
- 12.1.8 The Chief Returning Officer shall organize an all-candidates forum to be held between the close of nominations and the Annual General Meeting. All candidates, including those for any uncontested positions, are expected to attend.
- 12.1.9 A candidate shall be elected by a simple plurality. In the case of a single candidate, the candidate shall be ratified by a majority vote of Regular Members using the secret ballot. If the candidate is rejected by the membership, the position shall be declared vacant until a by-election can be held
- 12.1.10 The Chief Returning Officer shall vote and then keep the ballot in a sealed envelope. The Chief Returning Officer's vote for any specific position shall be counted only if it is needed to break a tie; if it is not needed, the envelope and ballot(s) shall be destroyed.
- 12.1.11 Candidates shall be entitled to appoint scrutineers for the period of voting and the counting of ballots for their position.
- 12.1.12 The Chief Returning Officer shall declare only which candidates are elected, and then move that ballots be destroyed.

12.2 COMMITTEES

- 12.2.1 Candidates for membership on Standing Committees of the Association except the Negotiating Committee, external or joint committees, or other committees as specified by the Executive Board, shall be nominated by the Chief Returning Officer upon receipt of a signed nomination form from a Regular Member in good standing or from the floor at the Annual General Meeting.
- 12.2.2 Each candidate shall submit before the commencement of voting a campaign statement for distribution to the membership by the Chief Returning Officer.
- 12.2.3 Voting shall take place by secret paper ballot and shall be under the supervision of the Chief Returning Officer and his/her Deputies; the location of voting stations shall be determined by the Chief Returning Officer. Each voter shall sign a list indicating receipt of a ballot.
- 12.2.4 The ballot boxes shall be open on two (2) consecutive working days from 9 a.m. to 5 p.m. Additional hours of balloting may be determined by the Chief Returning Officer upon the request of members who are unable to vote on the days and times provided in this Article.
- 12.2.5 Ballots shall be clearly marked. Candidates shall be elected by a simple plurality.

- 12.2.6 Candidates shall be entitled to appoint scrutineers for the period of voting and the counting of ballots for their position.
- 12.2.7 The Chief Returning Officer shall vote and then keep the ballot in a sealed envelope. The Chief Returning Officer's vote for any specific position shall be counted only if it is needed to break a tie; if it is not needed, the envelope and ballot(s) shall be destroyed.
- 12.2.8 Persons elected shall take office on June 15 of the same year, except where elected to office in a by-election pursuant to the Removal, Resignation and Appointment articles of these Bylaws.
- 12.2.9 The Chief Returning Officer shall declare only which candidates are elected, and then move at the next Regular Meeting that ballots be destroyed.
- 12.2.10 The Chief Returning Officer shall prepare a register of unsuccessful candidates, arranged in order of votes received, to be used in confidence by the Executive in making committee appointments in accordance with Article 13.1.

12.3 NEGOTIATING COMMITTEE

- 12.3.1 Candidates for membership on the Negotiating Committee shall be nominated by the Chief Returning Officer, upon receipt of a signed nominations form from a Regular Member in good standing. Nominations shall not be accepted from the floor at the Annual General Meeting.

12.4 RETURNING OFFICER

Should the Chief Returning Officer become a candidate for office, a replacement shall be appointed by those Executive Board members not themselves standing for office.

13 REMOVAL, RESIGNATION AND APPOINTMENT

13.1 COMMITTEE VACANCIES

In the event of a member resigning or otherwise vacating a committee position, or in the event of new committees or sub-committees requiring Regular Members being struck, or positions being created, only the Executive Board shall appoint members as required, except where the positions are on the Executive Board.

13.2 EXECUTIVE BOARD VACANCIES

- 13.2.1 Where the office of the President is involved, a by-election shall be held at a Special Meeting within twenty (20) working days of the vacancy occurring.
- 13.2.2 The candidate thus elected to office shall commence his/her term of office immediately upon the results of the by-election being announced by the Chief Returning Officer, and shall hold office until the next general election at which the position would normally be elected.
- 13.2.3 In the case of any other Executive Board vacancy, the Executive Board shall:

- 13.2.3.1 Appoint a member to a position with less than six months remaining in the term of office; or
- 13.2.3.2 Conduct a by-election at a Special Meeting called for that purpose within twenty (20) working days of the vacancy occurring for a position with 6 months or more remaining in the term of office.
- 13.2.3.3 The candidate thus elected to office shall commence his/her term of office immediately upon the results of the by-election being announced by the Chief Returning Officer, and shall hold office until the next general election at which the position would normally be elected.

13.3 REMOVAL FROM OFFICE OR COMMITTEE

- 13.3.1 Any member of the Executive Board may be removed from office by vote of the Executive Board if that member has effectively abandoned the position. Being absent from three consecutive meetings of the Executive without having sent regrets to the President may be deemed abandonment.
- 13.3.2 Any member of the Executive Board, or any member either elected by the membership or appointed to a committee by the Executive Board, may be removed from office for reason of gross neglect of the duties specified in these Bylaws.
- 13.3.3 Removal of Executive or Standing Committee members requires one of:
 - 13.3.3.1 A majority vote of the Regular Members at a Special Meeting called to consider a motion of non-confidence;
 - 13.3.3.2 A finding by the Ethics Committee removing the individual from an office or position; or
 - 13.3.3.3 A two-thirds vote by the Executive Board.
 - 13.3.3.3.1 A member subject to an Executive Board vote for removal shall be entitled to attend an Executive Board meeting to address the reasons for the vote. The member shall receive at least three working days' notice of this meeting and may be accompanied by a support person. If the member disputes the vote, the Executive Board shall only proceed according to the process of Article 13.3.4.
- 13.3.4 A majority of members of the Executive Board or fifty (50) Regular Members of the Association may petition to request a Special Meeting for the purpose of conducting a vote of non-confidence against a member or members of the Executive or of a Standing Committee for reason of gross neglect of duties.
 - 13.3.4.1 The petitioners shall at the same time present in writing the case and the evidence for conducting a vote of non-confidence for gross neglect of duties.
 - 13.3.4.2 Such a petition shall be sent to the President, or in the event that the motion is against the President, to the Immediate Past President or Member at Large. The Executive Board shall within seven (7) working days of receipt of the petition issue notice for a Special Meeting to consider the motion.

13.3.4.3 The notice for the Special Meeting shall include the names of the petitioners, the case and the evidence.

13.3.4.4 The member(s) affected by the petition shall be informed by the Executive Board and shall be given a copy of the petition, case and evidence at least five (5) working days prior to the issuance of the notice for the Special Meeting.

13.3.5 In the event of the removal of a member of the Executive Board, that member's position shall be considered vacant and shall be filled in accordance with Article 13.2.

14 RATIFICATION OF AGREEMENTS

14.1 Where the Negotiating Committee has the authority to enter into a Memorandum of Agreement, the Committee cannot bind the Association but can only recommend that such Memorandum of Agreement be accepted or rejected by the Regular Members.

14.2 Upon an agreement being reached between the Negotiating Committee and the Board of Governors' Negotiating Committee on a contractual item or set of items, a Special or Extraordinary Meeting shall be called for the purposes of review and discussion of the proposed agreement, and to establish the procedure for voting on the proposed agreement.

14.3 Upon ratification of an agreement, the agreement shall be signed by the President of the Association and the Chair of the Negotiating Committee.

15 FINANCE

15.1 BORROWING POWER

15.1.1 For the purposes of carrying out its objectives, the Association may borrow or raise or secure the payment of money in such manner as it thinks fit, and in particular by the issue of debentures.

15.1.2 The borrowing powers of the Association shall only be exercised by a three-fourths majority vote of those present and entitled to vote at a Special or Regular Meeting of the Association provided that the notice of any such meeting is given to the membership ten (10) working days prior to that meeting and provided that such a notice contains particulars of the proposed action.

15.2 INVESTMENTS

15.2.1 For the purposes of carrying out the objectives of the Association, the Executive Board may invest surplus funds of the Association by the purchase of interest bearing securities to be issued in the name of the Association.

15.2.2 Investments of the Association shall be limited to interest bearing securities issued by the Government of Canada, or any of its Provinces, up to any amount, or to interest bearing securities issued by a Chartered Bank, up to the maximum amount insured by the Canadian Deposit Insurance Corporation.

15.2.3 The principle amounts and terms of securities purchased shall be determined by reference to the projected cash requirements of the Association, giving consideration to the objectives of the Association. No single security in excess of Twenty-Five Thousand Dollars (\$25,000.00) which exceeds a term of one (1) year shall be purchased without prior vote of approval by the Regular Members at a Regular or Special Meeting.

15.3 FISCAL YEAR END

15.3.1 The fiscal year of the Association shall end on March 31 of each calendar year.

15.3.2 Audited financial statements as at March 31 and for the year then ended shall be presented to the membership no later than the January Regular Meeting of the Association.

15.4 BUDGET

15.4.1 Any proposed non-budgeted expenditure by the Executive Board or a Standing Committee in excess of Two Thousand Dollars (\$2,000.00) shall first be approved by resolution of the Regular Members at a Regular or Special Meeting.

15.4.2 Budgeted financial statements comprising a Balance Sheet and Income Statements for the current fiscal year ended March 31 shall be presented to and approved by the membership at the September Regular Meeting of the Association.

15.4.3 Approvals for spending during the period from June 15 to August 15 shall be requested from the membership at the Annual General Meeting of the Association. These approvals shall be included in the annual budget presented to the membership at the September Regular Meeting.

15.5 PROFESSIONAL FEES CONTINGENCY FUND

15.5.1 The Association shall maintain a contingency fund of up to \$200,000 for the sole purpose of paying professional fees resulting from costs associated with the maintenance of members' professional welfare.

15.5.2 Where possible money should be allocated to this fund each year if the fund is less than \$200,000.

15.5.3 The Executive Board is authorized to make payments from this fund for professional fees resulting from actions outlined above.

15.6 BUILDING FUND

15.6.1 The Association shall maintain a Building Fund restricted solely for the purpose of carrying out construction, renovation and essential maintenance projects related to the Faculty Centre, including replacement of furnishings.

15.6.2 All funds raised by borrowing, levy or budget decision for the express purpose of construction or renovation shall be allocated to this restricted account.

15.6.3 Where possible and when there is no outstanding Association debt related to construction or renovations, money should be allocated to this fund each year until the fund has a balance of \$100,000.

15.6.4 The Executive Board is authorized to make payments from this fund for direct costs associated with construction, renovation and essential maintenance related to the Faculty Centre.

16 CODE OF ETHICS

This article first describes the principles upon which the Code of Ethics is based. The Code itself begins at Article 16.1.

EXECUTIVE SUMMARY

We, the members of the MRFA, assert the following as our code of ethics.

1. **Responsibility:** We have a duty to fulfill our obligations, both written and implied, and to accept responsibility for the consequences of the decisions we make as scholars, teachers, and members of the academic community.
2. **Respect for Oneself and Others:** We have a duty to respect others and a right to respect from others. We accept our leading role in teaching respect for all human beings, regardless of race, religion, gender, sexual orientation, and other categorizations that can be used as a basis for discrimination.
3. **Fairness:** We have a duty to be fair in our dealings with others and a right to be treated fairly.
4. **Truth and the Advancement of Knowledge:** We acknowledge that the concept of truth is itself part of academic inquiry. We agree to conduct our scholarship and teaching in good faith, to be judged by the highest standards in our respective disciplines, and to apply ourselves to the advancement of knowledge in our scholarship and teaching.
5. **Academic freedom:** We have the right to academic freedom, the duty to exercise and defend that right, and the obligation to encourage it in institutional and civic life.
6. **Excellence:** As teachers, scholars, counsellors, librarians, office-holders within the University, and members of the Mount Royal University community, we commit to maintaining the standards of excellence expected of us by our students, our fellow scholars and ourselves.

PREAMBLE

Professionals are self-governed both as groups and as individuals. As higher educational professionals, we assume a variety of roles and sometimes face competing demands that arise from conflicting duties. The challenge of discharging these diverse duties and of maintaining high standards of conduct cannot be met by merely following a list of rules. We need a framework for conceiving of professionalism in higher education that will help us determine for ourselves how we should act in particular situations.

This code rests on the belief that, in order to consistently and correctly determine professional standards of conduct, one must understand upon what those standards are based. Therefore, although the code guides by identifying standards of professional

conduct, it also serves an educative function by showing how they are derived and justified. Rather than merely regulating with a limited set of rules, the code consists of a framework of core values, ethical principles, rights, duties, and standards of ethical conduct that define the concept of professionalism in higher education. Through identifying the deeper bases of standards of conduct, it articulates and defends an ideal of the higher educational professional. Thus, in addition to offering a framework which can help members think through the specific ethical challenges that we face, this code intends to contribute to the social milieu in which members of the Association independently endorse, and mutually reinforce, the promotion of the shared values that provide meaning and direction to our work.

As a proud association of equal, autonomous, and responsible professionals, the members of the Mount Royal Faculty Association are united in our resolve to promote these basic values and commitments and thereby maintain the highest standards of professional conduct.

FOUNDATIONAL VALUE: PROMOTING THE COMMON GOOD

The purpose of ethics is to promote the good of individuals. The welfare of specific individuals taken together is the common good. Since higher educational professionals collectively share a general commitment to promote the common good, higher education is an ethical enterprise. Promoting the common good both justifies, and helps to generate, the set of specific values that collectively define professionalism in higher education.

SPECIFIC CORE VALUES

The core ethical values of responsibility, respect for oneself and others, and fairness are generated by the fundamental goal of promoting the common good. The core values of truth and the advancement of knowledge, academic freedom, and excellence arise from the unique character of the higher education mission. Together these six specific values constitute the basis of higher educational professionalism.

THE SIX CORE VALUES OF HIGHER EDUCATIONAL PROFESSIONALISM

1. Responsibility
2. Respect for Oneself and Others
3. Fairness
4. Truth and the Advancement of Knowledge
5. Academic Freedom
6. Excellence

ETHICAL PRINCIPLES

Ethical principles are derived from ethical values, which may be too imprecise to guide behaviour. Ethical principles express ideal standards of behaviour and we should view them as providing us with reasons for acting. Principles have weight or importance and, although they may not determine decisions for us, they can incline those decisions one way or another. As life is often complex, the weight particular ethical principles carry will vary depending on the specific circumstances in which we find ourselves.

The following general ethical principles are derived from the core values of higher educational professionalism. They express standards of professional conduct and generate our specific rights and duties.

1. VALUE: RESPONSIBILITY

Ethical Principle: Higher educational professionals should take responsibility for their decisions and actions, especially as these decisions and actions impact the interests of others.

2. VALUE: RESPECT FOR ONESELF AND OTHERS

Ethical Principle: Higher educational professionals should have and show respect for themselves and others.

3. VALUE: FAIRNESS

Ethical Principle: Higher educational professionals should be fair and, be seen to be fair, in their dealings with others.

4. VALUE: TRUTH AND THE ADVANCEMENT OF KNOWLEDGE

Ethical Principle: Higher educational professionals should seek the truth and be committed to the advancement of knowledge.

5. VALUE: ACADEMIC FREEDOM

Ethical Principle: Higher educational professionals should act to safeguard academic freedom.

Academic freedom encompasses a range of more specific freedoms including freedom of inquiry, freedom of thought, freedom of expression, freedom of association, and freedom of assembly. Together these freedoms form the basis of the higher educational enterprise by making the search for truth and the advancement of knowledge possible. For this reason, insofar as truth and the advancement of knowledge are valuable, so too is academic freedom. Just as we need freedom in our individual lives, we need it to discover how best to advance our common interests. Apart from its instrumental value, academic freedom is required for professional respect because autonomy is a pre-condition of responsibility and responsibility is required for self-respect. Self-esteem in our working lives depends upon us being able to take credit for our successes and this, in turn, is dependent upon us being free to make our own academic choices and decisions.

We regard the set of freedoms that constitute academic freedom as fundamental Charter rights, each of which generates corresponding duties. Although each of these rights and duties are valuable, the right to dissent and the corresponding duty to respect such dissent warrant special attention. The pursuit of truth is a social venture that crosses generational and national boundaries. Individuals do not advance knowledge in a vacuum. Moreover, since none of us are infallible, none of us can determine what others should believe. The truth will most likely emerge in an environment in which individuals are free to express and defend their views without fear of threat or reprisal. This right to freedom of expression includes the right to responsible dissent. In a climate in which opinions are vigorously debated and challenged, the justification for those opinions can emerge. An understanding of the justification for certain truths is required to ensure that those truths will not be

held as prejudices, putting their meaning in danger of being lost. The right to dissent and the corresponding duty to respect dissent are necessary to ensure that the truth will emerge and remain vital. Since the scope of the freedoms that constitute academic freedom is the measure of the maturity and vitality of a society, and since they so directly bear on the pursuit of truth and the advancement of knowledge, higher educational professionals have a unique, fundamental duty to safeguard these freedoms and to educate society about their importance to the common good.

6. VALUE: EXCELLENCE

Ethical Principle: Higher educational professionals should seek excellence in their work.

16.1 ETHICAL STANDARDS

The following ethical standards are derived from the core values and ethical principles stated above. They pertain to the specific roles we assume as colleagues, teachers, scholars and researchers, and administrators, and as members of our wider communities, including Mount Royal University, our disciplines and professions, and broader civil society.

These standards shall apply to all Regular Members of the Association. Failure to adhere to these standards may result in an ethics complaint in accordance with Article 17: Code of Ethics Procedures.

16.2 RESPONSIBILITIES AND RIGHTS AS COLLEAGUES

16.2.1 Responsibility

- 16.2.1.1 We have a duty to be accountable for the impact that our decisions and actions have on our colleagues.
- 16.2.1.2 We have a duty to honour and uphold all agreements adopted by the Association and all verbal and written agreements among ourselves with respect to our professional responsibilities and obligations.
- 16.2.1.3 We have the right to speak on behalf of the Association only if we have the informed consent of the Association or its Executive Board.

16.2.2 Respect

- 16.2.2.1 We have a duty to treat our colleagues with respect.
- 16.2.2.2 We have a duty to be respectful of our differences and diversity.
- 16.2.2.3 We have a duty to maintain our colleagues' privacy and to keep confidential all information learned about a colleague during participation in the work of committees or other work-related activities, except where disclosure is justly required as part of that work. This duty extends to confidential information learned about third parties who are not members of the Association.

16.2.2.4 We have a duty not to divulge confidential information pertaining to Association affairs, except as required by law or by consent of the Association.

16.2.3 Fairness

16.2.3.1 We have a duty to judge our colleagues without bias or prejudice.

16.2.3.2 We have a duty to evaluate the work and efforts of our colleagues fairly and objectively and to make professional assessments on the basis of merit to the best of our abilities.

16.2.3.3 We have a duty to act in good faith in our dealings with our colleagues.

16.2.3.4 We have a duty to avoid conflicts of interest and to fully and appropriately disclose any potentially conflicting obligations in our dealings with our colleagues.

16.2.4 Truth and the Advancement of Knowledge

16.2.4.1 We have a duty to be truthful with, and in our dealings about, our colleagues.

16.2.5 Academic Freedom

16.2.5.1 We have a duty to protect the academic freedom of our colleagues and to encourage their freedom of inquiry. This includes respect for our colleagues' right to dissent and to express views with which we disagree.

16.2.5.2 We have the right to academic freedom.

16.2.6 Excellence

16.2.6.1 We have a duty to maintain high standards of collegiality.

16.2.6.2 We have a duty to encourage each other to abide by this code.

16.3 RESPONSIBILITIES AND RIGHTS AS TEACHERS

16.3.1 Responsibility

16.3.1.1 We have a duty to be accountable for the impact that our decisions and actions have on our students.

16.3.2 Respect

16.3.2.1 We have a duty to treat our students with respect, to be mindful of the position of power we occupy, and to uphold a professional relationship with them.

16.3.2.2 We have a duty to be respectful of our diversity and to be tolerant of differences between our students and ourselves, and those among our students.

16.3.2.3 We have a duty to maintain students' privacy and to keep confidential all information learned about a student, except where it is given to a colleague for the purpose of aiding or evaluating the academic progress of the student, where maintaining privacy might be contrary to the interests of the Mount Royal University community, or where it is given with the prior consent of the student.

16.3.3 Fairness

16.3.3.1 We have a duty to judge our students without bias or prejudice.

16.3.3.2 We have a duty to evaluate the work and efforts of our students fairly and objectively and to make professional assessments on the basis of merit to the best of our abilities.

16.3.4 Truth and the Advancement of Knowledge

16.3.4.1 We have a duty to protect and promote academic freedom in our classrooms, including by fairly considering a broad range of views and opinions.

16.3.4.2 We have a duty to promote academic honesty and integrity in our courses.

16.3.5 Academic Freedom

16.3.5.1 We have a duty to protect the academic freedom of our students and to encourage their freedom of inquiry. This includes respect for our students' right to dissent and to express views with which we disagree.

16.3.6 Excellence

16.3.6.1 We have a duty to maintain high standards of teaching expertise and appropriate, discipline-specific standards of intellectual rigor in our courses.

16.3.6.2 We have the right to engage in professionally recognized and appropriate development activities in order to enhance our performance as teachers.

16.4 RESPONSIBILITIES AND RIGHTS AS SCHOLARS AND RESEARCHERS

16.4.1 Responsibility

16.4.1.1 We have a duty to be accountable for the impact that our decisions and actions have on our fellow researchers and scholars.

16.4.1.2 We have a duty to be accountable for the use of any funds awarded to us as researchers and scholars by Mount Royal University or external granting agencies. We have a duty to allocate or spend these funds responsibly.

16.4.2 Respect

16.4.2.1 We have a duty to respect and promote the ethics of research involving humans or animals.

16.4.3 Fairness

- 16.4.3.1 We have a duty to judge our fellow researchers and scholars without bias or prejudice.
- 16.4.3.2 We have a duty to evaluate the work of our fellow researchers and scholars fairly and objectively and to make professional assessments on the basis of merit to the best of our abilities.
- 16.4.3.3 We have a right as researchers, scholars, and experts to pursue outside interests consistent with our primary obligations to Mount Royal University.
- 16.4.3.4 We have a duty to avoid conflicts of interest and to fully and appropriately disclose any potentially conflicting obligations in the course of our research and scholarship.
- 16.4.3.5 We have a duty to avoid using any advances in knowledge that we have gained as a result of access to confidential information obtained in our capacity as a peer reviewer or referee, or any other position of trust and authority, unless we have the permission of the author.

16.4.4 Truth and the Advancement of Knowledge

- 16.4.4.1 We have a duty to base our research and scholarship on advancing knowledge in good faith.
- 16.4.4.2 We have a duty to acknowledge any creative or academic contributions that our colleagues and students make to the work that we produce.

16.4.5 Academic Freedom

- 16.4.5.1 We have a duty to protect and promote our own academic freedom and the academic freedom of our fellow researchers and scholars.
- 16.4.5.2 We have the right to academic freedom. This includes the right to freedom of inquiry, freedom of thought, freedom of expression, freedom of association, and freedom of assembly.

16.4.6 Excellence

- 16.4.6.1 We have a duty to maintain high standards as researchers and scholars.
- 16.4.6.2 We have the right to engage in professionally recognized and appropriate development activities in order to enhance our performance as researchers and scholars.

16.5 RESPONSIBILITIES AND RIGHTS AS ADMINISTRATORS, INCLUDING AS CHAIRS

16.5.1 Responsibility

16.5.1.1 We have a duty to be accountable for the impact that our decisions and actions have on those over whom we have authority, including students, staff, and faculty.

16.5.2 Respect

16.5.2.1 We have a duty to treat students, staff, and faculty with respect, to be mindful of the position of power we occupy, and to exercise our authority without making unreasonable, arbitrary, contradictory or retaliatory demands.

16.5.2.2 We have a duty to be respectful of our diversity and to be tolerant of differences among and between ourselves and students, staff, and faculty.

16.5.3 Fairness

16.5.3.1 We have a duty to avoid conflicts of interest and the appearance of conflicts of interest by not using our position for personal gain.

16.5.4 Truth and the Advancement of Knowledge

16.5.4.1 We have a duty to be truthful with, and in our dealings about, those over whom we have power.

16.5.5 Academic Freedom

16.5.5.1 We have a duty to protect and promote academic freedom, including a duty to respect and encourage responsible dissent.

16.5.6 Excellence

16.5.6.1 We have a duty to maintain high standards of leadership and managerial competence.

16.6 RESPONSIBILITIES AND RIGHTS AS MEMBERS OF MOUNT ROYAL UNIVERSITY

16.6.1 Responsibility

16.6.1.1 We have a duty to be accountable for the impact that our decisions and actions have on Mount Royal University's stakeholders.

16.6.6.2 We have a duty to participate in development of, and to abide, by Mount Royal University policies and agreements, and to discharge our duties fairly and in good faith, mindful of our responsibilities to Mount Royal University's stakeholders.

16.6.2 Academic Freedom

16.6.2.1 We have a duty to protect and promote academic freedom at Mount Royal University.

16.6.3 Excellence

16.6.3.1 We have a duty to seek reforms which would improve Mount Royal University.

16.6.3.2 Full-time members have a duty to participate in the governance and administration of Mount Royal University at the Board of Governors, Association, Faculty, department and other levels, provided that this participation is consistent with the member's primary responsibilities and individual abilities.

16.7 RESPONSIBILITIES AND RIGHTS AS MEMBERS OF OUR BROADER ACADEMIC COMMUNITIES AND ORGANIZATIONS

16.7.1 Responsibility

16.7.1.1 We have a duty to be accountable for the use of any funds entrusted to us as occupants of positions of trust and authority in our professional bodies and associations. We have a duty to spend these funds responsibly.

16.7.1.2 We have the right to engage in the activities and governance of our professional bodies and associations, provided that exercising this right is consistent with the discharge of our primary responsibilities at Mount Royal University.

16.8 RESPONSIBILITIES AND RIGHTS AS MEMBERS OF CIVIL SOCIETY

16.8.1 Truth and the Advancement of Knowledge

16.8.1.1 We have a duty to be truthful about our qualifications and expertise, including when speaking on matters outside our professional expertise.

16.8.2 Academic Freedom

16.8.2.1 We have a duty to protect and promote academic freedom.

16.8.2.2 We have the right to academic freedom, including the right to exercise all of our academic freedoms off campus.

17 CODE OF ETHICS PROCEDURES

17.1 DEFINITIONS

17.1.1 "Complainant" shall mean the Regular Member who alleges that another Regular Member has behaved unethically under Article 16: Code of Ethics.

17.1.2 "Respondent" shall mean the Regular Member alleged to have behaved unethically under Article 16: Code of Ethics.

17.1.3 "Complaint" shall mean a formal notice of alleged unethical behaviour prepared by the complainant.

17.1.4 "Third-party complaint" shall mean a complaint in which the respondent is alleged to have behaved unethically towards an employee of Mount Royal University who is not a Regular Member of the Association, an employee of the

Association, or a student of Mount Royal University, or where there is no identifiable victim.

17.2 PRINCIPLES

17.2.1 These procedures shall be applied in support of, and in the spirit of, the MRFA Code of Ethics as defined in Article 16.

17.2.2 These procedures shall be applied in accordance with the principles of natural justice and due process:

17.2.2.1 A respondent shall receive reasonable notice of a complaint and any subsequent proceedings.

17.2.2.2 A respondent shall have the right to see the evidence presented and to challenge that evidence.

17.2.2.3 All parties to a complaint shall be entitled to have a support person present during proceedings, such support person to be an MRFA Regular Member.

17.2.2.4 All parties to a complaint shall be entitled to a fair hearing, including:

- a) a thorough, unbiased and non-discriminatory evaluation of the evidence;
- b) a decision based on precisely relevant information, and only that information, presented during the proceedings;
- c) a decision that relates evidence to the Code of Ethics;
- d) a right to receive detailed reasons for the decision; and
- e) a right to appeal.

17.2.3 Conflict of Interest

17.2.3.1 If the complainant or respondent is a member of the Ethics Committee, that member shall not serve on the panel established in accordance with Article 17.4.1.4 and shall not discuss the proceedings with other Committee members.

17.2.3.2 A complainant, respondent or member of the Ethics Committee may identify a potential conflict of interest among members of the Ethics Committee, doing so in writing to the members of the Ethics Committee. The Ethics Committee shall determine how to manage a real or perceived conflict of interest. Normally simple disclosure will be adequate to allow committee members to evaluate other members' arguments with respect to the case, but the Committee may consider placing constraints on participation.

17.2.3.3 In an appeal to the Executive Board, a complainant, respondent or member of the Executive Board may identify a potential conflict of interest among members of the Executive Board, doing so in writing to the members of the Executive Board. The Executive Board shall

determine how to manage a real or perceived conflict of interest. Normally simple disclosure will be adequate to allow committee members to evaluate other members' arguments with respect to the case, but the Executive Board may consider placing constraints on participation.

17.3 COMPLAINTS

17.3.1 Notice of Complaint

17.3.1.1 The complainant shall present the complaint in writing to the respondent within ninety (90) working days of the alleged violation of the Code of Ethics.

17.3.1.2 The written complaint shall state

- a) the nature of the complaint, including the Article(s) alleged to have been violated;
- b) the name of the respondent;
- c) details of the time, date, and place or medium of the alleged violation;
- d) an affirmation that the charges are true and can be substantiated by documentation and/or testimony; and
- e) any requested remedies.

17.3.1.3 Either the complainant or the respondent may propose informal resolution of the complaint prior to its submission to the Ethics Committee.

17.3.1.3.1 In many instances, it might be helpful for the complainant to discuss the alleged unethical behaviour directly with the respondent.

17.3.1.3.2 The complainant and the respondent may agree to attempt to resolve the issue between themselves or by using a mutually agreed facilitator, such as the MRFA President or designate, the Chair of the Ethics Committee or designate, or another MRFA Regular Member.

17.3.1.3.3 Either party to an informal resolution may ask that a written record of that resolution be prepared, and this document may be considered in any future proceedings.

17.3.1.4 In the event that no satisfactory resolution is achieved within five (5) working days of presentation of the written complaint to the respondent, the complainant may file the complaint with the Chair of the Ethics Committee.

17.4 PROCEDURES

17.4.1 Role of the Ethics Committee

- 17.4.1.1 The Ethics Committee shall only hear a third-party complaint when the alleged unethical behaviour was towards a person who is not a Regular Member of the Association, and only with the consent of that person given by signature on the complaint, or where there is no identifiable victim.
- 17.4.1.2 The Ethics Committee shall not normally hear a subsequent complaint based on the same circumstances that gave rise to an earlier complaint if the earlier charge has gone to a consultative hearing. A complainant may initiate new charges if there are facts previously unknown to the complainant at the time of the hearing, or if there is a recurrence of incidents where a previous case was found to have merit. The Ethics Committee may deem a subsequent complaint frivolous or vexatious.
- 17.4.1.3 On receipt of a complaint, the Chair of the Ethics Committee shall request a written statement from the respondent addressing the complaint. The statement will be delivered to the Ethics Committee, and a copy will be provided to the complainant, within five (5) working days.
- 17.4.1.4 The Ethics Committee shall form a panel of five members, including the Chair, to hear the complaint. In exceptional circumstances, the complaint may be heard by a panel of four members.
- 17.4.1.5 The panel may extend the time limits in these procedures where necessary.
- 17.4.1.6 The panel shall meet within ten (10) working days of receipt of the complaint to review the complaint and the written statement from the respondent.
- 17.4.1.7 The panel shall meet individually with the complainant and the respondent within fifteen (15) working days of receipt of the complaint.
- 17.4.1.8 Within five (5) working days of the last individual meeting, the panel shall decide whether to proceed to a consultative hearing and shall inform the complainant and the respondent in writing of its decision and the reasons for its decision. If the complaint does not fall within the jurisdiction of the Ethics Committee, the panel may suggest to the complainant possible alternative courses of action, such as are provided under the university's Personal Harassment and Human Rights policies.

17.4.2 The Consultative Hearing

- 17.4.2.1 In preparation for a consultative hearing, the panel may seek further information from other members of the Association, or from specific persons outside the Association. If the request and the reply are in writing, copies of the correspondence and any supporting documents shall be provided to the complainant and the respondent. If the request and reply are oral, the panel shall provide the complainant and respondent with a written record of the information.
- 17.4.2.2 The hearing shall begin no later than fifteen (15) working days after the decision to proceed to a consultative hearing. A minimum of five (5) working days' notice shall be given to participants required to attend.

- 17.4.2.3 The complainant, respondent and members of the panel are required to attend the hearing. At the discretion of the Ethics Committee, other Members of the Association may be required to attend.
- 17.4.2.4 The panel may postpone the hearing if anyone is unable to attend. The hearing may proceed in the absence of the complainant or respondent at the discretion of the panel.
- 17.4.2.5 The Chair of the Ethics Committee shall chair the hearing. All participants shall adhere to the principle of confidentiality. Language and attitude shall be respectful at all times. The complainant and respondent will each be given an opportunity to make a statement, and to respond to questions from the panel.

17.4.3 Disposition of Cases

- 17.4.3.1 The panel may dismiss a complaint at any time after the initial meetings with the respondent and complainant, if it deems the complaint to be without merit, frivolous or vexatious. Dismissal of the complaint may result in a summary decision to apply one or more of the disciplinary measures set forth in Article 17.4.3.2 against the complainant . Such a decision is subject to appeal.

- 17.4.3.2 Following a consultative hearing, the panel shall make a decision:

- a. that the case is without merit, requiring no further action; or
- b. that the case has merit, with consequences to include one or more of the disciplinary measures below.

The panel shall make a decision that the case has merit only by unanimous consent.

The panel may apply any of the following disciplinary measures:

- a) reprimand;
- b) suspension for a fixed term of access to all social and professional development activities and Association funds not governed by the Collective Agreement, with an associated finding that the member remains in good standing;
- c) suspension for a fixed term of the Association privileges listed in b) above and of voting privileges, the right to attend meetings of the Association and its committees, and the right to hold any MRFA office or committee position, with an associated finding that the member is not in good standing;
- d) a letter to the appropriate Chair(s), the appropriate Dean(s), and the Provost and Vice-President, Academic describing the case and the disciplinary measures, and including a date by which the letter is to be removed from the file;
- e) any other actions the panel deems appropriate within the bounds of the Association's legal responsibilities to its members.

- 17.4.3.3 The panel shall submit a final report within fifteen (15) working days of the conclusion of the hearing to the complainant, respondent and Executive Board of the Association. This report shall specify the decision,

the rationale, and the date or dates upon which disciplinary measures are to be applied.

- 17.4.3.4 The Association shall retain the final reports in a confidential file. Where there are previous breaches of the Code of Ethics by the respondent, past incidents may be considered by the panel in determining disciplinary consequences.

17.5 APPEALS

- 17.5.1 A decision of a panel of the Ethics Committee may be appealed to the Executive Board as follows:

- 17.5.1.1 Either the complainant or the respondent may appeal a decision not to proceed to a consultative hearing, a decision made pursuant to Article 17.4.3.2, or any disciplinary measures applied. Only appeals based on procedural grounds or new evidence shall be heard.
- 17.5.1.2 Notice of the appeal shall be given in writing to the other party and to the Executive Board within ten (10) working days of receipt of the panel's decision.
- 17.5.1.3 The Executive Board shall, upon receipt of notice of the appeal, hold a hearing within ten (10) working days.
- 17.5.1.4 Five (5) working days' written notice of the appeal hearing shall be given to the complainant, the respondent, and the members of the panel, all of whom shall have standing to speak to the appeal. The presence of other participants shall be at the discretion of the Executive Board.
- 17.5.1.5 The Executive Board shall render its final decision within ten (10) working days of the conclusion of the appeal hearing. This decision shall be final.

17.6 APPLICATION OF DISCIPLINARY PROCEDURES

- 17.6.1 No disciplinary measures assigned by the Ethics Committee shall be applied until the appeal notice period has passed. Any disciplinary measures assigned by the Executive Committee shall not be applied before completion of the appeal.

18 PARLIAMENTARY PROCEDURE

- 18.1 The current edition of Robert's Rules of Order shall govern this Association in all parliamentary situations that are not provided for in the law, its Bylaws or adopted rules.

16.1.1 The Executive Board may place new business items anywhere in a meeting agenda.

16.1.2 The President of the Association may designate a Regular Member in good standing to chair any meeting of the Association

- 18.2 Bylaws affecting the basic democratic rights of members may not knowingly be suspended or circumvented under any circumstances. These include Article 5 –

Membership, Article 6 – Dues, Article 7 – Meetings, Article 11 – Committee Accountability, Article 12 – Elections, Article 13 – Removal, Resignation and Appointment, Article 14 – Ratification of Agreements, Article 16 – Code of Ethics, Article 17 – Code of Ethics Procedures, Article 18 – Parliamentary Procedure, Article 19 – Amendments, and Article 22 – Wind up and Dissolution. Other Bylaw articles may be suspended but not otherwise altered by a two-thirds majority vote of Regular Members present and entitled to vote at a Regular Meeting, a Special Meeting or an Annual General Meeting.

18.3 Recognizing that Bylaw provisions may be violated unintentionally or in error in certain circumstances, the Executive Board shall bring any alleged violation forward to the next General Meeting with a description of the circumstances and the rationale for any actions taken.

18.3.1 In the case of violation of Articles not named in Article 18.2, members may, by a two-thirds majority vote of Regular Members present and entitled to vote, agree to suspend a Bylaw provision in the instance brought forward. By majority vote of Regular Members present and entitled to vote, the Executive Board may be directed to correct, reverse or otherwise address a violation of a Bylaw Article or process.

18.3.2 In the case of violation of Articles named in Article 18.2, the Executive Board shall immediately correct or reverse the violation of the Bylaw. Any decisions resulting from a violation of such a Bylaw process or Article shall be null and void.

19 AMENDMENTS

19.1 These Bylaws shall be added to, repealed, amended or re-enacted only at an Annual General Meeting or Special Meeting by a two-thirds majority vote of Regular Members present and entitled to vote.

19.2 Notice of any such amendments shall be given to the membership in conjunction with the prescribed meeting notice.

19.3 The notice for a bylaw amendment must contain the proposed amendment and rationale.

20 INSPECTION OF RECORDS

The public books and records of the Association may be inspected by a Regular Member of the Association in good standing during regular business hours at the office of the Association. Records of the Ethics Committee and in camera sessions of the Executive Board are excluded as confidential.

21 REIMBURSEMENT

A Member of the Association may be reimbursed for reasonable expenses incurred while on the business of the Association.

22 WIND UP AND DISSOLUTION

Because the Association is a statutory body prescribed by the Post-secondary Learning Act, the members may not voluntarily wind up or dissolve it.

22.1 Involuntary Wind-up or Dissolution

22.1.1 In the event of the Association's impending involuntary windup or dissolution as a result of legislation, regulation, ministerial policy or other involuntary circumstance, all of its assets, after payment of its liabilities, shall be distributed as per section 22.2 below.

22.1.2 In the event of impending involuntary windup, the Officers of the Association shall be specifically empowered to convene an Extraordinary Meeting upon 48 hours' written notice. The voting requirement shall be a simple majority of those Regular Members present at the meeting.

22.1.3 At such meeting, the Executive Board shall:

22.1.3.1 present evidence prompting their action in calling an Extraordinary Meeting for the purposes of dissolving the Association and distributing its assets;

22.1.3.2 present audited financial statements or report on the expected delivery date for audited financial statements;

22.1.3.3 present an Executive Report on any successor Faculty Association or other successor body; on any outstanding liabilities; and on any issues arising that ought to be of concern to members;

22.1.3.4 bring Executive recommendations to dissolve the Association, to distribute its assets pursuant to Article 22.2, and to determine the times for voting on these recommendations.

22.2 DISTRIBUTION OF ASSETS

22.2.1 In the event the Association is wound up or dissolved in the course of ordinary business, all of its assets, after payment of its liabilities, shall be distributed in one of the following ways, or in combinations thereof:

22.2.1.1 Assignment of the assets to a successor Faculty Association or to another organization designated by its members in the first instance;

22.2.1.2 Disposition of the assets (or portion thereof) pro rata to the current members in the absence of a successor organization;

22.2.1.3 Deed of trust to a person or corporation as designated by the members to be held on terms approved by the members on an interim basis until 22.2.1.1 or 22.2.1.2 applies or until an audit can be completed.

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