

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

**Meeting date: March 3, 2011**

**Call to order:** A General Meeting of the MRFA, was held in Mount Royal University, Calgary, Alberta on March 3, 2010. The meeting convened at 3:30pm, President Gerry Cross presiding, and Rod Corbett secretary.

### **Members in attendance:**

See attached attendance sheets

**Approval of minutes:** Motion was made by Gerry Cross, and seconded to approve the minutes of the January 25, 2011 meeting. **Motion carried.**

### **Agenda**

The PD Committee would like to make two announcements

Agenda approved

### **New Business**

#### **CAUT Academic Freedom Fund Donation Approval**

- CAUT has created a fund to support local associations and CAUT in vigorous defense of academic freedom. Their target is to maintain this fund at \$1,500,000 they have \$1,055,000 pledged thus far. Having it this large would sustain many cases occurring at one as well as, possibly, provide deterrence for administrations to bring cases to that point.
- Review of case history supported by this fund:
  - Dr. Gabrielle Horne, Dr. Nancy Olivieri, Dr. Mary Bryson, University of Ottawa Custody and Control
  - These individuals could not have defended themselves without CAUT support
  - Some of these cases are also being used as precedent by our joint committee on intellectual property and copyright
- Suggested donation:
  - \$5,000 now with an additional \$1,000 to be paid in each of the next five years
- Rationale:
  - The MRFA is a federated member of CAUT through ACIFA so this fund covers us. It

would be used to support us whether we donate to it or not.

- The average donation per member at comparable institutions was 24\$
- The executive took that average and multiplied it by the number of Full-time members of the MRFA which came out to about \$10,000
- Since we are only federated members through ACIFA we thought we would donate half of the \$10,000; however, we wanted to show further commitment to CAUT so we are proposing additional donations of \$1,000 per year for five years

Motion to approve the Executive recommendation THAT the MRFA donate \$5,000 to the CAUT Academic freedom fund from this year's budget

Moved: Kelly Hewson

Seconded: Lee Easton

Discussion:

How much has Grant MacEwan paid?

They have not made a donation to this fund as of yet.

ACAD: \$1,000

TRU: \$8,000

Where will this come from out of the budget?

Political action and advocacy line will cover \$2,000 of it and the other \$3,000 will come out of our surplus

How close to target are they?

They are close but they've been spending it faster than they anticipated

Vote

Carried Unanimously

Motion to approve the Executive recommendation THAT the MRFA commit to donating \$1,000 per year in each of the next five years

Moved: Lee Easton

Seconded: Kit Dobson

No Discussion

Vote

Carried Unanimously

**Officers' reports:**

## **President**

For more information on some of these items please look at the Monthly Report for February

### **ACIFA Report**

- Gerry is ACIFA's VP External: the ACIFA representative to CAUT. David Hyttenrauch is the President of ACIFA.
- ACIFA Legal Defense Fund
  - This is being established to support the SAIT Charter Challenge
  - Background:
    - SAIT's Board and President have been turning credit programs into non credit and de-designating faculty
    - This is an issue that is potentially of concern to all Post Secondary Institutions in Alberta
    - Last year we approved in principle a \$10,000 donation to this charter challenge
    - We did not come back with the actual approval to spend that money as ACIFA was planning on how to handle the expenses of this case. ACIFA has this fund set up now and we are planning on bringing a motion to the AGM to make a contribution to this defense fund
- ACIFA PSE Advocacy initiative
  - Organizing a meeting for June 2: plans to be finalized this weekend
  - This will be an all day meeting with reps from all of the provincial post secondary organizations: ACTISEC, ACIFA, CAFA, &c.
  - Gerry has talked to Dave Marshall about this and he is on board
  - In order to have something concrete to speak to at this meeting the MRFA has been working with SAMRU to develop some sample goals

### **Task Force on Faculty Leaves and the Academic Year**

- MoU in the CA to establish joint committee to prepare a report related to planned leave programs by January 31, 2012.
- Membership
  - Gerry Cross and Janne Holmgren, Robin Fisher, and Chad London
  - The committee has expanded into a task force to broaden the discussion. Additional members will assist the committee in this:

- There will be representatives from every faculty/school/library
  - The call has gone out for nominees to this task force
- Academic year added as it is related to scholarship:
  - One of the things discussed in Negotiations last year was whether there were ways to free up time in the intersession for research (i.e. having all meetings done before the first two weeks in June)

### **Honorary Members**

- Section of the bylaws presented
- We traditionally make the president of the University an honorary member while he is president

We would welcome a motion to make Dave Marshall a lifetime honorary member of the MRFA and to present this to him at “Farewell to the Marshall”

Moved: Bruce Ravelli

Seconded: Kenna Olsen

No Discussion

Vote

Carried Unanimously

### **Executive Elections at the AGM**

- Five positions open and there will not be incumbents for some of them
  - Rod Corbett and Kelly Hewson are at the end of their terms
  - Cari Merkle will not be running for the ALO again
- Consider running for these positions:
  - Secretary and ALO do not require tenure
  - We have a lot of new faculty hired in the past few years and it would be beneficial to have that group represented on the Executive Board
  - There’s 48 hours release for all positions and some have more
- Discussion:
  - If we want non tenured on the Executive then we should designate a position
    - We will be discussing the broader issue of representation at the AGM this year
    - Many Associations have a much larger representative body that informs the Exec

## **Treasurer**

### **Renovation Loan Update**

In 2007 we took on the renovation and subsequently added 10\$ a month in special dues for all members. The target was to pay that for seven years; however, we have officially paid it off three years early and, starting July 1, 2011, you will no longer be paying those special dues. Any money collected from now to July 1, 2011 will be used to replenish the building fund that we depleted in doing the renovations.

### **Dues change discussion**

- Current Dues Rates:
  - Full-time dues: 1% of C13 (\$95,000 c.)
    - 79.71\$ per mo
    - The 10\$ levy is on top of that
  - Part-time dues: 1 % of salary
- Rationale for Dues Change:
  - C13 does not exist anymore so we need to alter our dues structure.
  - In doing this we reviewed how we deduct dues and found there are more equitable ways of doing so. We do not want to base the dues on a grid level as it results in some members paying more or less dues proportionate to their earnings.
- Alternate Dues structure:
  - 1% of gross salary
- Rationale:
  - Average salary is approximately \$95,000, which is similar to step C13, so this change would be revenue neutral.
  - Those around the \$95,000 salary range will still pay the same: those hired at a lower salary will pay less and if salary is above \$95,000 then dues would be slightly higher
  - Changing our dues to a percent of gross pay will make us in line with others
  - Peer and ACIFA Institution member dues:
    - Grant MacEwan 1.1264%
    - Nipissing 1%
    - Lakehead 1.05%
    - TRU 1.5%

- NAIT 0.7% and
  - UofC 0.55% (more faculty)
- Discussion:
  - Will this be revenue neutral?
    - That is the intent right now: average salary is \$95,000 and that is what we were going off of before
  - This is a great change and very hospitable for new faculty and is in line with progressive taxation
  - Is this not in the CA also?
    - No the CA states that the University will collect the dues not how much
- This will come to the AGM as a bylaw change. Until it is approved there will be no change to your dues.

## **Board and committee reports:**

### **Negotiating Committee Report**

This is a reopener and we are focusing on Part-time issues. We knew going into this round that we would have to refine the processes put in place for Part-time hiring and the Fixed Term Part-time Appointments. It is not surprising that there were issues in moving to these new systems. While this round is primarily to deal with Part-time issues there are Full-time issues around tenure and promotion that need to be worked on as well. The teams have met once and are meeting again tomorrow. There will be another [Negotiations Bulletin](#) coming out soon: hopefully we will be able to report back to you on the timelines for promotion to professor.

### [Survey Responses](#)

- How much SICH does the member teach: 20% of respondents teach more than 4 courses
- Is the initial appointment process more transparent and effective: approx. 85% said yes
- Were the criteria clearly communicated: 62% said yes
- Should the CA be more specific about Part-time Faculty who teach in different departments:  
Yes
- Should Part-time members vote on reappointment processes and criteria: 60% yes 30% no
- Should Part-time members have the Right of first refusal: again the opinions were split
- Should the max. amount of SICH for Part-time members be moved to 5 courses from 4: 30% yes 40% no

- Should Part-time members have some kind of title: 60% yes 30% no
- The [response summary](#) will be posted to the website under negotiations
- Discussion:
  - 177 responded out of 1000 members
    - Part-time mailing list has 468 members: there are another 150 nursing clinical instructors who did not receive the survey.
  - Recurring response rate of 2:1—few clear responses
  - How much weight can you put on these answers in making decisions
    - We held open houses and get input from members, concerns are brought to us from exec and we continue to solicit thoughts from the members on specific issues. The survey is only one medium of input to our committee: we've a fairly good idea of the direction members want us to take based on all sources of input.
    - We wanted to get a sense on where people are on these issues, and it seems we are raising some consciousness about issues that some people really have not focused on. It is very important to get people thinking about these things.
    - We are hoping for this to be a quick round but we may come back for more input
    - We cannot ignore what people are telling us so we will be using the data and input that we have gotten so far
  - Can Lee clarify on the promotion to professor?
    - Deadlines in place in the CA are to be adhered to
    - Our goal is to bring something at the end of the month for this body to ratify

### **Vision statement review**

We are identifying people to be on the committee as we did not get enough people on it

### **Announcements:**

#### **45<sup>th</sup> anniversary committee**

- Deadline to RSVP for these events is April 22, 2011
- The committee is looking for old photos of MRFA Members: please send them to Chantelle

### **PD Announcements**

- The committee is pleased to announce that it has forwarded to ACIFA Kenna Olsen and Kit

Dobson's nomination for the ACIFA Award in Innovation in Teaching

- Reminder: registration is open for the faculty retreat being held May 10-11 at the delta lodge in Kananaskis. The deadline for registration is March 15

**Adjournment:** The meeting was adjourned at 4:50pm.

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Secretary  
Mount Royal Faculty Association

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Date of approval