

Proposal for Discussion of MUNFA Membership:
Potential Changes to the Terms and Membership of Executive Committee

April 18th, 2017

Your Executive Committee would like the membership *to consider changes* to the membership and terms of the Executive Committee. These proposed changes are being brought forward because the academic environment has become increasingly complex and the workload of the Executive Committee has likewise increased. The proposed changes will allow for a clearer delineation of roles among members, particularly in relation to the Administrative Subcommittee and to communication and liaison roles that are currently ill defined. Our hope is that these changes will allow more adequate time for the great learning curve that is experienced by new Executive Committee members; ensure a measure of continuity and executive committee memory; and support executive committee succession planning. We welcome all feedback including suggestions for further changes to be considered by the entire membership.

Plan:

- Open this discussion with the general membership at April 18, 2017 general meeting.
- Feedback and discussion sought from members until the October AGM.
- Vote on changes at October AGM.
- Changes effective for nomination process in Winter 2018.

Constitutional Change Required

- These changes will require a revision of the MUNFA Constitution among other key documents. Our constitution stipulates the following regarding changes to the constitution:
 - *Article IX (Amendments)*
 - *Amendments to the Constitution shall require the approval of a two-thirds majority of those present and voting at any general or special meeting. Notice of motion concerning any proposed amendment shall be circulated to members at least ten days before the amendment is placed before the meeting. Such motions may be amended at the meeting at which they are being discussed.*

Current Structure of Executive Committee (13 members):

President*

Past-President*

Vice President

Secretary*

Treasurer*

CAUT Council Designate

6 Members at Large (St. John's)

1 Member at Large (Grenfell Campus)

*Current members of the Administrative Sub-committee

Proposed Structure of Executive Committee (13 or 14 members):

President (also CAUT Council Delegate)

Past-President

Vice President (Internal)

Additional Vice-President (External)

Secretary

Treasurer

1 Member at Large (Grenfell Campus)

5 or 6 Members at Large (St. John's) depending on addition or designation of a Contract ASM position (see #5 below)

Summary of Proposed Changes:

1. Create a second Vice-President position.
 - Have two Vice- President positions: One Internal and one External.
 - The VP External would provide leadership in liaison with external groups including the NL Federation of Labour, Canadian Labour Congress and others, in collaboration with the President or designate and staff.
 - The VP Internal would take a lead role in internal communications within MUN including Information Bulletins, social media, and with campus labour unions, among others, in collaboration with the President or designate and staff.
2. The role of the CAUT Council Delegate to be incorporated within the duties of the President.
 - The President communicates with CAUT on a regular basis and should be the primary recipient of communications to member associations. Not all faculty associations in Canada have a designated CAUT Council Delegate.
3. The Secretary to be the chief liaison between the staff and the President / Administrative Committee for human resource issues.
 - This will decrease the workload of the President.
4. Add a designated position for a contract ASM or convert a Member at Large position to a designated position for a contract ASM.
 - This will give a much-needed voice to ASMs who have a different employment context than tenure-track ASMs.
5. Create staggered terms for members.
 - Staggered terms will increase institutional memory in the event of a large turnover in a short period of time thereby increasing stability of MUNFA.
6. Having some or all Executive members serve 2-year terms.
 - This will allow for adequate time for the learning curve to enable increased productivity and enhanced decision-making.

- Assist succession planning, provide increased stability of MUNFA, and decrease the burdensome task of yearly nomination-seeking for so many members at once.
- Variations:
 - i. There are 3 proposed models for the President:
 1. President has a 2- year term and can run for re-election;
 2. We create a President-elect position: the President, President-elect and Past President will serve 1-year terms [3 year commitment];
 3. We create a President-elect position: the President, President-elect and Past President will serve 2-year terms [6 year commitment];
 - ii. Have half or less of the Members at Large serve a 1-year term.

Approved by Executive Committee for discussion by general membership April 12, 2017