

Proposed changes to the Terms
of Reference to the Executive,
MUNFA

For Discussion

April 18, 2017

Why are changes being proposed?

- The academic environment has become increasingly complex and the workload of the Executive Committee has likewise increased
- To allow for a clearer delineation of roles among members, particularly in relation to the Administrative Sub-committee and to communication and liaison roles that are currently ill defined
- To enable more time for the great learning curve that is experienced by new Executive Committee members
- To ensure a measure of continuity and Executive Committee memory
- To support Executive Committee succession planning

Proposed Plan

- Open this discussion with the general membership today
- Feedback and discussion sought from members until the October AGM
 - IB
 - Website
 - Meetings as requested
- Vote on changes at October AGM
- Changes effective for nomination process in Winter 2018

Constitutional Change Required

- 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.*
- Other key documents will need to change such as Terms of Reference of some committees
- All standing orders and by-laws will be reviewed / updated

Current Structure of the 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)
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- *Current members of the Administrative Sub-committee

Proposed Structure of the Executive Committee: 13-14 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

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 staff and the President / Administrative Committee

- To decrease the workload of the President

4. Designate a position for a contract ASM

- To give a much-needed voice to ASMs who have a different employment context than tenure-track ASMs
- This could be an additional designated Member at Large position (Executive would have 14 members)

OR

- Could designate one of the existing 6 Member at Large positions

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
- Will increase the stability of MUNFA

6. Have some or all Executive members serve 2-year terms

- To allow adequate time for the learning curve
- To enable increased productivity and enhanced decision-making
- Assist succession planning
- Provide increased stability of MUNFA
- Decrease the burdensome task of yearly nomination-seeking for so many members at once
- Variations to consider
 - Have all members serve 2-year terms
 - Have all member serve 1-year terms (current model)
 - Have half or less of the Members at Large serve a 1-year term

3 proposed models for the President

- President has a 2- year term and can run for re-election
- We create a President-elect position: the President, President-elect and Past President will serve 1-year terms [3 year commitment]
- We create a President-elect position: the President, President-elect and Past President will serve 2-year terms [6 year commitment]

We welcome all feedback

We hope you will provide input into this important process

Thank you!