

TO: All MUNFA members
FROM: MUNFA Executive
DATE: December 19, 2025
SUBJECT: Update on Collegial Governance Committee

The MUNFA Executive is disappointed to inform members that the University Administration has unilaterally opted to end the Collegial Governance Committee that was established via a Letter of Understanding in [Appendix K](#) of the [2023–2026 Collective Agreement](#) following the 2023 Strike. Collegial governance, transparency, and shared decision-making were identified by MUNFA members as core priorities during the last round of bargaining. The agreement to form the Collegial Governance Committee reflected a joint commitment from both Memorial's Administration and Faculty Association to undertake a broad review of collegial governance at Memorial University and suggest recommendations for improvement.

Following its formation, the Committee undertook nearly two years of substantive work, with a focus on the complexity of Memorial's governance structures, a longstanding source of concern for academic staff and the broader university community. The Committee's work was intended to culminate in a "public report delivered to the Board of Regents and Senate" per the [Letter of Understanding](#).

As the Committee approached the end of its original timeline, it recognized that additional time would be required to complete the work responsibly and produce the anticipated public report. The Collegial Governance Committee requested an extension of the reporting timeline. Requests of this nature are not uncommon for such committees and have previously been approved with the agreement of MUNFA and the University leadership via Faculty Relations.

MUNFA supported the Collegial Governance Committee's extension request. Faculty Relations, however, declined to approve the extension, effectively shutting down the Committee prior to completion of the public report. As this Committee originated from a joint agreement between both parties, MUNFA challenged the unilateral decision regarding its end and the disregard it conveyed for the two years of service work committee members had already invested.

As changes in senior university leadership followed shortly thereafter, the issue was raised directly with President Morrison. The MUNFA executive asked Dr. Morrison to uphold the mutual priority assigned to collegial governance and reverse her Administration's decision to end the Collegial Governance Committee process. We noted that doing so would send an important signal that meaningful consultation is a priority at Memorial University and that collaboration and service are respected.

No response was received to that request, nor to a follow-up communication requesting a reply. The decision to deny the extension was maintained. A public report on collegial governance at Memorial University is no longer forthcoming.

This outcome is significant considering [Memorial entered the joint agreement in last place](#) among more than 30 Canadian universities on collegial governance, transparency, and meaningful faculty participation in decision-making. The Collegial Governance Committee represented an important opportunity to collaboratively address these longstanding deficiencies. Precluding the Committee's completion of its work undermines the intent of the joint agreement, raises concerns about how commitments made through collective bargaining are respected in practice, and, most importantly, represents a missed opportunity to strengthen governance at Memorial University at a critical time.

Despite this concerning and disappointing result, the importance of collegial governance at Memorial remains a growing priority for MUNFA members and our university community. We invite members to share their perspectives, experiences, and feedback on collegial governance at Memorial, including where it is not working and what changes are needed, to help inform MUNFA's ongoing advocacy on this issue.