

## NOTES

### MUNFA General Meeting

April 18, 2012

7:30 p.m., HSC Main Auditorium

Room ER4047  
Alexander Murray Building  
St. John's, NL  
A1B 3X5  
Tel: (709)864-8642

Dr. Ross Klein (MUNFA President) chaired the General Meeting. Grenfell College participated by teleconference.

1. Approval of Agenda

Since there was not a quorum, Dr. Klein noted that no motions would be entertained.

2. President's Report

With MUN's senior administration positions now filled, we are getting a clearer sense of the new administration's orientation and priorities. One priority already attained appears to be an increase in the size of the administrative structure. As well, there are some changes in culture and expectations that pose concern to us; that will likely be the foundation for critical issues in the next round of collective bargaining. We will soon begin the process of constituting a Proposals Committee and formulating proposals for collective bargaining that will commence in Fall 2013. We depend on member participation for this process to be fully informed and to provide clear direction for the Negotiating Committee.

There are a number of areas in which we have worked since the October General Meeting:

Nursing School Consolidation. Following consultation with our members in the School of Nursing and, through cooperation with the Newfoundland and Labrador Nurses Union (NLNU), meetings with nursing instructors at the Centre for Nursing Studies and Western School of Nursing, we proposed to the administration a counter-MOU for consolidation of the two nursing colleges into the MUN School of Nursing.

Copyright Canada. We have continued to keep members informed about the ongoing battle between AUCC and Copyright Canada, and different opinions about what constitutes fair use – AUCC and the university take a more restrictive view than CAUT.

Request for Benchmarks (Research Performance Indicators). We were contacted in February by members in several academic units where Academic Staff Members (ASMs) were asked by their Dean to participate in a process to identify "research performance indicators." The request included a proposed list of National Benchmarks that were in direct conflict with the criteria in the Collective Agreement for assessment of scholarship. We have encouraged those who have inquired to use the process to add to the list those items in the Collective Agreement that were left off (including books, book chapters, non-refereed publications, creative works, etc).

Association Grievances. Several Association Grievances were filed and will be mentioned.

*Review Committee Membership (Grenfell):* The case involves a review committee constituted with members who were not ASMs, which is noncompliant with the Collective Agreement.

*CIHR Grants* – Unreasonable deadline imposed by MUN: This was discussed at the last General Meeting. The underlying issue is that MUN requires all grant applicants (not just CIHR) to have all materials submitted to the Research Office earlier than granting agency deadlines. This puts MUN researchers at a disadvantage when we compare MUN's policies with institutions such as University of Toronto.

*PDTER Entitlement* – Use for cellular phones: This was also discussed at the last General Meeting and remains unresolved. It has been referred to arbitration.

*Appointment letters* – We have become aware of a number of letters of appointment that include requirements that are inconsistent with or violate the Collective Agreement. We are working with members affected and with the administration to deal with this problem.

*Course Equivalencies (Grenfell Campus, Social Work)*: There was a lengthy delay between the time a Course Equivalency Committee Report was submitted and a response received – in the case of both units a response was received after a grievance was filed; the delay in one case was 17 months. A response was finally received from the administration to each report and we are now engaged in grievances dealing with the substance of the responses.

*Violation of Privacy*: The matter relates to correspondence sent to a Dean by a group of ASMs that was subsequently forwarded to a party external to the university. MUN's Privacy Advisor agrees that this was a breach of privacy so the matter is now how to resolve the situation.

Joint Association University Relations Committee (JAURC – Joint Committee). The Joint Committee has been meeting regularly, every second month. Some issues worth mentioning are:

1. DELT contracts;
2. DELT courses and pedagogical freedom;
3. Standardizing of information sent to referees for P&T;
4. Dial-up modems;
5. Google e-mail;
6. Joint and Unorthodox Appointments

MUNFA Website. We are undertaking a complete remake of the MUNFA website, including moving from the MUN server to a server external to the university. The redesign will make information more accessible and is related to our recent decision to distribute Information Bulletins electronically – we would like these and other information more easily found and accessed at our website. The new website will permit confidential correspondence between MUNFA officers and between MUNFA officers and staff. As well, ASMs can correspond with MUNFA from a non-MUN email address and not be concerned about the email being archived on the MUN server. We believe these additional protections are warranted and will become even more necessary as time goes on, especially if the university moves all faculty and staff email to Google e-mail.

MUNFA Office. In response to a request from the MUNFA Staff, the Executive is arranging for MUNFA staff members to be allowed to participate in MUN's benefit plans. I would also like to report that Marian Atkinson has indicated her intent to retire effective December 31, 2012. The Administrative Committee has been planning for succession and will advertise in August to fill the position.

3. Treasurer's Report

- A) Interim Financial Statement for 2011-2012 and proposed budget for 2012-2013: The documents were circulated to the membership (IB2011/12:16). Since there was no quorum, no motions were made regarding membership fees. The motions will be brought to the October General Meeting. The Treasurer, Chris Dennis, noted the budget items for the website development as well as office labor costs for the person to replace the Executive Officer. There will be some overlap of the new Executive Officer with the current individual.

4. Minutes of General Meeting of October 19, 2011

Approval of the October 19, 2011 General Meeting minutes was deferred.

5. Matters Arising from General Meeting of October 19, 2011

- A) Grenfell Campus Day Care: This item was raised at the last meeting of the Joint Association Committee. There has been agreement that the day care at the Fisher Day Care Centre (CONA) will as a top priority provide care for the children of both students and Academic Staff Members of Grenfell Campus.

6. Collective Agreement Administration

- A) Report of St. John's AF&G Committee: Dr. Dorothy Milne (Chair) reported on the Committee's activities for the period of October 1, 2011 to April 9, 2012.

There were 20 Individual Grievances carried forward from October 1, 2011. Three have been resolved. Four have been approved to proceed to arbitration. The remaining 13 are still in process. Ten new Individual Grievances have been filed, eight of which are from a single academic unit on a single issue.

Recent issues and trends:

Five Academic Staff Members (ASMs) were subjected to formal disciplinary investigations. The number of investigations seemed higher than we have encountered in previous periods. AF&G helped the ASMs prepare their defense.

Some Administrative Heads have implemented Clause 3.18(b) of the MUNFA-MUN Collective Agreement. This is the clause which allows a Head to assign up to two additional courses per year to a faculty member who has not met the standard for scholarly activity during the previous three years.

Several applications for promotion to Professor have been denied. There have been situations where the Faculty Member works in an area somewhat different from the norm for the Academic Unit, or has scholarly achievements which do not resemble the standard models of journal publications. Related to these concerns are promotion and tenure expectations for new appointments being made in interdisciplinary areas, for Canada Research Chairs, or for appointments made in conjunction with industry partners.

There have been some negative tenure recommendations from the Head(s), despite positive recommendations from the Promotion and Tenure Committee(s).

- B) Report of Grenfell AF&G Committee: Professor Peter Stewart, on behalf of the Grenfell AF&G Chair, reported the subject of Grenfell's Individual Grievances include the improper admission of a document to a promotion and tenure file and workload grievance regarding the reduction of teaching load from six to 5. There have been Association Grievances on the release of a document regarding the Environmental Policy Institute, one on the administration's response to the report of the Grenfell Equivalencies Committee, and one on the composition of a Search Committee for an administrator.
- C) Report of the MUNFA Representatives to the Sexual Harassment Board: The report of the MUNFA representatives (Robert Kelly/Education and Brenda LeFrancois/Social Work) was distributed (ref. IB 2011/12:16). Professor Kelly was at the meeting to answer any questions. Dr. Klein announced that Dr. LeFrancois is now the Chair of the Sexual Harassment Board.
- D) MUNFA Benefits Committee report: The report of the MUNFA Benefits Committee was circulated to the membership (ref. IB 2011/12:16).

8. Other Business

- A) CAUT Defence Fund: Dr. Klein, on behalf of MUNFA's Trustees, reported that the strike of Brandon University Faculty Association was the longest strike in Defence Fund history; it began on October 11, 2011 and ended on November 29, 2011.

The Defence Fund, in a series of teleconferences, approved strike support for the following Faculty Associations: Wilfred Laurier, Northern Ontario School of Medicine, Nova Scotia College of Art and Design, Dalhousie, the Atlantic School of Theology, and King's College. All of the issues at each of these associations were settled before the strike deadline.

9. Adjournment

There were no further questions or business; Dr. Klein adjourned the meeting.

Meeting Adjourned: 8:30 p.m.

  
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Dr. Ross Klein  
MUNFA

Date

  
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28 Oct 13