

**MACEWAN FACULTY ASSOCIATION**

**Executive Reports to the Membership  
for the Month of March 2011**

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## Report from the President

My activities have included:

1. In an effort to improve communication between the FA Executive Committee and the faculty representatives on Academic Governance Council, a wine and cheese reception for the two groups, hosted by the FA Executive Committee, was held on Tuesday, March 15 prior to the AGC meeting. There was agreement amongst those attending, (about 18 in total) that regular meetings of the AGC faculty members would be productive. The FA will coordinate these meetings in the future.
2. The FA executive continues to examine the governance structure that would best support the operational activities of the association. A sub-committee composed of executive members and faculty members has been formed to formulate the recommendations to our members to fulfill the requirements of the motion passed at the 2010 Annual General Meeting (AGM) that stated "That the Executive Committee further investigate governance models and return with a specific proposal for approval by the membership at the 2011 Annual General Meeting."

The FA Policy Governance Sub-committee has accepted the principles of policy based governance and is working on a specific proposal and model. Members of this committee include **Shannon Digweed, Shahidul Islam, Colleen Maykut, Richard Pereschitz, Peter Roccia, John Tanasichuk, Jerry Zdril, and Cynthia Zutter.**

3. Meetings of the Christenson Family Centre for Sport and Wellness Internal Review Task Team - a review committee that has been established to examine the operation of the Sports and Wellness Center (including the pool) continue. A series of focus groups were scheduled for February and March. The input from these groups will be considered in the final report to be presented to Paul Byrne. A website has been set up for all faculty to review the minutes and progress of the task team. A sub-committee of faculty was established to provide further input to the faculty members on the Review Task Team.
4. Cynthia Zutter and I are members on the Faculty Standards Committee of the Academic Governance Council (AGC) that is working on titling. This group met on March 7th. The FA will be looking to ensure the inclusion of titling in the Collective Agreement at the appropriate time.
5. In response to concerns expressed by the membership regarding the new faculty evaluation student feedback instrument, the FA, in consultation with the Faculty Evaluation Committee, has established an advisory committee to review and make recommendations regarding the new instrument.

6. I attended a meeting of the Strategic and Resource Planning committee of the AGC on March 2<sup>nd</sup>.

Respectfully submitted,  
Jerry Zdril

#### Report from the Vice President Executive

I attended the following meetings;

- a. **FEC** meeting in March. The new evaluative instrument for lab and lecture courses was launched in late February without any issue. The open dialogue with Faculty regarding the changes to the instrument in fall 2010 and the support of the FEC ad hoc committee were cited as possible reasons for this ease of implementation. Other topics of discussion were possible changes to the FE policy and the committee's role as part of the AGC. These decisions will be put off until next year as there are various other changes that will occur with FE including the implementation of new reporting documents generated by HR for the new PeopleSoft system. Cindy Impola from HR provided the FEC with an overview of the new probationary faculty, all faculty workload and annual reporting documents.
- b. **Faculty Standards Committee** meeting in March. This is a subcommittee of the Academic Governance Council and I am a non-voting member along with Jerry Zdril. This group continued to discuss issues regarding titling at MacEwan University and will report on its progress at the May AGC.
- c. **Faculty Association; Constitutional Review** meeting in March. Discussion of various constitutional changes to be requested at the AGM.
- d. Faculty Association General Assembly; March 3.

In addition to these meetings, I attended a joint get together with faculty members of the AGC and the FA executive at South Campus on March 15<sup>th</sup>. Discussion was lively and faculty were generally positive towards having the opportunity to interact with other faculty prior to the AGC meeting regarding the various items to be discussed.

Respectfully submitted,  
Cynthia Zutter

#### Report from the Board of Governors Representative

A Board of Governors meeting did not take place for the month of March. Please watch for a report following the April Board of Governors meeting.

Respectfully submitted,  
Chaldeans Mensah

## Report from the Vice President Professional Affairs

Watch for this report to be available soon.

Respectfully submitted,  
Richard Pereschitz

## Report from the Vice President Communications and Research

Dear members,

My time in March has been devoted to writing articles for the membership, which were posted to the Faculty Association website:

- 1) **Get your health spending account receipts in by end of March**
- 2) **Bank visit to discuss mortgage payments may be prudent in light of biweekly payroll changes**

I also spent time testing our forum section of the site and consulting our web technician as part of an effort to get the Forum section ready for the negotiations team to use to update the membership about ongoing negotiations. I also produced a training video on using the Forum section for our VP Negotiations.

Respectfully submitted,  
Karen Zypchyn

## Report from the Treasurer

### **A. Finance Committee - Chair**

The finance committee has been having regular meetings for the last six weeks. Our most recent meeting was March 10, 2011 at 3:30pm. At this meeting input from attending members was taken on the policy based governance proposed budget. Shortly after, the budget was sent to the chair of the Policy Based Governance Committee, Jerry Zdril, for input. The model has now been adjusted based on the input and will be presented at the upcoming governance meeting on Monday, March 28th.

The committee met on March 29th and has conditionally approved the budget. Essentially the changes to the various budget lines were approved by the members in attendance, however no formal motion was proposed. The remainder of the committee will be contacted via email and asked for input or changes to the budget and predicted dues income. Once all members have replied (or those interested), then the motion will be made via email correspondence and a resultant count of votes will occur. When the finance committee has approved the budget then it will go to the executive committee for final approval before the AGM.

## **B. Policy Based Governance Model**

On March 4th at 2:30 pm the committee met; unfortunately, I was unable to attend the meeting due to a prior commitment with my honours student. At the March 28th meeting those members in attendance were presented with the various budget scenarios. The scenarios were accepted by the committee and will be presented to the membership along with the other information on the governance model at the AGM.

## **C. Financial Evaluation – General**

Continued streamlining of the Treasurer duties and a detailed list of all duties, files and dates of meetings in order to ensure a smooth transition for incoming Treasurers. By making sure that financial processes are efficient and properly recorded and maintained, transition into the position by future members will be easy and straightforward.

Continued tracking of monthly budget spending. To date we are well within the parameters of each budget line (no overspending has occurred). Budget report can be provided upon request. This spending information was made available and distributed to the Finance Committee at our most recent meeting.

## **D. Executive and Other Committee Meetings**

As an Executive member I have been involved in several meetings over the last month:

1. Attended FA Executive meeting in February and an upcoming meeting on March 30.
2. Attended the FA General Meeting on March 3.
3. Ongoing meetings with Celine Miller for financial updates and cheque signing.

Respectfully submitted,  
Shannon Digweed

## Report from the Vice President Negotiations

Dear All,

Our bargaining proposals were approved by the membership at the general assembly on March 3<sup>rd</sup>. We have now exchanged proposals with Administration at our first negotiations meeting, which took place on March 23<sup>rd</sup>.

Many of you (well over 300, in-fact) completed our short pre-negotiations survey which dealt with our proposals surrounding childcare expenses, faculty supervision of student research, benefits beyond normal retirement age and tuition exemption for dependents. It was clear from many of the written comments that several respondents misinterpreted the goal of the survey, so please allow me to clarify here. The survey was not an exhaustive list of our proposals, or our

priorities. First, it was an effort to cost those proposals that it would otherwise be impossible to do without a sense of faculty demographics. Second, it was intended to gauge the importance of proposals that met with more contention at the general assembly and in feedback from the membership. The survey has provided FANC with a much clearer perspective for costing and prioritizing these proposals. As a result of feedback from the membership, we decided to remove our proposal around childcare expenses. The remaining 26 proposals were all brought to the table on March 23<sup>rd</sup>.

These 26 proposals will likely be published, in their entirety, in the forum section of the Faculty Association's website (see comments in next paragraph). This is a secure area where we intend to share information with you regarding the progress of negotiations. Please visit [www.macewanfa.ca](http://www.macewanfa.ca) and click on the "forum" tab on the far upper right hand side. FANC has also completed a complete prioritization of these 26 proposals. This is something that needs to remain as confidential as possible as it has a direct impact on our bargaining strategy.

I am sure that many of you will be very keen to learn about the proposals put forth by Administration. During our initial meeting and exchange of proposals, the issue of transparency and sharing of information from the bargaining table was raised. It was decided that this is something that needs to be discussed further. This will happen at our next meeting on April 6<sup>th</sup>. As such, I will not, at this stage, be sharing any further information regarding items for negotiations. However, it is the position of FANC that we would like to be able to share both our proposals, and those of the University, with our membership.

FANC and the University have set a tentative agenda for bargaining that will see us attempt to move forward in an efficient and timely manner. We will meet four times during April; it is then our intention to meet three times a week during the month of May and beyond. I will be heading to Ottawa this afternoon to attend the CAUT forum for chief negotiators. I expect that this three-day event will be most informative and instructive with regards to our own collective bargaining. As always, I am more than happy to respond to individual questions, comments and concerns. Please do not hesitate to get in touch.

Respectfully submitted,  
Jonathan Withey

#### Report from the Vice President Dispute Resolution

At this time, we are dealing with several issues. I reported one earlier regarding a potential harassment complaint. Although some progress was made through a mediation process in the past, the subject is now stalled and going nowhere. Other issues we are dealing with are an allegation of plagiarism and another allegation of the violation of the Freedom of Information and Protection of Privacy (FOIPP). Workload and potential employment topics are still around. We are working diligently on all of those. We'll have our Grievance Committee meeting on March 31, 2011 to examine those cases and potential grievance issues.

This has been a fairly busy month. Meeting with our members, administration officials, and internally with our colleagues in the Faculty Association has taken substantial time. We are also looking for all necessary actions from examining contractual and policy documents and allegations of our own to seeking outside legal counsel whenever necessary.

If any other problem arises that our membership needs to be apprised of, I'll bring that to you. As always, it is my humble request to you all to come forward with your questions or complaints. You are most welcome to forward your question, concern or comment to me in any means (emailing [islams@macewan.ca](mailto:islams@macewan.ca) or phoning 780-497-4792 or dropping by 7-368C at City Centre). You may also contact our PRO, Sean Hillman, in any means (emailing [Hillmans2@macewan.ca](mailto:Hillmans2@macewan.ca) or phoning 780-633-3594).

Respectfully submitted,  
Shahidul Islam

### Report from the Professional Resource Officer

Dear members,

Here are the activities in which I have participated since my last report:

#### **Bargaining**

The membership approved our bargaining proposals at the General Assembly on March 3. Based on the discussion at that meeting and subsequent comments from some members, FANC made some final adjustments to the package of proposals throughout the rest of March.

We finally met with the university administration's bargaining team and exchanged proposals on March 23. The university's bargaining team includes David Higgins (Dean, Arts & Science), Pat Sullivan (Associate Dean, Science), Mike Henry (Associate Dean, Business), Brian Pearson (Human Resources) and Jeff Waselenchuk (Human Resources). The initial meeting was fairly short, as we introduced our respective bargaining teams and briefly explained our proposals.

We will meet again on April 6, where the bargaining process will begin in earnest. We are scheduled to meet with administration on April 6, 13, 20 and 29. In addition, we are expecting to meet 3 days per week in May and June in an attempt to resolve bargaining before the current agreement expires.

As mentioned in my last report, if you have not registered to access the faculty-only forums on our website, please do so, as we will provide more detailed summaries of our bargaining progress there.

#### **Disputes and Grievances**

There are no grievances at this time, but the grievance committee will meet on March 31 to discuss a potential upcoming grievance.

## **Other Activities**

I met with Terry Sway, ACIFA Labour Relations Officer, and Joe McFadyen, NAIT Academic Staff Association Labour Relations Officer on March 7 and March 21. The three of us will be co-presenting a session on mediation, including a mock mediation, at this year's ACIFA conference in Lake Louise.

Respectfully submitted,  
Sean Hillman