



Grant MacEwan University  
Faculty Association

# What is GMUFA?

*In essence, our aim is to appreciate, advocate for, and advance the professional needs of MacEwan faculty.*

- Represent the professional needs and interests of members, both internally and externally
- Uphold principles of academic freedom
- Negotiate employment agreements with BOG
- Provide advice and leadership on issues related to terms and conditions of employment
- Ensure ethical practice of members and sustain collegiality

# Who is GMUFA?

---

11 Executive members (elected)

2 Administrative / Professional staff (employed)

# Who is GMUFA?

<b>Jerry Zdril</b>	<i>President</i>	Accounting MWC
<b>Aimee Skye</b>	<i>Vice President</i>	Psychology CCC
<b>Chris Hancock</b>	<i>VP Professional Affairs</i>	Mgmt Studies MWC
<b>Karyn Zypchyn</b>	<i>VP Communications</i>	Journalism CFAC

# Who is GMUFA?

<b>Bob Graves</b>	<i>VP Dispute Resolution</i>	Mgmt Studies MWC
<b>Chaldeans Mensah</b>	<i>Board of Governors Rep.</i>	Political Science CCC
<b>Jonathan Withey</b>	<i>VP Negotiations</i>	Chemistry CCC
<b>Shannon Digweed</b>	<i>Treasurer</i>	Psychology & Biology CCC

# Who is GMUFA?

<b>Valla McLean</b>	<i>Professional Resource Faculty Member at Large</i>	Reference Librarian CCC
<b>Richard Pereshitz</b>	<i>Alberta College Faculty Member at Large</i>	Preparation for University and College ACC
<b>Ann Little</b>	<i>Health and Community Studies Faculty Member at Large</i>	Nursing CCC

# Who is GMUFA?

<b>Celine Miller</b>	<i>Administrative Assistant</i>	CCC
<b>Joe Childs</b>	<i>Professional Resource Officer</i>	CCC

# Who is GMUFA?

---

***YOU!***

# Who we Represent

(Numbers from July 2011, Term from April 2010)

<b>Faculty / Dept</b>	<b>Continuing</b> (includes Lecturers, Science Lab Supervisors/ Instructors, ESL & University Prep)	<b>Term</b>	<b>Sessional</b> (includes Nurse Educators)	<b>Faculty- School Advisor / IAs</b>
Arts & Sciences	180	246	1	15
Business	60	140	0	6
Health & Comm. Studies	76	234	49	1
Centre for the Arts	22	138	1	6
Professional Resource Faculty (Counsellors, Learning Skills Specialists, Librarians)	23	12	-	-

# Collective Agreement FAQs

*For all your questions about workload, benefits, etc:*

- Summary/highlights appended here and posted on FA website: <http://macewanfa.ca/>
- Collective agreement (on FA website) gives full details
- Contact FA office:  
Celine: [millerc@macewan.ca](mailto:millerc@macewan.ca) 780-497-5068  
Joe: [joalch33@gmail.com](mailto:joalch33@gmail.com) 780-633-3594
- **Visit us at the New Faculty Expo tomorrow!**

# Getting involved with GMUFA

- MacEwan has and continues to transition from a community college to a comprehensive baccalaureate-degree-granting university
- As the institution transforms, so too will the Faculty Association
  - *The transition is ongoing, and can benefit from your unique perspectives, your energy and your input*
  - *No one is “too new” to start getting involved*

# How can I get involved?

- Attend General Membership meetings
  - At least 3 per year (Fall, Winter, Spring)
  - Members discuss, vote on major issues,
  - \* *You are a member for 120 days post-employment*

# How can I get involved?

- Sit on one of the GMUFA standing committees (elections at Spring/April GMM)
  - Grievance Committee
  - Finance Committee
  - Governance Committee or Constitution Committee
  - Negotiating Committee
  - Professional Conduct Committee
- or a university committee that has FA representation
  - Faculty Development Committee
  - Faculty Evaluation Committee

# How can I get involved?

- Sit on the FA Executive
  - Elections are held at Winter (Feb) GMM
  - 2 year terms, some in odd others in even years (BOG Rep is 3 year term)
  - *We are in the midst of a shift to Policy-Based Governance, which will change the executive structure and opportunities for faculty...stay tuned!*

# The why's and how's of getting involved

- Chat with the executive, respond to calls for members to fill temporary roles
- Check out our website. See what's happening and get involved in online forums:  
<http://macewanfa.ca/>
- Social events
  - FA BBQ, Sept 9
  - Family Holiday Celebration in December

**GRANT MACEWAN UNIVERSITY  
FACULTY ASSOCIATION  
20TH ANNUAL WELCOME  
BBQ**

**Friday, September 9, 2011**

**Doors Open – 6:00 p.m.**

**Dinner – 7:00 p.m.**

**Trivia Contest – following dinner**

**WOODVALE FACILITY  
4540 – 50 Street, Edmonton**

**Special Guest: Heather MacEwan-Foran**

**Menu:**

**Assorted Salads, Corn on the Cob  
Dill Honey Glazed Carrots, Baked Beans  
Baked Potatoes  
Rib Eye Steak & BBQ Chicken\*  
Fruit & Assorted Desserts**

**\* Vegetarian alternative available upon request**

***Pub-Style Trivia Contest!***

**Teams of 8 can reserve tables.**

**Groups of less than 8 can be placed on the same team.**

**Register teams and groups in advance  
with the FA Office.**

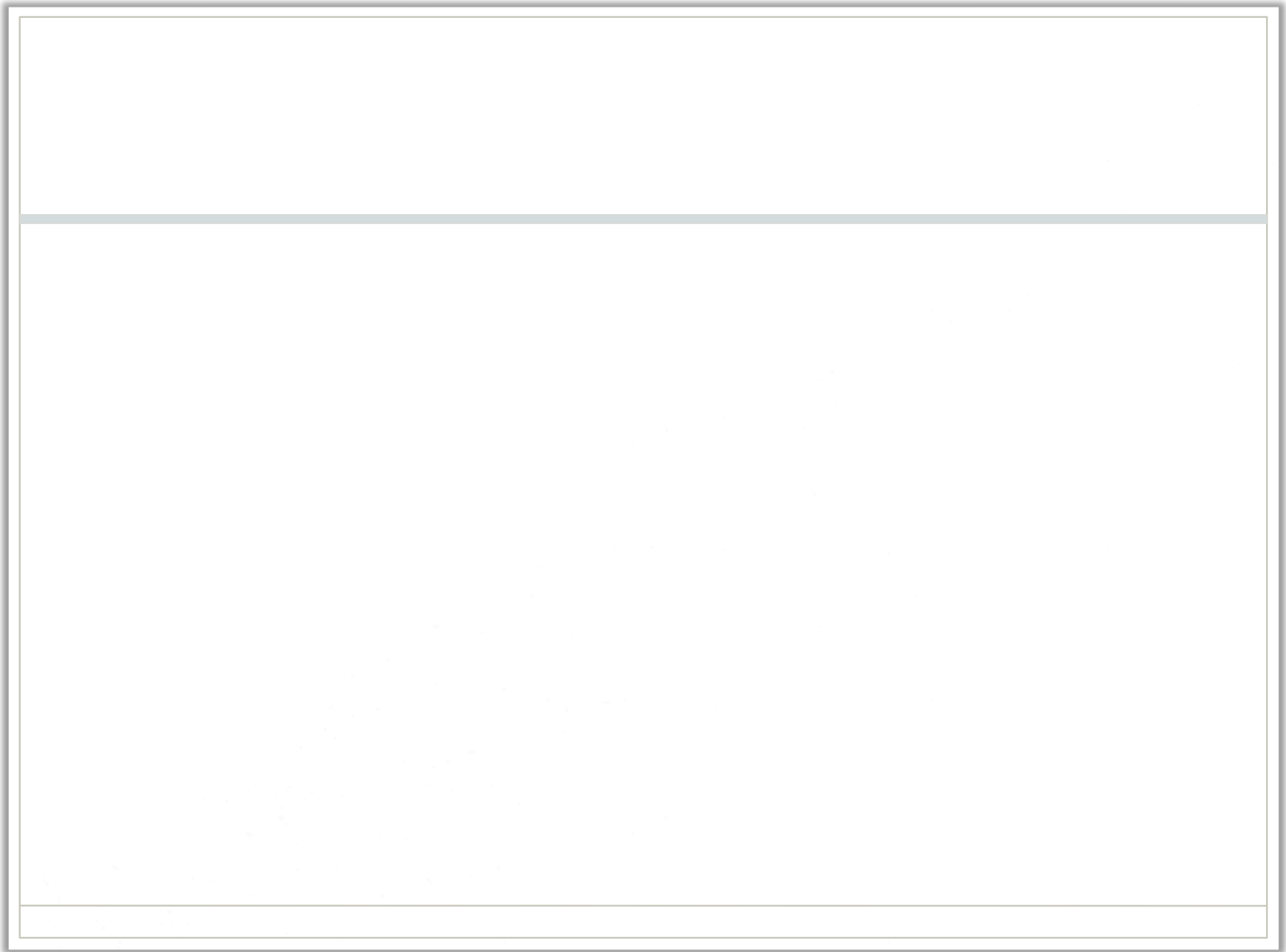
**Prizes for teams finishing 1st, 2nd, and 3rd!**

**Faculty/Retirees & NEW Faculty  
Guests – NO CHARGE**

**Guest Meals: \$25.00 per person  
Cash Bar**

**RSVP required by Tuesday, September  
6, 2011**

**Please call or e-mail Celine Miller at  
780-497-5068 or [millerc@macewan.ca](mailto:millerc@macewan.ca)**



# Contact Information

**Jerry Zdril, President**

7-102B

780-497-5066

[zdrilj@macewan.ca](mailto:zdrilj@macewan.ca)

**Celine Miller, Admin/Exec Assistant**

7-102A

780-497-5068

[millerc@macewan.ca](mailto:millerc@macewan.ca)

**Joe Childs, Professional Resource Officer**

7-166A

780-633-3594

[joalch33@gmail.com](mailto:joalch33@gmail.com)

**FA Website:** <http://macewanfa.ca>

# Workload, Benefits and Vacation Highlights

# Collective Agreement - Workload

## **Instructors**

- Continuing Instructor workload is divided into 2 or 3 areas (instruction, service, and, for some, scholarly activity)
- Service = 5-20% of workload; Instruction = 60-90%; scholarly activity = 0-35%
- Instruction is defined by Instructional Hours (IHs)
- Standard lecture course (3 hours per week) = 45 IHs
- Various equivalencies exist across the university for labs, clinicals and other types of courses
- Maximum teaching load is 405 IHs
- Programs/Departments may provide reductions in instructional load for various instructional considerations (e.g. # of students; # of different course preps; methods of student evaluation; etc.)
- Expected to provide 1 hour of out-of-class contact per 3 IHs per week
- Term Instructor workload is measured in IHs

## **Lecturers**

- 450 IHs per year
- No service or scholarly activity
- 5 hours out-of-class contact per week

## **Science Lab Supervisor**

- 35 hours per week
- May teach up to 3 labs per term

## **Science Lab Instructor**

- 450 IHs per year + 2 months' related lab duties

## **Nurse Educator**

- Approximately 450 IHs per year
- Also responsible for some service

## **Non-Instructional Faculty**

- Normally expected to perform 35-hours per week

# Collective Agreement, cont'd

## Vacation

- 44 days for Full-time Continuing (except for Faculty/School Advisors)
- 20 – 30 days for Faculty/School Advisors, depending on length of service
- 8% vacation pay for term faculty (first 675 IHs or equivalent, 10% thereafter)

## Sick Leave

- 3 types of sick leaves:
  - Up to 18 days' sick leave per year, can accumulate up to 45 days (full salary)
  - After 14 days, may be eligible for Weekly Indemnity (60% salary, tax free)
  - After 17 weeks, may be eligible for LTD (70% salary up to \$2000; 50% thereafter, tax free)

## Other Benefits

- All continuing members participate in Supplementary Health Care and Dental plans (university pays 80% of premiums)
- Term members qualify for Supplementary Health Care plans after 270 IHs (instructors) or 728 hours (non-instructors)
- Term members are not eligible for Dental
- Continuing members are part of the Local Authorities' Pension Plan (province-wide defined benefit plan)
- EI top-up plan for maternity leave (95% of salary for first 10 weeks of leave)
- Health Spending Account (\$37.50 per month/\$450 per year) to cover expenses not covered by AHC or Supplemental plans (e.g. glasses)
- Term faculty over 270 IHs eligible for Health Benefit Stipend (\$37.50 per month/\$300 per year)