

# MAFA NEWSLETTER

**Mount Allison Faculty Association**  
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January 2015

## EXECUTIVE NEWS BULLETIN

On December 2, 2014, the Employer announced that it is moving to fill the administrative position of Vice-President International and Student Affairs, which will become vacant as of July 1, 2015 owing to the departure of Ron Byrne.

MAFA would like to bring two issues to the attention of members.

First, the decision to fill the position was made without any consultation with the university community. Decision making through collegial deliberative processes is the norm in university governance; this includes decisions about where and how to spend university finances. As many of us have experienced first-hand in departments which are operating below their normal complement due to the non-replacement of faculty who have resigned, retired, or taken medical or sabbatical leave, no academic vacancy at Mount Allison is filled automatically, as a matter of routine. The same standard of decision making should apply to administrative vacancies. The position of VP Student Affairs is a relatively recent creation, arising from a collegial review of administrative structures led by then-Provost Stephen McClatchie in 2006. Its financial cost was to be offset by the elimination of other administrative positions (such as the Dean of Students and the Director of Research Services) which have since been restored under different titles. The departure of the first occupant of this position is an opportunity for the university community to revisit its warrant as well as its scope.

Second, the composition of the search committee which has been created to fill the position of VP International and Student Affairs breaks with past practice as well as past commitments made to MAFA by the Employer. In 2002 and again in 2011 the Employer made a formal written commitment to include a MAFA-appointed representative on search committees for any senior academic administrative position. In keeping with this commitment, MAFA-appointed representatives have since served on various search committees for President, VP Academic, and the various Deans. In 2007 MAFA was invited to appoint a representative to the VP Student Affairs search committee which eventually recommended Ron Byrne. Maritza Fariña served on that committee as MAFA's representative alongside other faculty members appointed by the President. Since that time the position of VP International and Student Affairs has gained even greater importance in the academic life of the university, having authority over the Meighen Centre, the Wellness Centre, the International Centre, the Registrar and Admissions. On December 11, 2014, MAFA reminded President Campbell of the Employer's past commitments to MAFA, and requested that a MAFA-appointed representative be included on the newly struck search committee. In reply, on December 12, 2014, President Campbell declined our request. No reason was provided.

We mark the paradox of these recent Employer decisions – to fill an administrative vacancy without collegial consultation, and to break with past practice and past commitments to MAFA in the composition of the search committee – at a time when faculty are being offered assurances of greater transparency, cooperation and respect for collegial processes. We call once again on the Employer to make good on these assurances.

The MAFA Executive

<b>MAFA 2014-2015 EXECUTIVE</b>
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