



Minutes of the Mount Royal Faculty Association
Meeting date: October 17, 2018

Call to order: An Executive Board meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on October 17, 2018. The meeting convened at 9:20am, President, Melanie Peacock, presiding.

Members Present

Melanie Peacock
Brenda Lang
David Clemis
Marc Schroeder
Allison Mackenzie
Rafik Kurji

Brady Killough
Lee Easton (until 1:00pm)
Michael Truscello (until 1:30pm)
Guy Obrecht (until 1:30pm)
Jennifer Solinas (until 2:00pm)

Approval of Agenda

Moved: Brenda Lang, Seconded: Rafik Kurji
Vote – Carried Unanimously

Approval of Minutes

Motion was made by Melanie Peacock to approve the minutes of the October 5, 2018 Executive Board meeting. Motion Carried.

Business Arising

1. Follow-up required from MRFA Executive Board Retreat
 - a. Approval of Executive Board Goals
Timelines may be adjusted moving forward as prioritized by the individuals assigned to the tasks. Matters relating to strategic planning will be considered at a subsequent Executive Board retreat.
Motion THAT the Executive Board approve the Goals for 2018-2019.
Moved: Allison Mackenzie
Seconded: Lee Easton
Discussion
Vote – Carried Unanimously
 - b. Update on Executive Board Goals
 - Reminder that members of the Executive Board are to meet with new faculty as listed in the Team Drive.
 - Reminders will be sent about the Contract information sessions. Brady will ensure that it is noted at these sessions that full year scheduling is possible with the current wording of the Collective Agreement.
 - Continued progress is being made through the MRU Coalition: two letters, regarding the employee recognition wall and the Bookstore, are being submitted to David Docherty signed jointly by the three Associations.
 - c. SAMRU Executive Board Goals
The Executive Board reviewed the goals established by SAMRU for 2018-2019 and noted areas where the Association has common cause with the students and where we could provide support. Melanie will follow up with SAMRU through the MRU Coalition and with related MRU Departments to move forward on these points.
2. Workplace Demographics at MRU
The Diversity and Inclusion Survey Results are available [online](#). David and Melanie will follow up to ensure that these results are reviewed by the Board. Significant concerns include the low trust in senior administration, the level of faculty involvement in decision making, the high rates of mental health concerns and the very low engagement of non-credit instructors. The data reported corresponds to results of recent MRFA



census data which senior administrators have been provided in the past. Moving forward, it could be helpful to disaggregate the data on the FT:CAS responses and talk in terms of sections and FLEs, rather than head counts, and in terms of actual numbers of individuals, rather than percentages of respondents.

3. Final Preparation for the October Regular Meeting
 - a. Agenda
The agenda was reviewed and revised.
 - b. Approval of related documents
Deferred.
 - c. Feedback and/or Approval of Job Action Documents for presentation to the membership at the Regular Meeting
 - i. FAQ Document
The Association will provide high level information to members verbally at the October Regular Meeting. The FAQ document will be revised as discussed and filed for use as needed moving forward. Should the document be sent out at a later date, the MRFA will need to have planned a media response strategy in advance.
 - ii. Social Media Guidelines
This is a useful resource which should be posted on our website. Before it is approved by the Executive Board and mentioned at the November Regular Meeting, members of the Executive will make revisions to the document for approval at the October 31 Executive Board meeting.

New Business

1. Striking Job Action Committees
 - a. Approval of the Job Action Communications and Finance Committees' Charters
Executive Board members will consider this further and/or make required revisions to the charters which will be brought back for approval at the October 31, 2018 Executive Board Meeting.
 - b. Criteria for Appointments to these committees
Deferred to October 31.
 - c. Statements of Interest for Job Action Communications and Finance Committees
Motion THAT the Executive Board revise the Job Action Plan timeline to require the call for statements of interests for the Job Action Communications and Finance Committees be made when the Association is moving to Conciliation.
Moved: Brady Killough
Seconded: Brenda Lang
Vote – Carried Unanimously
The potential of striking these committees will be mentioned at the October Regular Meeting; in the interim, Executive Board members will consider this and discuss the positions with possible appointees, in confidenc.
2. Executive Board Approval of Interfund Transfers
 - a. 64,000 from Operating to Grants – Tuition Refunds
 - b. 20,000 from Operating to Grants – Contract Service Honourarium
 - c. 649.60 from Building to Operating – Cabinet Purchase for LRO Office
Moved: Brady Killough
Seconded: Rafik Kurji
Vote – Carried Unanimously



3. Reports Provided by Academic Affairs
The reports requested were emailed to the Association on October 2, 2018. The Executive Board reviewed the reports and determined appropriate steps to inquire about clarification on specific details within the Reassigned Time report.
4. Update - Presentation by Alex Usher: Trends and State of Higher Education
Deferred

In Camera Session

Negotiations Report (Vice-President, Negotiations)

Officers' Reports

President's Report
Deferred

Adjournment: The meeting was adjourned at 2:20pm.

Communications Officer, MRFA

Date of approval