



**Mount Royal Faculty Association  
Executive Board Meeting  
October 1, 2019  
Minutes**

**Call to order:** An Executive Board meeting of the MRFA was held in Mount Royal University, Calgary, Alberta on October 1, 2019. The meeting convened at 2:00 p.m., President, Melanie Peacock, presiding.

**Members Present:**

Anupam Das  
Brenda Lang  
Frank Cotae  
Heather McLellan  
Megan Lalonde

Melanie Peacock, Chair  
Rafik Kurji (left at 3:30 p.m.)  
Carlton Osakwe (left at 3:00 p.m.)  
**Members Absent with Regrets**  
Richard Erlendson

**Approval of Agenda – Approved**

Motion was made by Melanie Peacock that we approve the October 1, 2019 Agenda as presented.

Moved: Rafik Kurji

Seconded: Heather McLellan

Motion Carried

Motion was made by Melanie Peacock to approve the minutes of the September 6, 2019 meeting.

Moved: Brenda Lang

Seconded: Anupam Das

Minor changes discussed; moved as presented with change.

Motion Carried

2 Abstentions

Motion was made by Melanie Peacock to approve the minutes of the September 20, 2019 meeting.

Moved: Brenda Lang

Seconded: Rafik Kurji

Minor changes discussed; moved as presented with change.

Motion Carried

2 Abstentions

New MRFA Executive Board Members were welcomed and introduced to the rest of the Board.

**Presentation/Invited Guest:** Dr. Bob Uttl, Chair of the MRFA Faculty Evaluation Committee presented the Executive Board Members with the MRFA Faculty Evaluation Committee's analysis of the SET. Motions that were passed by the FEC and the current motion under discussion were also shared.

Feedback from the Executive Board was shared with Dr. Bob Uttl to take back to the Faculty Evaluation Committee. The Executive Board will invite Dr. Bob Uttl to an Executive Board meeting in December or January.

### **Unfinished Business:**

1. MRU security camera system: An update from the MRFA representative on the Joint OH&S Committee was received and shared with the Executive Board. The system does not track people individually or by race, specific gender, colour, or any other detail. It is pixel based. The information given addressed the concerns which arose regarding the camera system.

### **In Camera Session:**

Negotiations Report, Grievance Report, President's Report

### **Out of Camera**

### **New Business**

1. Confirmation of the MRFA Teaching Excellence Award 2019 recipients has been reviewed by the Awards Committee and the awards will be given out at the Tenure and Promotion Celebration.

Motion THAT we the Executive Board approve the 2019 Teaching Excellence Awards Recipients, both Full-time Faculty and Contract Faculty, as submitted by the Awards Committee.

Moved: Melanie Peacock

Seconded: Brenda Lang

Motion Carried

2. President's report included an update regarding a productive meeting with the AVP HR. AVP HR will be reviewing the following matters and providing further information to the Association: office clear out procedures for retiring employees and provision of suitable office space for contract faculty. Discussion about the new Conflict of Interest policy also occurred. As well, the AVP HR acknowledged that greater attention will be given to communication and not to refer to "all employees" when matters do not relate to faculty members.

MRFA Executive Board members were reminded about the AUPE information picket on October 10th and asked to register and attend.

MRFA Executive Board members were reminded to hold Saturday, January 11, 2020, in their calendars for the annual MRFA Executive Board strategic retreat.

Work on the mandate and composition of the upcoming President's Task Force on Freedom of Expression is continuing. Melanie has conveyed to MRU management that it is critical to have an MRFA-appointed representative on this task force.

Communication to government officials (specifically Minister Copping and Minister Nicolaides) were discussed and it was agreed that Melanie would craft letters to be sent to both on behalf of the Association. Letters would address our concerns regarding potential budget cuts, lack of information about where funding has been and is being allocated within PSIs, potential interference in collective bargaining if legislated mandates ensue, as well as concerns regarding potential misuse of labour market outcome indicators.



3. The Executive Board reviewed the Special and Regular Meetings, which were held on September 27, 2019, and discussed the overall feedback on the meetings. It was suggested that when the floor is open for discussion, the Executive Board moderate the discussion and set time limits for Members to speak. The need for In Camera sessions within Regular Meetings was discussed, and the Executive Board determined that going forward, meetings will be Out of Camera and signs will be posted at meetings reminding members not to record any portion of the meeting.

Robert's Rules states that if the motion is moved by an Executive Member, it does not need to be seconded.

The Executive Board discussed ways to enhance the all members' forum. Going forward, all speakers will be given a time limit of 3 minutes, will be advised of this in advance, and will be cut off when time expires. Further, for those members calling in a consistent procedure (that they will be advised of in advance) will be applied in that the CRO will read the member's submitted campaign statement (providing that it does not take longer than 3 minutes to read) and a picture of the member (if provided by the member in advance, as requested) will be displayed on the screen. This will ensure that candidates who call in will be "seen" and "heard" given that they choose not to attend/were unable to attend, the all candidates' forum in-person.

4. Setting of 2019/2020 Strike Pay Rate: Rafik Kurji - **Deferred**
5. A Poster proposal from the PSEC - **Deferred**
6. Submission for MRFA Distinguished Service Award – postponed to the Spring
7. Staff Review and Operations, MRFA Staff were recused from the meeting.

#### **For Information**

The Executive Board was provided with a copy of the Bargaining Communication Committee Minutes from September 13, 2019, a copy of the Professional Standards and Ethics Committee Minutes from September 18, 2019, a copy of the Job Action Preparedness Committee Minutes from September 19, 2019 and a copy of the Communications Committee Minutes from September 23, 2019.

**Next Meeting:** October 16, 2019

**Meeting Adjourned at 4:00 p.m.**

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Communications Officer, MRFA

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Date of Approval