



**Mount Royal Faculty Association**  
**Executive Board Meeting - Minutes**  
**March 25, 2020 10:00am – 12:00pm (Via Zoom)**

**Members Present:**

Anupam Das  
Brenda Lang  
Carlton Osakwe  
Heather McLellan

Megan Lalonde  
Melanie Peacock  
Richard Erlendson

**Absent with Regrets:**

Rafik Kurji

**Approval of Agenda** – Approved (Moved: Melanie Peacock and Seconded: Frank Cotae)

**Approval of Minutes** March 13, 2020 Executive Board Meeting – Approved (Moved: Melanie Peacock and Seconded: Frank Cotae)

**Business Arising:**

1. COVID-19: Responses and Updates

a. Conversations with Members and Virtual AA

Members have been in touch continuously and we have received a lot of positive feedback from members on our communications and the support which has been provided to members thus far. To provide an opportunity for members to socialize online, Melanie will set up a zoom invitation for an online AA with the band for Friday April 3. This will be included in the Monday Bulletin.

b. Conversations with Management

Melanie is corresponding with Tim Rahilly on almost a daily basis. He has been very transparent with respect to the processes and initiatives being undertaken to facilitate online learning: a lot of work is being done by faculty, and all University departments, to ensure this process unfolds as well as possible given the circumstances.

c. Letter of Operational Expectations

We have not yet received a response on the Letter of Operational Expectations. Until something is formally agreed to, this document will not be circulated with the membership. CAUT has provided a template LoU for Associations to use, and much of what was in it was included in our Letter of Operational Expectations; however, there are several items in the CAUT LoU that are not relevant for the MRU context since these items refer to Collective Agreement provisions which we do not have in our CA. Derrick has made note of the gaps in our CA and this will be referred to the Long Term Bargaining Goals Review Committee.

d. Updates on Alternative Delivery Methods and Final Grades – Spring/Fall 2020

Melanie and Rafik attended a regularly scheduled meeting with Tim and Lesley last week and discussed the many complicated matters involved in the current situation. Faculty members' concerns were conveyed and action has since been taken to follow up on some matters, such as scheduling a Special GFC Meeting to address academic policy matters. The MRFA will continue to monitor impacts and will ensure that the provisions in the Collective Agreement are upheld.

e. Faculty Evaluation Matters

i. SPOTs

Many faculty members have indicated that they would welcome student feedback about how the transition to online learning has gone: they want SPOTs to continue for this semester. Regardless, the MRFA will continue

to ensure that faculty are not unduly held to unreasonable expectations in light of the current circumstances.

ii. Tenure Track Faculty

Due to the numerous impacts of the transition to online teaching and social distancing, some tenure track faculty may want an extension to their probationary period while others would consider an additional year to be unnecessary and punitive for circumstances beyond their control. The ideal resolution in handling potential impacts of the current COVID situation on tenure track faculty would be for affected members to be given the opportunity to opt to have an extension to their normal probationary period. When we have a better sense of the duration and impacts of the COVID situation, the MRFA will actively engage with affected members to determine their preference and will advocate on their behalf to ensure none are disadvantaged by this situation.

f. MRFA events

i. PD Retreat

1. Feedback on the Cancellation

Members have indicated regret at this event being cancelled; however, we have also heard from members who appreciate we had their best interests in mind in making this decision.

2. Update on Contract and Cancellation with the Hotel

The hotel and all related contracts were cancelled and/or deferred without penalty. The deposit paid for the 2020 retreat is being carried forward to the 2021 retreat: April 26-27, 2021.

ii. Other MRFA sponsored events

1. FEC Session: March 31, 2020 – In consultation with the FEC Chair, this event will be rescheduled once we are back in person.

2. Committee Affair: April 17, 2020 - Chantelle and Melanie will host an online session to provide information to members.

3. Get Cracking: April 24, 2020 – Moved online with further details to be discussed by the PD Committee.

2. Performance Based Funding Update & Alberta 2030, Transforming Post-Secondary Education: update on government initiatives

The government has informally indicated that there may be delays in implementing the performance metrics; however, the RFP to review Alberta's PSE system was not similarly delayed. CAFA has seen the RFP and indicated that the timelines are too short to allow for a thorough review. The outcome may have been determined prior to the review happening.

3. Appointment to the ad hoc Job Action Finance Committee  
Deferred indefinitely until member(s) put their names forward.

4. Census Response Rate – Update

We have had a good response rate so far and members are generally satisfied with the representation provided by the MRFA. Chantelle will provide a summary of the results and comparative analysis after the census closes on April 10.

5. MRFA Nominee to the Board of Governors: submissions of interest

Motion THAT the Executive Board appoint Miriam Carey for the remainder of the term that has been vacated, ending June 26, 2021.



Moved: Melanie Peacock, and Seconded: Heather McLellan  
Vote – Carried, 1 in favour, 1 against, and 1 abstain

### **Unfinished Business**

1. Provincial Budget 2020  
Planned work of the Advocacy Committee has been put on hold due to social distancing measures; however, The Advocacy Committee will continue to promote messages on social media and Melanie will continue to communicate our concerns to Tim Rahilly.
2. MRFA Committees
  - a. Committee Member Survey Results  
Members are generally satisfied with their experiences serving on MRFA Committees. The MRFA will be following up on the constructive feedback which was provided by some survey respondents.
  - b. Committee Primer  
A committee primer has been developed to assist members serving on MRFA committees. A revised draft will be circulated for Executive Board members to comment on and it will be brought back for approval at the next meeting.
3. April 2<sup>nd</sup> Special Meeting: finalize plans and confirm online resources  
The motions have been separated for the DEC Officer and the FEC reassigned time. This will allow for discussion as needed.

### **In Camera Session:**

1. Negotiations Report - Vice-President, Negotiations
2. Grievance Report - VP Policy and Sr. Grievance Officer  
Motion THAT the Executive Board advance to arbitration 19-Grievance-00145 and 19-Grievance-00152.  
Moved: Melanie Peacock and Seconded: Brenda Lang  
Discussion  
Vote – Not Carried: 1 in favour, 6 against and 1 abstention.
3. President's Report  
The Executive Board determined that the RFP would be sent directly and confidentially to three potential external investigators.

### **Officer's Reports**

1. President's Report
  - a. CAFA Update: PIA campaign and funding  
Motion THAT the MRFA approve a \$5,000 donation to CAFA in support of the proposed Media Campaign.  
Moved: Melanie Peacock and Seconded: Frank Cotae  
Vote – Carried Unanimously

### **New Business**

1. Approval of Computer Purchase for Administrative Assistant  
Motion THAT the MRFA Executive Board approve the computer purchase for the MRFA's administrative Assistant to more effectively work from home and for ongoing use when the Faculty Centre offices re-open.  
Moved: Melanie Peacock and Seconded: Brenda Lang  
Vote - Carried Unanimously
2. Academic Liaison Committee Update



The ALC is connecting with councilors, under Part 1 and Part 2, to assist where possible in facilitating the transition and serving as a resource for all faculty councilors. A few major concerns which ALC is tracking right now include the rescheduling of the cancelled March GFC meeting, the consideration of a new online learning management system, the new academic plan, and the constitutional review processes required by CAQC. ALC is working to ensure that faculty input is considered prior to the purchase of a new LMS, and is tracking EOC decisions facilitating transitional matters related to COVID which would, in normal circumstances, be the purview of GFC.

**Adjournment:** The meeting was adjourned at 12:00pm

**Approval of Minutes:**

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Communications Officer – MRFA

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Date