



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
September 4, 1:00 – 3:30pm (Via Zoom)**

Call to order: the meeting was called to order at 1:20

Members Present:

Anupam Das
Carlton Osakwe
D.A. Dirks
Frank Cotae
Heather McLellan

Irene Shankar
Kirk Niergarth
Lee Easton
Maki Motapanyane
Melanie Peacock
Rafik Kurji

Approval of Agenda – Approved (Moved: D.A. Dirks and Seconded: Heather McLellan)

Approval of Minutes: September 1, 2020 – taken as read and approved.

Unfinished Business:

1. Provincial Initiatives - Review 2030

This government initiative is the most important strategic issue we are facing at this time. Lee and Frank will be working with the Advocacy Committee and through CAFA to advocate for faculty interests, and for MRU, in this process. To begin, the MRFA will be making a submission to CAFA on the three main issues from the MRU perspective (precarious employment, the expense ratio and the quality and value of existing programs) and on the three main outcomes we would want to see from this review (funding cuts being rescinded, stability of funding restored and increases in tuition stopped). Our submission will also include commentary on the efficacy of bicameral governance at MRU. It will be noted that one issue common at MRU, and likely an issue elsewhere, is the lack of common understanding of what is / is not an academic matter which needs to go to GFC. The MRFA will, also, be making separate submissions to the government and to the opposition.

2. MRFA Scheduling Matters - Date(s) of Exec Planning Sessions

The retreat has been split and the agenda will be structured as best as possible to accommodate members' availability to attend. Members are to send any topics for discussion at the retreat to Chantelle.

3. Request from Faculty for MRU to use Zoom

The MRFA received a copy of a letter from a member urging MRU to use Zoom. Our response will note that these are matters that the Association has very little input on. The Association uses zoom as it best meets the needs of the MRFA which is not obligated to follow the University's IT licensing restrictions in this regard.

4. Faculty Correspondence - Association Statement on Racism and Concern about Spring PD event – Striking a Working Group

The Executive Board has received several letters from members expressing concerns about the Association's PD events held in the Spring and the Association's statement on racism. The Association needs to address the interrelated nature of these concerns and how to work proactively to address them. To deal with this in a holistic and thoughtful way, a working group will be struck to review our bylaws and related information to determine how this can be addressed on an ongoing basis. Maki, Kirk and Lee will comprise the working group to look at these issues and a comprehensive response addressing all related aspects of the matter will be submitted to the Executive Board for consideration. If specific expertise or insight is required, the working group may reach out for input throughout the process.

5. MRFA Service Workload - Reassigned Time / Workload Review
The Association is reviewing how reassigned time is allocated to determine if amounts are being allocated appropriately. Throughout 2020-2021, Executive Board members will be mindful of their time spent on Board/Committee meetings and related activities. This information will be compiled in January and the Board will consider it further in February to determine if we are meeting the requirements of the positions.
6. MRFA Member Created Fund for Contract Faculty to transition to online delivery
The fact that contract faculty have been forced to do free labour for the University is egregious neglect on behalf of the University. While it would be nice for the Association to provide some means by which compensation could be given to contract faculty for this work, possibly through collected funds, it is not the role of the Association to compensate employees when the employer refuses to do so. The Executive Board discussed the various considerations involved and determined that this issue would be brought forward for further discussion at a later date.

Business Arising:

1. Motion to accept the recommendation of the Triad Working Group that the Association facilitate Triads on a trial basis for the 2020-21 academic year, that representatives from PDC and SEC coordinate events, and that the budget for these events in 2020-2021 will come from the Social Events and/or the PD Committee budget lines which are anticipated to be underspent due to COVID. This working group will report back to the Executive Board in Winter 2021.
Moved: Heather McLellan and Seconded: Carlton Osakwe
Discussion.
Vote – Carried Unanimously
2. MRFA Response to the Scholars Strike
 - a. MRFA Special Meeting
The meeting is moving forward and both candidates have confirmed their availability to attend the meeting
 - b. Approval of the information letter about the Scholars Action
The letter is clear and informative in terms of the specific context in Alberta and it will help faculty to understand their rights and better consider what actions they could undertake to demonstrate support for this initiative. The letter, to be amended as discussed, was approved by consensus
 - c. Compiling and Distributing Resources
Additional links will be added to the letter and MRFA staff will be directed to review the resources available online as well.

New Business

1. Banner Updates
The University is wanting to create a friendlier banner system which includes faculty pictures. There are related health and safety concerns and the University would likely need to get written permission from all individual faculty members to do this with their images. The Association cannot sanction this or approve it on behalf of all members
2. Climate Petition – CAUT Sponsored
The Executive Board approved the inclusion of this petition in the weekly bulletin in accordance with the Association’s Communications Policy.
3. Bill 32
 - a. Motion to Endorse a Letter of Support for AUFA
Motion that the Executive Board write a letter of support for AUFA advising the AU administration that if their de-designation plans continue the MRFA will recommend to MRU faculty that they no longer suggest AU as a place students take their online courses.



Moved: Lee Easton and Seconded: Anupam Das

Discussion

Vote - Carried Unanimously

b. Related Bylaw Considerations: Membership Fees

This matter was discussed in detail by the Bylaws and Governance Committee and the Executive Board will consider this matter further at a later date when appropriate.

Officer's Reports

1. President's Report

Lee provided a written report to the Executive Board detailing work accomplished over the previous weeks. This work included managing FC operations, negotiating and communicating on the extension of the COVID MoU, facilitating the establishment of the TRIAD working group, meeting with MRSA and SAMRU Presidents, attending meetings and corresponding with CAFA, and, among other presentations, presenting the Tenure and Promotion workshop.

2. VP Policy and Sr. Grievance Officer's Report - Protected Disclosure Policy

The Executive discussed the policy and noted that when the policy refers to disciplinary processes members need to be aware that they have the right to consult with the Association and have representation throughout the process.

Consent Agenda

Items removed from consent agenda

1. MRFA Overloads approval

The overloads for MRFA service were approved following a discussion of concerns regarding the contract faculty representative not receiving SICH when serving as an observer. This matter will be considered in the Winter 2021 reassigned time review.

2. Communications Committee Meeting Minutes

The Communications Committee minutes were taken as read and approved as amended following confirmation of readership numbers indicated in the minutes.

Motion that the Executive Board accept the following consent agenda items.

Moved: Lee Easton and Seconded: Heather McLellan

Vote - Carried

1. Removed - Approval of 2020-2021 MRFA Overloads per Bylaw article 8.6.1 (att.)
2. Confirmation of Negotiating Comm. Quorum at 4 members per Committee Charter (att.)
3. Accepted Committee work and event plans (Dates and Deadlines Poster att.)
4. Approving Staff PD Refund Request (att.)
5. Approving MRFA Appointments (on consent agenda where there is only one candidate)
 - Social Events Committee – 1 position for 1 year – Contract
Connie Luther, General Education (Contract)
 - Ad hoc Job Action Finance Committee: 1 position for the remainder of the current round of bargaining.
Salah U-Din, Accounting and Finance (Contract)
 - MRFA Retired Members Committee
Marlene Kingsmith (Child Studies and Social Work)
Anne Scrimger (ADC)
6. Approving MRFA Committee Minutes
 - June 5, 2020 Professional Development Committee Minutes
 - June 8, 2020 Advocacy Committee Meeting Minutes



- June 8, 2020 Grants Committee Meeting Minutes
- June 11, 2020 Awards Committee Meeting Minutes
- Removed - August 18, 2020 Communications Committee Minutes
- August 25, Professional Development Committee Meeting Minutes
- August 25, Social Events Committee Meeting Minutes
- August 28, 2020 Academic Liaison Committee Meeting Minutes
- September 2, Bargaining Communications Committee Meeting Minutes

For Information:

MRFA Executive Board Phone Contact List (att.)

Letters from Premier and Minister Nicolaides (atts.)

Adjournment: The meeting was adjourned at 3:30pm