



Mount Royal Faculty Association
Executive Board Meeting - Minutes
October 2, 2020, 1:30 – 3:30pm (Via Zoom)

Members Present

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

Kirk Niergarth
Lee Easton
Maki Motapanyane
Melanie Peacock
Absent with Regrets:
Rafik Kurji

Approval of Agenda – Approved as amended (Moved: Kirk Niergarth and Seconded: D.A. Dirks)

Approval of Minutes: September 16 and 26. The minutes were taken as read and approved.

Business Arising:

1. Pandemic Considerations

- a. Supporting members who are self-isolating
Following legal consultation, the possibility of the Association facilitating volunteer support for faculty needing assistance will be further considered at the next Executive Board meeting.
- b. Review of Issues as discussed at Exec Retreat: Next Steps
Discussion of these matters is ongoing and will be, in part, directed and supported by the responses to the Association's pandemic survey.
- c. Members' Input relating to the Pandemic
 - i. Member Survey Results
Data will be circulated to appropriate committees with comments removed. All data and comments, where made available, will be used in aggregate to advocate for faculty interests.
 - ii. Additional Comments Submitted re: Survey
This input was submitted to the Executive Board for information.
 - iii. Online Pandemic Comment Form Responses
This input was submitted to the Executive Board for information.
- d. COVID MoU
Another MoU will be negotiated to replicate and extend the last one as well as possibly including a commitment that the University agree to facilitate T2200s forms for faculty if the federal government permits this.
 - Either through bargaining or governance, reasonable adjustments to expectations are required for tenure and promotion applications.
 - Further consideration is needed regarding practices in place for Peer Evaluations in the online environment. In the interim, Faculty need to note matters affecting their online/remote teaching performance in their responses to peer evaluations.
- e. Updates
 - i. The Academic Working Group is having ongoing conversations around concerns about returning to campus, the automated proctoring program, and other activities and social isolation concerns. A high level overview of the MRFA survey data has been provided as information for the group.
 - ii. Lee is still waiting to hear back on FDC Funds and PD allotments, but has confirmed that there is roughly 112,000 in the contract faculty PD pool. Unfortunately, many contract faculty do not meet the three course eligibility requirement stipulated in the CA.

2. Review 2030
 - a. Update on MRFA Submission to the Guiding Coalition
Executive Board members will review the workbook and pick three priority questions for how these matters should be addressed from an MRU perspective. The government wants to consolidate institutions; so, we may need to clarify what undergrad PSIs bring to the sector.
 - b. Next Steps: Direction to Advocacy Group
The Advocacy Committee will move forward, at its discretion, in drafting the submission to the UCP for submission by October 23.
3. Call for Agenda items for meeting with Tim and Liz on Nov 27, 2:30p.m. - 3:30p.m.
Potential topics were discussed, including Diversity, Equity and Inclusion in relation to Freedom of Expression and the contracting out of cleaning services and other privatization on campus. Additional agenda topics can be sent to Chantelle or Lee.

New Business

1. MRFA Regular Meetings
 - a. Debrief September Regular Meeting
We have received positive feedback from members who attended the meeting; however, we may want to consider alterations to the mode moving forward.
 - b. Planning October Regular Meeting
The agenda will be finalized at the October 14 Executive Board Meeting
2. MRFA Involvement in New Faculty Orientation – Direction to PSEC
ADC has stepped away from what was called New Faculty Orientation and it has all been shifted to HR; however, HR has nothing in place to provide ongoing support to new faculty. PSEC will facilitate support for tenure members through periodic workshops at different times throughout the tenure process.
3. Motion to Approve PD Expense for Lancaster Audio Recording
Motion that the MRFA Executive Board authorize the expense of \$265 to purchase a copy of the recording of a Lancaster webinar panel on the freedom of expression.
Moved: Frank Cotae and Seconded: Lee Easton
Vote – Carried Unanimously

Motion to Move in Camera at 2:50pm

Moved: Heather McLellan and Seconded: Kirk Niergarth
Vote – Carried Unanimously

In Camera/Closed Session:

1. Negotiations Report - Vice-President, Negotiations
2. Grievance Report - VP Policy and Sr. Grievance Officer
Motion that case 19-Grievance-00105 be advanced to step 5 of the grievance process
Moved: Heather McLellan and Seconded: Kirk Niergarth
Discussion
Vote – Carried Unanimously
3. President's Report
4. Appointment to the Freedom of Expression Taskforce
Motion that the Executive Board appoint Mark Ayyash to serve as the MRFA Representative on the President's Freedom of Expression Taskforce.
Moved: Lee Easton and Seconded: Anupam Das
Discussion
Vote – Carried Unanimously

Motion to Move out of Camera at 3:20pm



Moved: Heather McLellan and Seconded: Lee Easton
Vote – Carried Unanimously

Officer's Reports

1. President's Report
The MRFA Executive Board accepted the letter submitted by the Diversity and Equity Committee regarding the scheduling of MRFA activities and meetings: where possible scheduling will be within the parameters indicated on the letter. The Executive, also, approved sending the corresponding letter to the MRU President with respect to the scheduling of GFC standing Committees.
2. Past President Report – CAUT Defense Fund Updates
The current status of the fund was summarized and it was noted that the Lakehead University Faculty Association has been preapproved for funds to support job action.

Consent Agenda

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

1. Appointments - Referral of vacant positions to the Nominations Committee
2. Approving MRFA Committee Minutes
 - a. June 8, Diversity and Equity Committee Minutes
 - b. August 26, Diversity and Equity Committee Minutes
 - c. September 18, Staff Meeting Minutes
 - d. September 23, Job Action Preparedness Committee Meeting Minutes
 - e. September 23, Professional Development Committee Meeting Minutes
 - f. September 23, PD Get Cracking Sub-Committee Meeting Minutes
 - g. September 25, Bargaining Communications Committee Meeting Minutes
3. CAUT Fall Organizing Workshop Notes for referral to appropriate Committees

Moved: Lee Easton and Seconded: Frank Cotae

Removed from consent agenda – SEC Minutes

Vote – Carried Unanimously

Social Events Committee

There were questions discussed about the plans in place for the holiday parties and some additional information was provided.

Motion that the Social Events Committee minutes be approved.

Moved: Irene Shankar and Seconded: Lee Easton

Vote – Carried Unanimously

Motion to adjourn the meeting

Moved: Frank Cotae and Seconded: Irene Shankar

Vote – Carried Unanimously

Adjournment: The meeting was adjourned at 3:33pm