



**Mount Royal Faculty Association  
Executive Board Meeting - Minutes  
September 16, 2020, 10:00am – 12:30pm (Via Zoom)**

**Members Present:**

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

Kirk Niergarth  
Lee Easton  
Maki Motapanyane (at 11:00am)  
Rafik Kurji  
**Absent with Regrets**  
Melanie Peacock

**Approval of Agenda**

Motion to approve the agenda as amended – (Moved: D.A. Dirks and Seconded: Kirk Niergarth)

**Approval of Minutes:** September 4, 2020. Minutes taken as read and approved.

**Unfinished Business:** None

**Business Arising:**

1. Motion to approve the MRFA Awards Committee recommendation on Teaching Excellence Awards Equity and Eligibility Concerns  
The Executive Board was provided with the Awards Committee Meeting Minutes, including the recommendations of the committee, and the context for the issues being brought forward.

Motion that the Executive Board accept the Awards Committee's recommendation that the criteria restricting eligibility based on DFA Nomination status be removed from the Teaching Excellence Award process.

Moved: Frank Cotae and Seconded: Kirk Niergarth

Vote – Carried Unanimously

Motion that the Executive Board direct the Awards Committee to delete the requirement for faculty to submit SPoTs as part of the Teaching Excellence application package.

Moved: D.A. Dirks and Seconded: Anupam Das

Vote – Carried Unanimously

Motion that the Executive Board direct the Awards Committee to review the forms of evidence for the teaching award, to broaden the criteria to be more inclusive of all faculty if applicable, to consider whether these awards should be separated in other ways (e.g. by Faculty), and to consider whether other forms of recognition should be considered by the MRFA.

Moved: Rafik Kurji and Seconded: Kirk Niergarth

Discussion

- Chantelle and Rafik will look into the feasibility of allocating additional funds for more awards
- The committee will be asked to report back to the Executive Board on the new methods by which applications will be assessed.

Vote – Carried Unanimously

2. Pandemic Considerations

- a. Motion to appoint member to the Academic Working Group

Motion THAT the Executive Board appoint Maki Motapanyane to the Academic Working Group

Moved: Lee Easton and Seconded: Frank Cotae

Vote – Carried Unanimously

- b. FDC Funding and PD allotments

Many members' PD allotments have elapsed due to COVID. Lee is working with Liz Evans to resolve this situation without negatively impacting other pools of funding. Additionally, alternative eligible expenses for FDC funds for 2020-2021 need to be considered and implemented for all Faculties: some FDCs have already done this (i.e. Arts and HCE). Potential solutions will be compiled, drafted and reviewed by the Executive Board on September 17 and Lee will meet with Liz to review the possibilities. Moving forward, the administration of FDC funds needs to be more equitable across the University. If this fund is not managed in a fair and reasonable way it would be grievable under article 2.3.

- c. Motion that the President request the Negotiations Committee to consider arriving at an MOU for COVID -19 to address the Long-term Impact of the Pandemic on Faculty Work.

Moved: Lee Easton and Seconded: Kirk Niergarth

Discussion:

- The Executive Board can make this request but it is not direction to the Negotiating Committee: interests brought to the table are determined by the Negotiating Committee.
- Impacts from COVID could affect faculty for many years to come and this MoU needs to be incorporated in the CA and bargained by the Negotiating Committee, not the Executive Board.

Vote – Carried Unanimously

- d. Remote Delivery Considerations

- i. Communications Survey

The Executive Board authorized the proposed survey being implemented by the Job Action Preparedness Committee about the impacts of COVID. Additional questions will be added with respect to EDI considerations and MRFA services to support members (i.e. PSEC offerings). The survey will be launched on Monday September 28, promoted on Sept 30 and closed on October 2.

- ii. Motion to approve revisions to the online comment form

The Executive Board authorized the proposed amendments to the anonymous comment form and it will be promoted in the Weekly Bulletin. This is one way to hear from our members in a less structured and informal way in the online environment.

- iii. Compiling Issues / Brainstorming

Executive Board members will consider the large issues around the pandemic with plans to discuss these items in depth at the Retreat.

### 3. Review 2030

- a. Principles to Guide MRFA Response

The Advocacy Committee identified five main items to guide the MRFA's submissions in this review process.

- b. MRFA Submission to NDP/Government

The submission to the NDP's parallel review to the Alberta 2030 review process is posted on the google drive and is open for Executive Board feedback until September 17. The submission to the Guiding Coalition needs to be completed by the first week of October. The Executive Board discussed amendments such as including additional information on undergraduate research, targeted funding for undergraduate research, and additional emphasis needed relating to MRU being a teaching focused institution. Graphs and images will be incorporated in the submission to the guiding coalition. The submission will go to the regular



meeting on September 30 and will be submitted to the guiding coalition and to the Minister of Advanced Education in early October.

- c. Next Steps: Direction to Advocacy Group - Deferred
4. Motion that the FEC address the following priorities this year:
  - Review the impact of COVID-19 on faculty evaluations and make recommendations, if any, related thereto;
  - Review the new Faculty Annual Reporting systems for its effects on faculty, the adherence to the Collective Agreement, esp. Appendix B
  - Review Faculty Evaluation processes with respect to Equity and Diversity and make recommendations ;  
Moved: Lee Easton and Seconded: Carlton Osakwe  
Vote – Carried Unanimously
  - a. Coordinate work with that of Equity and Diversity Committee  
Where appropriate, this work may be coordinated with DEC.
5. Motion to approve the September Regular Meeting Agenda  
Moved: Kirk Niergarth and Seconded: Frank Cotae  
Vote – Carried Unanimously
6. Notice of Motion:  
That the Association approve the charter constituting a working group to review Association By-laws and Policies and Procedures for systemic racism and discrimination.
7. Appointment of a Proxy for the CAUT Defence Fund AGM  
Motion to appoint Melanie Peacock as the MRFA's Proxy for the Member Union Meeting of the Fall 2020 CAUT Defence Fund Meeting.  
Moved: Anupam Das and Seconded: Carlton Osakwe  
Vote – Carried Unanimously
8. Ratifying Teaching Excellence Award Recipients  
Motion that the MRFA Executive Board ratify the selected recipients for the 2020 Teaching Excellence Awards: Dixie Cole and Namrata Khemka Dolan.  
Moved: Anupam Das and Seconded: Heather McLellan  
Vote – Carried Unanimously

**In Camera/Closed Session:**

Motion to Move in Camera at 11:30am

Moved: Heather McLellan and Seconded: Frank Cotae  
Vote – Carried Unanimously

1. Negotiations Report - Vice-President, Negotiations
2. Grievance Report - VP Policy and Sr. Grievance Officer
3. President's Report

Motion made at 12:10pm to Extend the Meeting to 12:45pm

Moved: Lee Easton and Seconded Anupam Das  
Vote - Carried Unanimously

Motion made at 12:15pm to Move out of Camera

Moved: Anupam Das and Seconded: Kirk Niergarth  
Vote - Carried Unanimously

### Officer's Reports

1. President's Report, Written Report att.

The President submitted a written report outlining work in recent weeks on the following #ScholarStrike Follow-up, the Response to the MOU on COVID-19, CAFA Awards, Bill 32 and its Impact on Membership Fees, New MRU HR Recognition Program, the Pay Equity Study, and recent MRFA meetings and presentations.

a. Preparations for Bill 32

Infrastructure is being set up to facilitate the clear separation of pre bill 32 and post bill 32 MRFA funds with support and direction from the Association's legal Counsel.

b. CAUT Fall Organizing School – Request for Session Facilitator

CAUT has asked us to present in the Organizing School. Interested members of the Executive Board are to contact Chantelle.

Motion that the Executive Board accept the President's written report.

Moved: Carlton Osakwe and Seconded: Rafik Kurji

Vote – Carried Unanimously

2. Academic Liaison Officer's Report, Carlton Osakwe

Items considered at the recent GFC meeting included a motion passed acknowledging the damage done by residential schools, discussion of the 2030 Review (Tim Rahilly as a member of the guiding coalition invited councilors to submit input to him on the matter), and an update regarding the Academic Working Group considering Winter 2021 delivery: they expect a decision by mid-October.

3. Treasurer's Report, Rafik Kurji

The Association is in good financial position. Fund Balances were reported to the Executive Board and will be provided to the members at the September Regular Meeting. While there have been no major transactions recently and our funds are stable, we anticipate variance in our expenses and revenues for the year due to COVID. In managing payments while working remotely, Chantelle is sending documentation of invoices to Rafik to ensure these are all in order.

### Consent Agenda

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

Moved: Frank Cotae and Seconded: Carlton Osakwe

Vote – Carried Unanimously

1. Approving MRFA Special Meeting Minutes for posting online

2. Receiving Quarterly Budget Update and Account Balances

3. Approving MRFA Committee Minutes

a. September 4, 2020 Job Action Preparedness Committee Minutes

b. September 4, 2020 Bylaws and Governance Committee Minutes

c. September 8, 2020 Communications Committee Minutes

d. September 8, 2020 PDC Sub-Committee Minutes

e. September 9, 2020 PSEC Meeting Minutes

f. September 11, 2020 Advocacy Committee Meeting Minutes

4. CAFA Submission to NDP Parallel 2030 Review (attached)

**Adjournment:** The meeting was adjourned at 12:40pm