



**Mount Royal Faculty Association  
Executive Board Meeting – Minutes  
October 14, 2020, 10:00am – 11:30am (Via Zoom)**

**Members Present:**

Anupam Das	Irene Shankar
Carlton Osakwe	Kirk Niergarth
D.A. Dirks	Lee Easton
Frank Cotae	Maki Motapanyane
Heather McLellan	Melanie Peacock
	Rafik Kurji

**Approval of Agenda** – Approved as amended (Moved: Anupam Das/Seconded: Kirk Niergarth)

**Approval of Minutes:** October 2, 2020. The minutes were taken as read and approved.

**Business Arising**

1. Pandemic Considerations

a. Supporting members who are self-isolating – Legal Counsel Update

The Association has received legal counsel regarding requirements to be met to facilitate the proposed volunteer support system for members self-isolating. Motion that the Executive Board create a list of volunteers to assist those who are quarantining or self-isolating due to Covid.

Moved: Anupam Das and Seconded D.A. Dirks

Discussion

Vote – Carried Unanimously

b. Peer Evaluations

The Association will continue to push for the deferral or cancellation of faculty review processes where appropriate. Faculty are teaching in a mode in which they are not comfortable and it is increasing members' stresses and exacerbating the vulnerability of a large segment of our members. The current MoU is intended to offset and mitigate some elements of article 28 amidst the pandemic. While we continue efforts to improve parameters around faculty evaluation during Covid, the following measures should be taken to ensure processes are followed and members' rights are protected:

- Evaluators need to familiarize themselves with online delivery considerations so they are not proceeding with evaluation in the same way as they would for in person classes,
- If an evaluation is missed then the Dean needs to write a memo explaining the circumstances as to why the evaluation was missed and the MRFA needs to agree to the exception.
- Tenure committees need to document how they have accommodated faculty due to impacts of the pandemic.

c. Faculty Office Access – Update from AWG - deferred

**Closed Session:**

Motion to move to closed session at 10:28am

Moved: Heather McLellan and Seconded: Frank Cotae

Motion Carried

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

Motion to move out of closed session at 10:51am

Moved: Lee Easton and Seconded: Frank Cotae

Motion Carried

## New Business

1. Meetings with Tenure Track Faculty  
Members of the Executive Board will meet individually with new faculty members to build connections and provide information about the role of the Association and how we support our members.
2. Meetings with President Rahilly – Volunteers needed  
In accordance with MRFA Policy, individual Executive Board members will join Lee in monthly meetings with Tim Rahilly.
3. Motion to amend Charter - A Working Group to Review Bylaws and Policies  
Motion to amend committee composition: “a member at large, preferably from an equity seeking group”.  
Moved: Lee and Seconded: Carlton Osakwe  
Vote – Carried, 1 abstention
4. Annual Report Deadline Extension  
There is a proposal to extend the deadline to April 30, 2021 due to a number of implementation issues including a low response rate. this extension would be something that many members would welcome. If we agree to the extension corresponding changes would be applied to the Deans’ reviews.  
  
Motion that the Executive Board accept the offer to extend the annual report submission deadlines, with clarification on the timelines and with the understanding that Deans’ review be suspended except on request.  
Moved: Kirk Niergarth and Seconded: Lee Easton  
Discussion: Lee will immediately inform members that we have agreement in principle to the deadline extension. The MoU on the extension will be further refined with respect to related considerations and timelines.  
Vote – Carried Unanimously
5. Cancellation of October Regular Meeting  
Motion to cancel the October Regular Meeting  
Moved: Frank Cotae and Seconded: Irene Shankar  
Vote – Carried Unanimously  
Discussion: A bargaining bulletin will be distributed in lieu of the meeting  
Vote - Carried Unanimously
6. Recommendation from the Executive Board Working Group to Convey MRFA Support of Academic Freedom  
Motion to postpone made at 11:30am  
Moved: Frank Cotae and Seconded: Lee Easton  
Discussion  
Vote – Not Carried  
  
Motion made at 11:30am to extend the meeting by 30 minutes  
Moved: Irene Shankar and Seconded: Kirk Niergarth  
Vote – Carried Unanimously  
  
Motion made at 12:00pm to extend the meeting to 12:15  
Moved: Lee Easton and Seconded: Heather McLellan  
Vote – Carried Unanimously  
  
Motion that the MRFA make public a statement indicating its continued support of academic freedom.  
Moved: Kirk Niergarth and Seconded: Lee Easton  
Discussion  
Vote – Carried, 1 abstention (noting that we already support academic freedom)

## Consent Agenda

Removed: Appointments to MRFA Working Group MRFA Equity and Governance Review

Motion to appoint Ghada Alatrash to serve as the DEC Representative on the MRFA Equity and Governance Review Working Group

Moved: Maki Motapanyane and Seconded: Kirk Niergarth

Vote – Carried Unanimously

Motion to appoint Irene Shankar to serve as the Executive Board appointee on the MRFA Equity and Governance Review Working Group

Moved: Lee Easton and Seconded: D.A. Dirks

Vote – Carried Unanimously

Motion to appoint Kimberly Williams to serve as the member at large on the MRFA Equity and Governance Review Working Group

Moved: Lee and Seconded: Rafik Kurji

Discussion

Vote – Carried Unanimously

It was noted that additional members could be appointed to the committee if we receive further statements of interest.

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

Moved: Heather McLellan and Seconded: D.A. Dirks

Vote – Carried Unanimously

1. Appointments
  - a. MRFA Department Liaison for Humanities: Nazak Bijandefar – 2020-2022
  - b. MRFA Awards Committee – Previous Contract Recipient – Tonya Mousseau (att.)
  - c. Faculty Evaluation Committee – Mary-Lee Mullholland (att.)
2. Approving MRFA September Regular Meeting Minutes for posting online (att.)
3. Approval of PD Expense for Negotiating Committee Member - Bargaining in the Broader Public Sector Conference (att.)
4. Approving MRFA Committee Minutes
  - a. September 11, Faculty Evaluation Committee Meeting Minutes
  - b. October 2, Bylaws and Governance Committee Meeting Minutes
  - c. October 5, Professional Standards and Ethics Committee Meeting Minutes
  - d. October 6, Retired Member Committee Meeting Minutes
  - e. October 8, Social Events Committee Meeting
  - f. October 9, Communications Committee Meeting
  - g. October 9, Advocacy Committee Meeting

Motion to adjourn made at 12:15pm

Moved: Kirk Niergarth and Seconded: Heather McLellan

Vote – Carried

The Executive Board discussed recent media coverage of the October 23 Organizational Review Session and determined that due to other, more pressing, matters relating to the pandemic no public comment would be made at this time.

**Adjournment:** The meeting was adjourned at 12:15pm